



ALIEF INDEPENDENT SCHOOL DISTRICT

BOARD OF TRUSTEES

4250 Cook Road, Houston, Texas 77072
P.O. Box 68, Alief, TX 77411

BOARD MEETING RETREAT

Saturday, February 7, 2026

9:30 AM

Notice is hereby given that the Board of Trustees of the Alief Independent School District will hold a Board Meeting Retreat on Saturday, February 7, 2026 at 9:30 AM 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. Overview of Board Retreat (Dr. Mays)
5. Budget Update with Analysis of Facilities, Enrollment & 2026 Bond Projects (Charles Woods, Deputy Superintendent of Business Services) 3
Board Goal: # 5 Alief ISD will continue to build positive relationships with all stakeholders.
6. Innovation Update (Dr. Charles Garcia, Deputy Superintendent of Curriculum, Instruction, and School Leadership) 148
Board Goal #1 Student Achievement: Alief ISD will close the achievement gap to ensure all students reach their academic potential and improve student preparation for college and career.
7. Closed Executive Session
 - 7.1. 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)

7.2. 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)

8. 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;

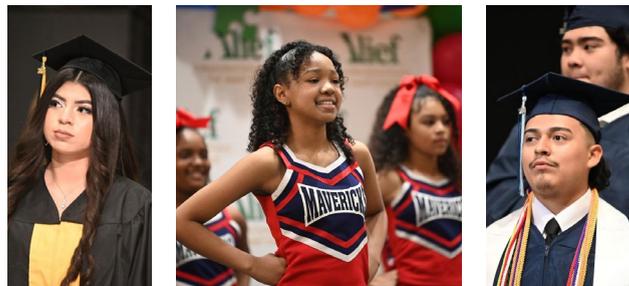
Section 551.083 – for the purpose of considering the standards, guidelines, terms or conditions the Board will follow, or instruct its representatives to follow, in consultation with representatives of employee groups in connection with consultation agreements provided for by Section 13.901 of the Texas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

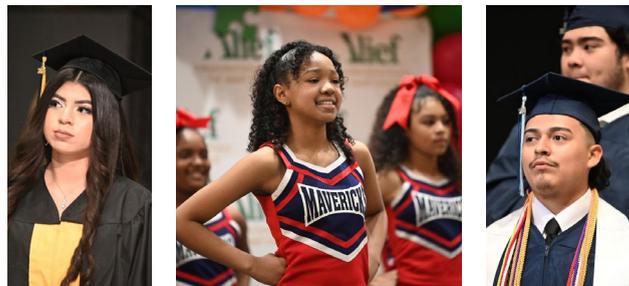
Board Retreat February 7, 2026





Invocation or Inspirational Remarks

Board Retreat
February 7, 2026



Alief ISD

Board Retreat February 7, 2026





Public Comments

Board Retreat
February 7, 2026



Alief ISD

Board Retreat February 7, 2026





Presented by Business Services

Budget Update

*Board Retreat
February 7, 2026*

Charles Woods, Deputy Superintendent of Business Services

Emily Littlefield, CFO

Vinson Lewis, Assistant Superintendent of Support Services



Agenda



2024 -25 Year -End Actuals

- Revenue and Expenditure Actual
- Fund Balance Review

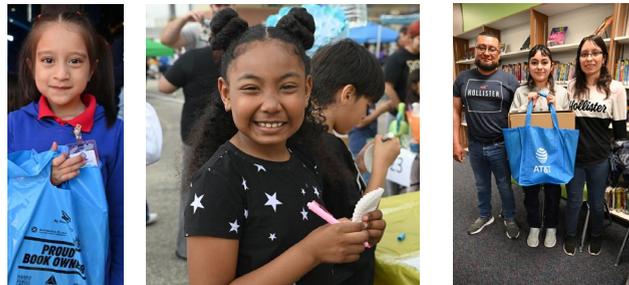


2025 -26 Budget

- Current Enrollment Projection and ADA
- Factors Affecting Revenue and Expense

2026 -27 Budget

- Enrollment Projection
- Factors to Consider



Destination 2030: Ongoing resizing

- Declining enrollment
- Financial impact of declining enrollment
- What If's and Consolidations

