



ALIEF INDEPENDENT SCHOOL DISTRICT
BOARD OF TRUSTEES
4250 Cook Road, Houston, Texas 77072
P.O. Box 68, Alief, TX 77411

BOARD MEETING RETREAT - TEAM OF 8 TRAINING

Friday, February 6, 2026

6:30 PM

Notice is hereby given that the Board of Trustees of the Alief Independent School District will hold a Board Meeting Retreat - TEAM of 8 Training on Friday, February 6, 2026 at 6:30 PM in the Board Room of the Administration Building, 4250 Cook Rd, Houston, TX 77072.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

One or more board members and/or presenters may participate in this meeting by videoconference. It is the intent of the district to have, and the meeting will have, a quorum of board members physically present at the meeting location. The meeting location will be equipped with video conference equipment.

The public may view the board meeting by watching the live stream of the meeting at the following link: <https://video.aliefisd.net/show?video=436b1ee64ce7>

Online posting found here: <https://meetings.boardbook.org/Public/Organization/770>

1. Call to Order
2. Invocation or Inspirational Remarks
3. Public Comments on Posted Agenda Items
4. Team of 8 Training
 - 4.1. Board Teambuilding Training (Dr. Barbara M. Jenkins) 3
5. Closed Executive Session
 - 5.1. Consult with the District's attorneys on any subjects or matters authorized by law, including any matter listed on this meeting notice/agenda, pending or contemplated litigation, and proposed settlements.
(Tex. Gov't Code § 551.071)
 - 5.2. Deliberate the duties, responsibilities, evaluation, employment, and dismissal of personnel and officers, including the Board and Superintendent and as it pertains to any item listed on this notice/agenda. (Tex. Gov't Code § 551.074)
6. Adjournment

If, during the course of the meeting covered by this Notice, the Board should determine that a closed or executive meeting or session of the Board should be held or is required in relation to any item included in this notice, then such closed or executive meeting or session as authorized by Section 551.001 et seq. of the Texas Government Code (the Open Meetings Act) will be held by the Board at that date, hour and place given in this notice or as soon after the commencement of the meeting covered by this notice as the Board may conveniently meet in such closed or executive meeting or session concerning any and all subjects and for any and all purposes permitted by Sections 551.071-551.089, inclusive, of the Open Meetings Act, including, but not limited to:

Section 551.071 – For the purpose of a private consultation with the Board’s attorney on any or all subjects or matters authorized by law.

Section 551.072 – For the purpose of discussing the purchase, exchange, lease, or value of real property.

Section 551.073 – For the purpose of considering a negotiated contract for a prospective gift donation.

Section 551.074 – for the purpose of considering the appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a public officer or employee or to hear complaints or charges against a public officer or employee.

Section 551.076 – To consider the deployment, or specific occasions for implementation, of security personnel or devices.

Section 551.082 – for the purpose of considering discipline of a public school child or children, or to hear a complaint by an employee against another employee, if the complaint or charge directly results in a need for a hearing.

Section 551.0821: For the purpose of deliberating a matter regarding a public school student if personally identifiable information about the student will necessarily be revealed by the deliberation;

Section 551.083 – for the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas Education Code.

Section 551.084 – for the purpose of excluding witness or witnesses from a hearing during examination of another witness.

Section 551.089: For the purpose of deliberating security assessments or deployments relating to information resources technology, network security information as described by Section 2059.055(b), or the deployment, or specific occasions for implementation, of security personnel, critical infrastructure, or security devices.

Should any final action, final decision, or final vote be required in the opinion of the Board with regard to any matter considered in such closed or executive meeting or session, then such final decision, or final vote shall be at either:

- a. the open meeting covered by the notice upon the reconvening of this public meeting, or
- b. at a subsequent public meeting of the Board upon notice thereof, as the Board shall determine.



Alief ISD

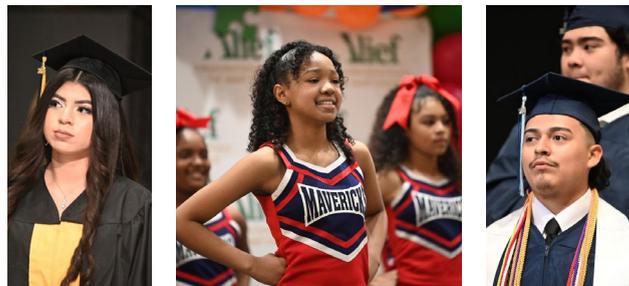
Board Retreat TEAM OF 8 February 6, 2026