Bond Program Review

- Status Update
- 2026 Bond issue

2024-25 Year-end Actuals



General Fund

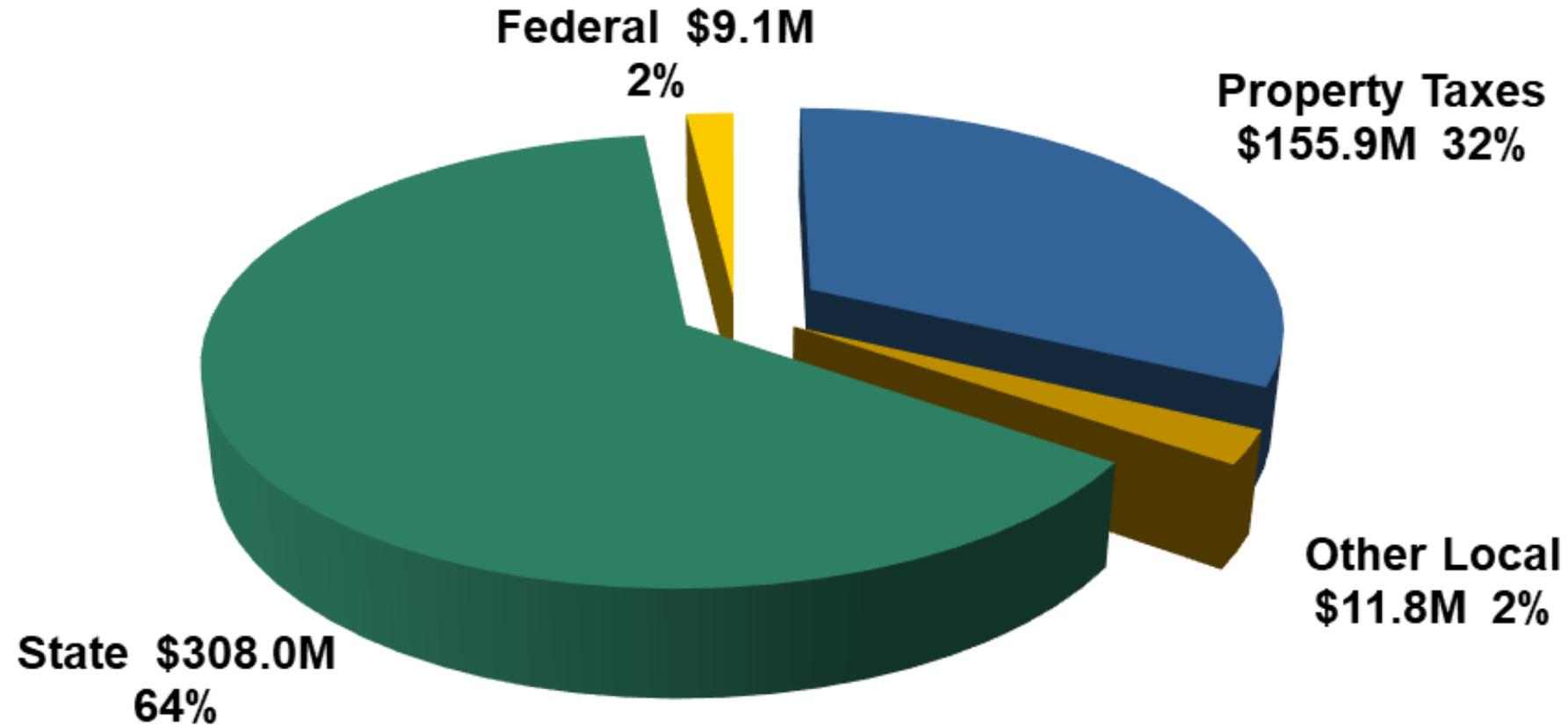
Statement of Revenues, Expenditures, and Changes in Fund Balance

	<u>2024-25 Actuals</u>
Revenues	
Local	\$ 167,635,709
State	308,039,742
Federal	9,107,965
Total Revenues	<u>484,783,416</u>
Expenditures	
Instruction and Instruction Related Services	299,061,248
Instructional and School Leadership	36,189,050
Student Support Services	63,839,819
Administrative Support Services	12,583,729
Support Services - Non-Student Based	58,751,528
Ancillary Services	1,317,976
Debt Service	1,904,160
Facilities Acquisition and Construction	559,347
Intergovernmental Charges	2,024,986
Total Expenditures	<u>476,231,843</u>
Excess of Revenues Over Expenditures	8,551,573
Other Financing Sources (Uses)	1,043,110
Net Change in Fund Balance	<u>9,594,683</u>
Fund Balance at Beginning of Year	164,110,098
Restatements	254,360
Fund Balance at Beginning of Year, as Restated	<u>164,364,458</u>
Fund Balance at End of Year	<u>\$ 173,959,141</u>

2024 - 25 Year - End Actuals

General Fund

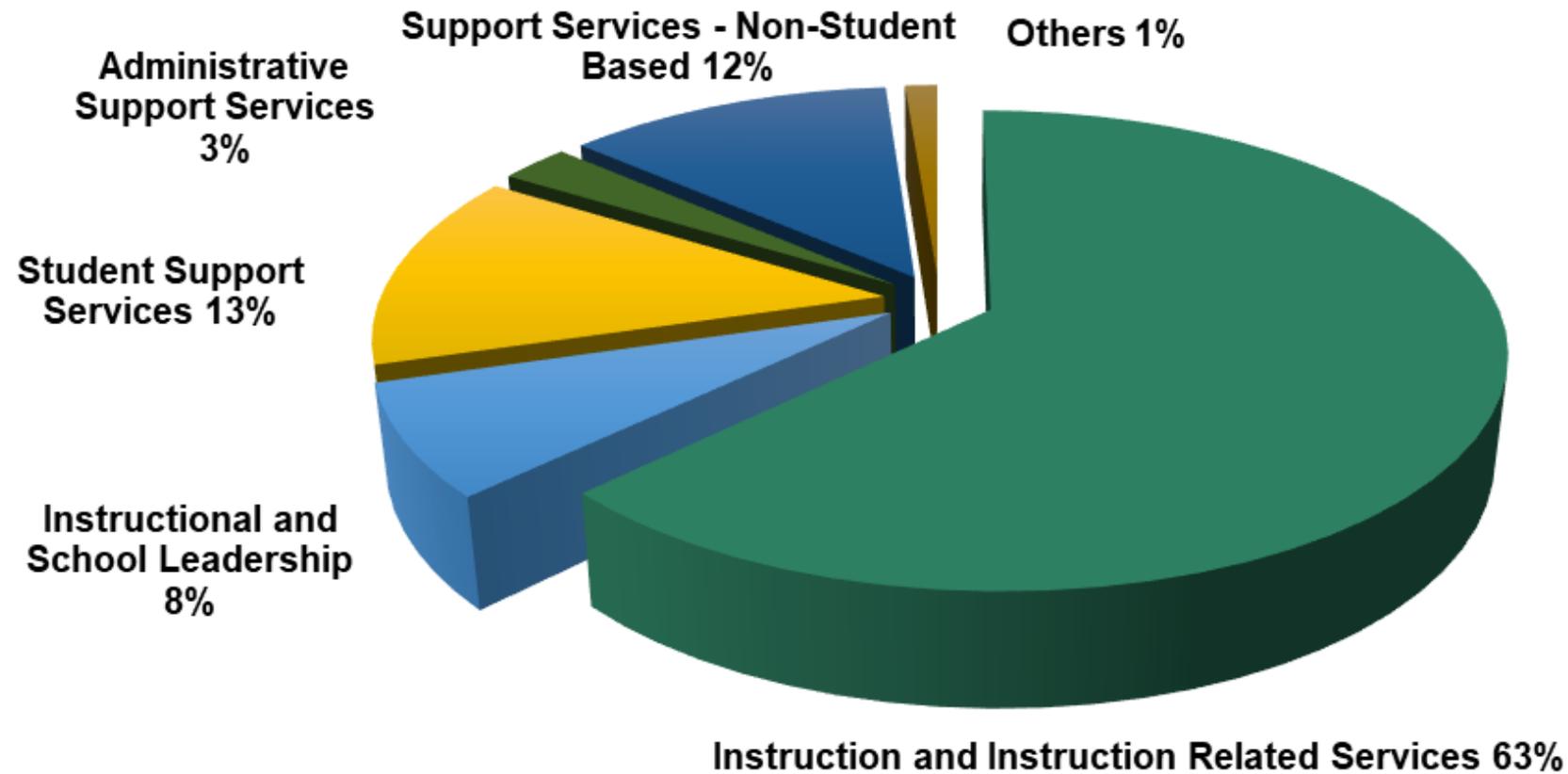
Revenues by Source



2024 - 25 Year - End Actuals

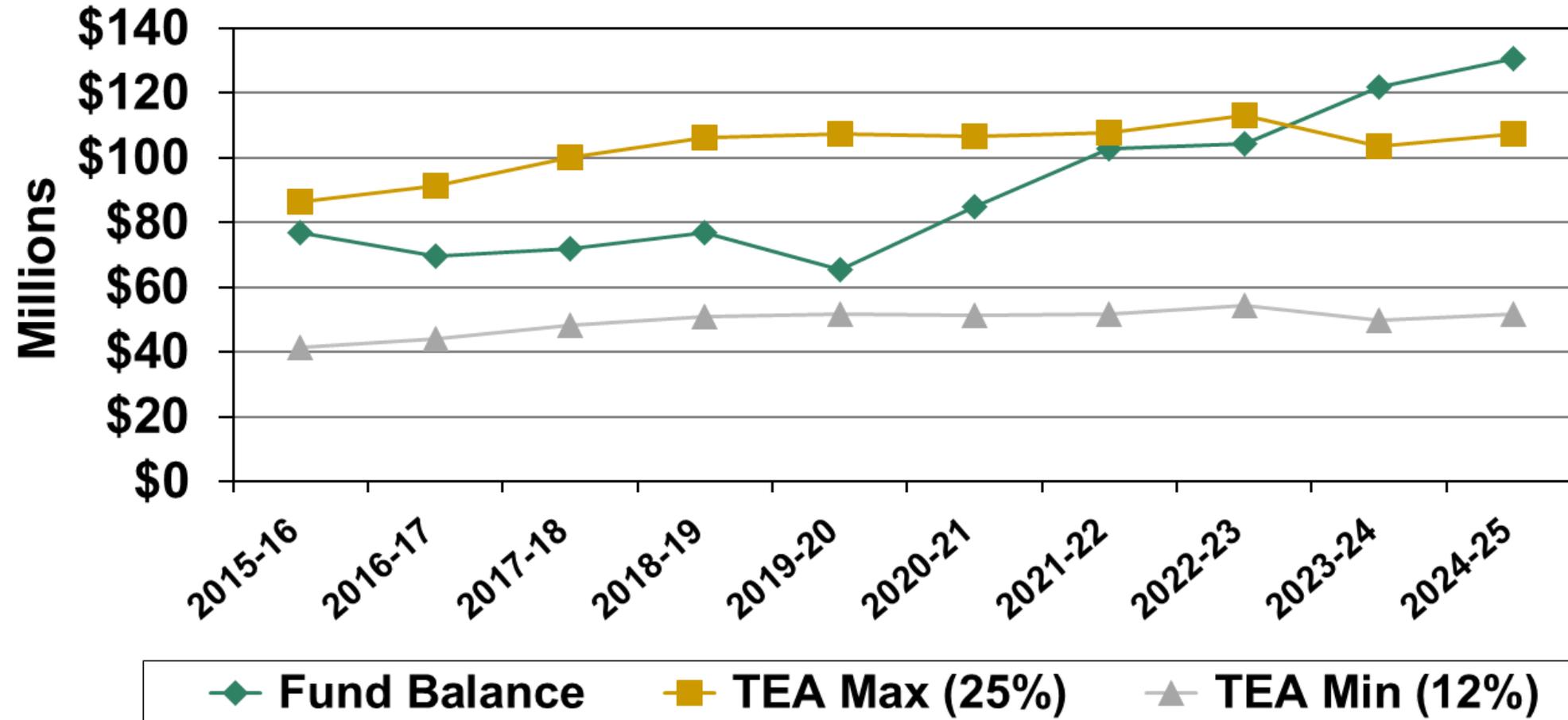
General Fund

*Expenditures by
Major Function*



General Fund

Unassigned Fund Balance

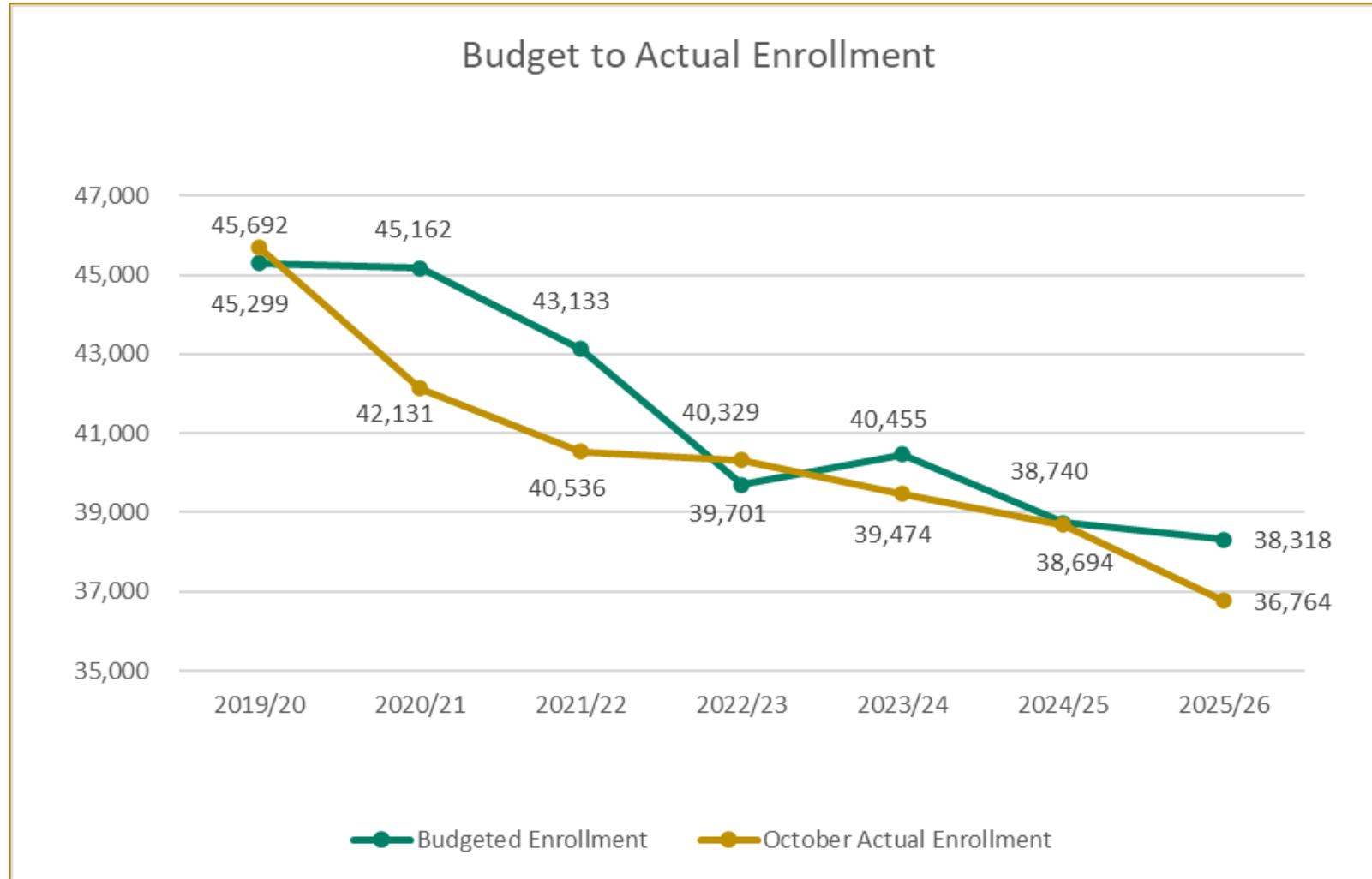
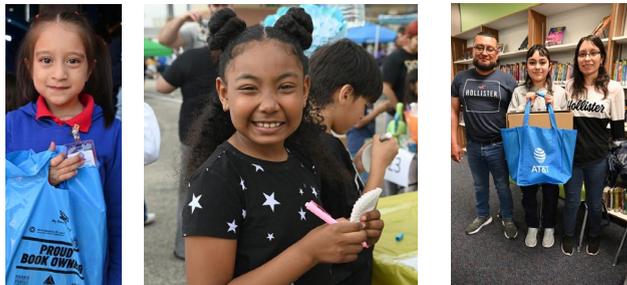