Invocation or Inspirational Remarks

Board Retreat
February 6, 2026



Alief ISD

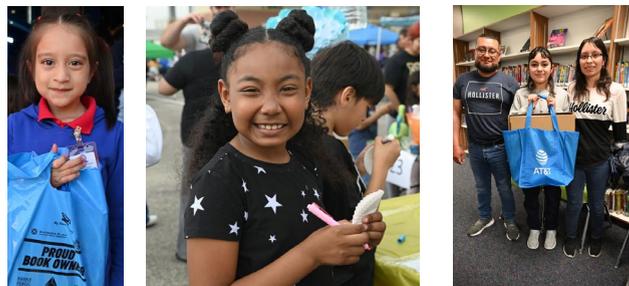
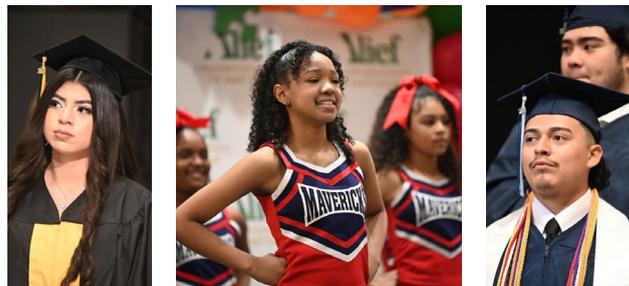
Board Retreat TEAM OF 8 February 6, 2026





Public Comments

Board Retreat
February 6, 2026



Alief ISD

Board Retreat TEAM OF 8 February 6, 2026





Independent School District

THE SMART CHOICE

Board of Trustees
Team of Eight Training
February 6, 2026





FACILITATOR:
EXPERIENCED LEADER AND LIFE-LONG
EDUCATOR WITH A HEART FOR CHILDREN
AND A PASSION FOR HIGH-QUALITY
EDUCATION THAT LEADS THEM TO SUCCESS.

Dr. Barbara Jenkins

Jenkins Unlimited

Broad Center at Yale University

Chiefs for Change

Council of Great City Schools

Former Superintendent, OCPS, FL



OUR NORMS
FOR TODAY

Fully engage

Listen and seek to understand

Focus on what's best for students

Assume good intentions

Be both candid and kind

Self-regulate your “air-time”

AGENDA



Introductions

- True Colors
- Generations
- Legacy

Effective School Boards Competition

Governance and Roles

- National and State Perspective
- Moral Imperative and Coherence
- Case Study

11

Teamwork

- TEA Framework
- Potential Activities

Wrap Up

BLUE

emotionally driven
seeks harmony in groups
enthusiastic
creative
sympathetic

GOLD

loyalty driven
respects rules and authority
responsible
organized
appreciative

ORANGE

short-term driven
welcomes change and variety
adventurous
competitive
impulsive

GREEN

logically driven
independent thinker
focused
efficient
analytical

**TRUE
COLORS**

12

FIVE GENERATIONS CURRENTLY IN THE WORKPLACE

Traditionalists – 1925-1945

Baby Boomers – 1946-1964

Generation X – 1965-1980

Millennials – 1981-2000

Generation Z – 2001-2020

Infographic by Dr. Bea Bourne, faculty in //SoB and IT, Purdue Global

WHAT LEGACY
DO YOU DESIRE?
WRITE YOUR
RESPONSE IN TEN
WORDS OR LESS.



$\sum_{k=0}^n x^{9478} = \dots$
 $\sqrt{2456.96} = 49.6$
 552
 22
 $24 + x + \frac{2^2 + 3^2}{c} + \frac{1}{x^2}$
 $24 + x + \frac{2^2 + 3^2}{c} + \frac{1}{x^2} = 384 + u^{20} (x^2 + 36)$
 $u = 14!$
 $\sum_{x=2}^{N^{50}} x \cdot \frac{1}{2} [984 + x]$
 $y = 4$
 $\beta = 9 + x^2$

EFFECTIVE SCHOOL BOARDS COMPETITION





GOVERNANCE
AND
ROLES



NSBA POSITION

“Board members’ primary agenda is raising student achievement and engaging the community to attain that goal”

Gemberling, Smith, & Villani, 2000.

The Key Work of School Boards. NSBA. p. iii.

17

Texas Education Agency Framework for School Board Development

“The Framework for School Board Development outlines the vision, structure, accountability, advocacy, and unity needed to provide local educational programs and services that will promote excellence in student academic achievement.”



TEXAS STATUTES

BOARD OF TRUSTEES OF ISD—GENERAL PROVISIONS

Subchapter C. Sec. 11.051

(a) An independent school district is governed by a board of trustees who as a body corporate shall:

- (1) Oversee the management of the district; and
- (2) Ensure that the superintendent implements and monitors plans, procedures, programs, and systems to achieve appropriate, clearly defined, and desired results in the major areas of district operations.