2025-26 Budget Update

2025 - 26 Budget

Enrollment



ADA at end of 3rd 6 weeks – 90.5%

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Currently 1,554 students below 25-26 budgeted enrollment

2025 - 26 Budget

Revenue Projection



Revenue Change Analysis

Original revenue budget: 2025-26	\$ 489,435,000
Local revenue change	(2,131,822)
State formula funding	(12,188,327)
Property value audits	1,000,000
Other federal revenue change	(85,000)
Revenue projection: 2025-26	\$ 476,029,851

Local Revenue decline:
 Property Tax Collections - (\$2.1M)

State Aid decline:
 Student Funding Elements - (\$12.6M)
 Hold Harmless - (\$1.5M)



2025 -26 Budget

Expenditure Projection



Expenditure Change Analysis

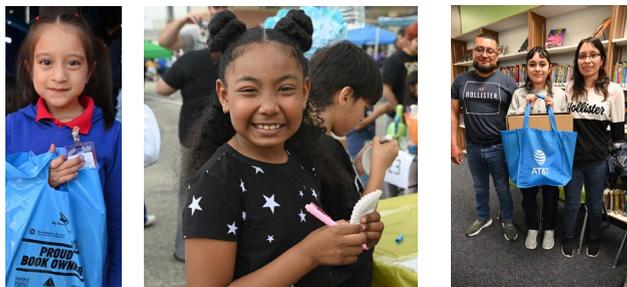
Original expenditure budget: 2025-26	\$ 485,610,000
Salary & wages	5,484,288
Health Insurance	4,000,525
Professional/Contracted Services	1,206,927
Supplies & Materials	(363,470)
Other Fees	(111,822)
Lease Acct/Capital Outlay	104,302
Expenditure projection: 2025-26	\$ 495,930,750

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- Salary and wage increase is primarily due to additional TIA payments of \$6.4M above the original which is offset by corresponding revenue netted with a transfer from salaries to contracted services for SLPs.
- Health insurance increase will be discussed in depth on a later slide.

2025 - 26 Budget

Projected Change in Fund Balance



Impact on Fund Balance	
Net income/loss budgeted: 2025-26	\$ 3,825,000
Change in revenues	(13,405,149)
Change in expenditures	(10,320,750)
Other Sources/Uses (Transfers In/Out)	-
Net income/loss projected: 2025-26	\$ (19,900,899)

2025 -26 Budget

Hold Harmless – Impact on Revenue



Estimates for Hold Harmless Revenue are still being worked through by all of the experts. They all have very differing amounts as follows:

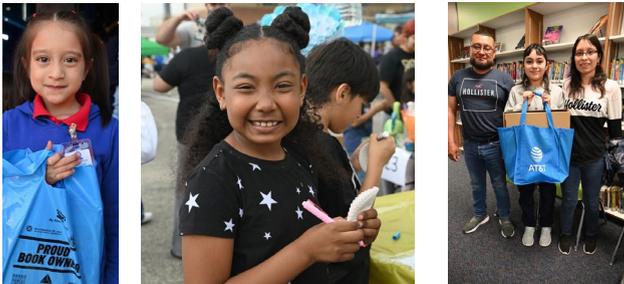
TEA/State Summary of Finances	\$ 10,489,271
TASBO Finance Template	\$ 9,947,999
Moak Casey Finance Template	\$ 3,138,619

Included in 2025-26 Budget Projections: \$ 6,500,000

The final outcome could result in up to a \$3.5M +/- to general fund state revenue.