(a-1) Unless authorized by the board, a member of the board may not, individually, act on behalf of the board. The board of trustees may act only by majority vote of the members present at a meeting held in compliance with Chapter 551, Government Code, at which a quorum of the board is present and voting. The board shall provide the superintendent an opportunity to present at a meeting an oral or written recommendation to the board on any item that is voted on by the board at the meeting.



**GOVERNANCE
RELATIONSHIP
TRUE OR FALSE?**

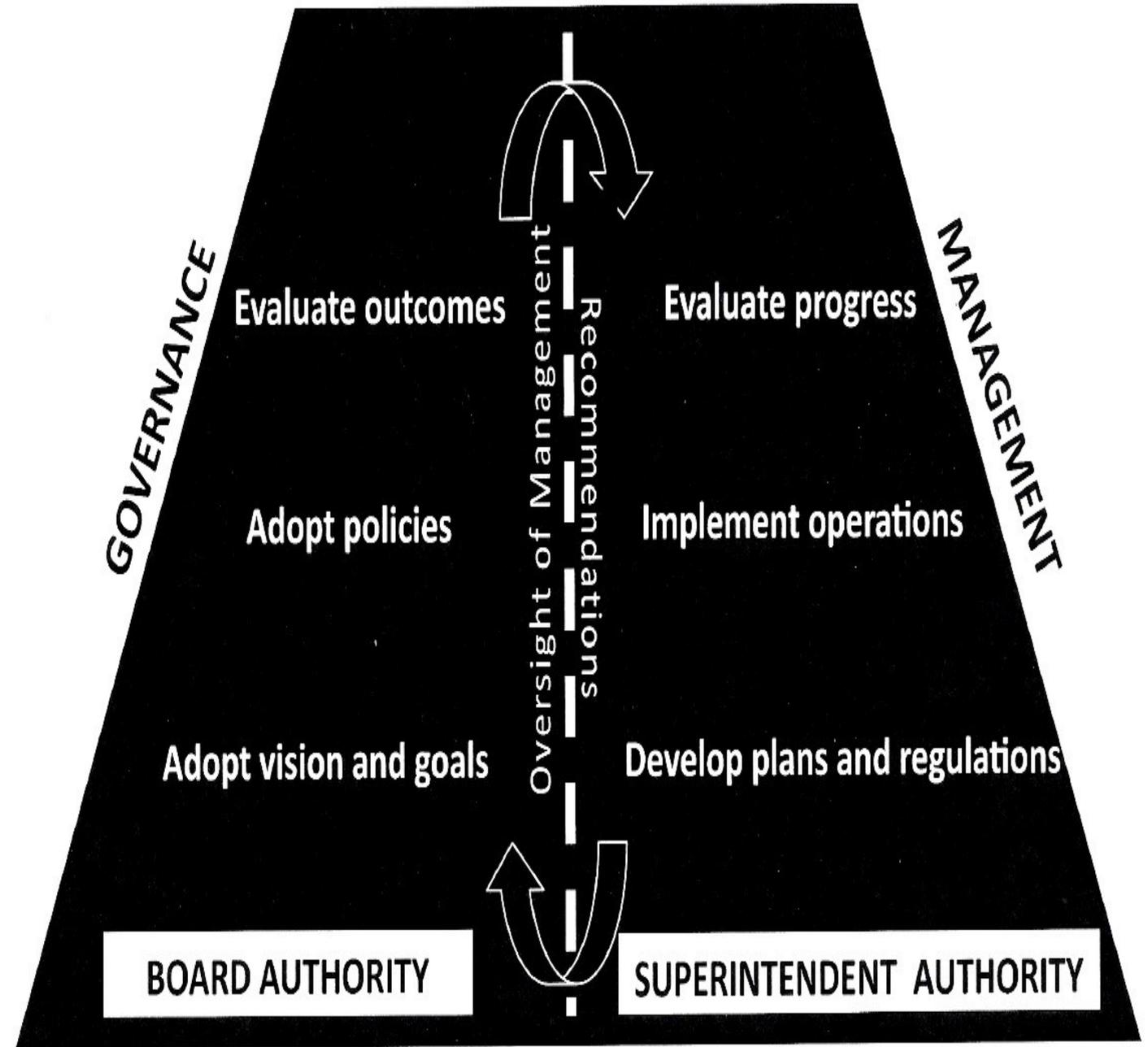
The School Board...

1. Adopts a vision and goals that reflect community priorities
2. Hires and evaluates a superintendent
3. Creates policy and line item budget
4. Writes strategies to achieve vision and goals

The Superintendent...

1. Takes direction on vision and goals from the School Board as a whole
2. Implements Board policy and leads the school district toward the visions and goals
3. Seeks board decisions on the day-to-day operations of the school district, and selection of personnel
4. Sets policy and provides resources to reach goals

GOVERNANCE RELATIONSHIP



Courtesy Florida School Boards Association

SCHOOL BOARD GOVERNANCE



"Our vision is of a governance system, school board and superintendent working together as a cohesive, unified team with a common vision driven by a shared moral imperative. This is a dynamic, powerful role for school boards... it is a governance system that fulfills its responsibility to all the children and the community it serves."

- Campbell & Fullan

Source: Campbell, D., & Fullan, M. (2019). *The Governance Core: School boards, Superintendents, and Schools Working Together*. Corwin Press.

The Alief Shared Moral Imperative:



CORE VALUES

- Cultivating a culture of continuous improvement, rooted in research-based practices, to drive student growth, academic achievement, and social and emotional wellness system-wide.
- Nurturing personal growth and fostering meaningful connections with others through purposeful engagement and collaboration.
- Ensuring equitable access to diverse and tailored resources that foster understanding, inclusivity, and individualized learning opportunities for all.
- Valuing and celebrating diversity while fostering a sense of pride in one's own identity, always upholding the rights and dignity of others.
- Making thoughtful decisions grounded in equity, with a steadfast commitment to fairness and justice as our guiding principles.

MISSION

The Alief Independent School District's mission is to provide an exemplary and equitable education that prepares all students for success in career, college, and life. We value diversity and create a safe, inclusive environment where students, families, and team members can thrive together.

VISION

Creating an inclusive and dynamic learning environment where every learner flourishes.



A CASE STUDY

23



TEAMWORK

TEAMWORK



“If you want to go fast, go alone. If you want to go far, go together.” – African Proverb



“Teamwork is the secret that makes common people achieve uncommon results.” – Ifeanyi Onuoha.

FRAMEWORK FOR SCHOOL BOARD DEVELOPMENT

- SYNERGY AND TEAMWORK (functions I-II)

Grade your work as a board:

A – We perform this function well on a regular basis

B – We inconsistently perform this function

C – We need to Really work on this function, as we perform it rarely if at all

TEAM BUILDING ACTIVITIES FOR BOARDS

REMEMBER TO AVOID
BOARD BUSINESS



Bar trivia night



Crew Row boat



Indoor rock climbing



Dinner at conferences



Charity events



Talent night



Holiday gatherings

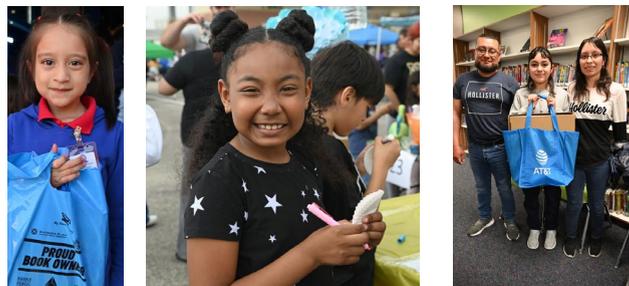
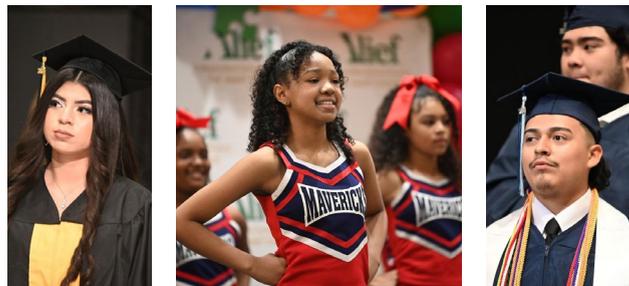




WRAP UP

- Pluses and Deltas
- Next Steps
- Adjourn





Alief ISD

Board Retreat TEAM OF 8 February 6, 2026





Closed Executive Session

Board Retreat
February 6, 2026



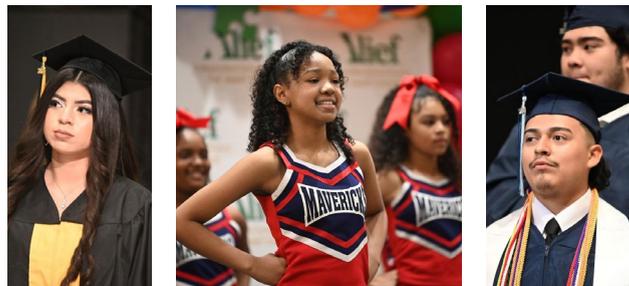
Alief ISD

Board Retreat TEAM OF 8 February 6, 2026



Adjournment

Board Retreat
February 6, 2026



Alief ISD

Board Retreat TEAM OF 8 February 6, 2026