2025 - 26 Budget

Health Insurance Update



Health Insurance Fund Financials

	2019-20	2020-21	2021-22*	2022-23	2023-24	2024-25	Projected 2025-26	Projected 2026-27
Revenue								
General Fund Ins Expend	\$ 36,259,237	\$ 42,023,724	\$ 10,002,041	\$ 32,954,616	\$ 37,040,481	\$ 35,329,729	\$ 40,584,402	\$ 41,584,402
Grant Funds Ins Expend	4,333,718	4,130,301	27,023,237	13,202,743	6,560,758	5,273,508	4,252,215	4,200,000
Employee Contributions	11,981,135	12,101,173	11,820,812	12,442,073	12,286,552	11,538,114	12,942,929	13,806,514
Rebates, Stop Loss, & Other	4,907,046	7,142,574	6,629,305	7,707,420	6,009,629	7,578,221	9,703,220	9,703,220
Prescription Plan 1 X Rebate							2,771,694	
Interest Revenue	81,428	5,732	24,307	374,875	448,839	300,944	300,000	300,000
Total Revenue	57,562,564	65,403,504	55,499,702	66,681,727	61,897,420	60,020,516	70,254,460	69,594,136
Expenditures								
Health Claims	32,161,391	43,685,737	42,153,646	38,791,420	39,220,213	41,146,906	42,678,595	41,730,139
Prescription Claims	12,807,106	13,177,357	14,806,798	16,691,497	17,385,737	19,031,743	22,547,424	22,547,424
Admin, Stop Loss, & Other	6,462,599	6,967,478	4,620,959	6,064,418	5,671,595	6,030,129	6,197,713	6,197,713
Total Expenditures	51,431,096	63,830,572	61,581,403	61,547,335	62,277,545	66,208,778	71,423,732	70,475,276
Operating Income (Loss)	6,131,468	1,572,932	(6,081,701)	5,134,392	(380,125)	(6,188,262)	(1,169,272)	(881,140)
Beginning Net Position	1,707,390	7,838,858	9,411,790	3,330,089	8,464,481	8,084,356	1,896,094	726,822
Ending Net Position	\$ 7,838,858	\$ 9,411,790	\$ 3,330,089	\$ 8,464,481	\$ 8,084,356	\$ 1,896,094	\$ 726,822	\$ (154,317)

The General Fund Budget for health insurance is primarily based on estimates for health and Rx claims. If claims are higher than anticipated during the year, the only immediate mechanism to keep a positive net position is to increase the general fund budget for health insurance. Projected general fund health insurance expenditures are \$4M higher than the original budget. This is less than what was projected in December due to an unexpected prescription plan audit rebate that was received – this is a 1 X payment. The current \$4M estimate could increase if claims are higher than anticipated January – August. It is still very early in the plan year. Additionally, there are ongoing contract negotiations with BCBS & Memorial Hermann that would have a significant negative impact on plan expenditures if not resolved.

2025 - 26 Budget

Health Insurance Update



Changes Implemented for Plan Year Starting 1/1/26

- Increased employee premiums
 - \$25 month for employee only coverage
 - Estimated \$2.27M in additional premiums collected
 - Estimated \$1.51M in additional premiums in 25-26 (8 months)

- Plan Design Changes
 - Increased deductibles and out of pocket maximums
 - Estimated \$2.85M in reduced claims expense
 - Estimated \$1.83M in reduced claims

	<u>Health Insurance Budget</u>
2025-26 Original Budget	\$ 36,584,402
Projected Increase	4,000,000
2025-26 Adjusted Budget	<u>40,584,402</u>
Changes for 26-27	
One Time Payment	2,771,694
Premium Increases	(756,268)
Plan Design Changes	<u>(1,015,426)</u>
Estimated Budget Increase	<u>1,000,000</u>
Projected 26-27 Budget	<u><u>\$ 41,584,402</u></u>



2025 - 26 Budget

Health Insurance Update



Alief	BCBS HMO				BCBS EPO				TRS Active Care Plan			Change from HMO to TRS	% Change
	# of emp.	HMO Premium	District Cont.	Employee Prem.	# of emp.	EPO Premium	District Cont.	Employee Prem.	TRS Active Care + Premium	District Cont.	Employee Prem.		
Employee Only	3,305	658	550	108	277	836	550	286	596	550	46	(62)	-57%
Employee Spouse	160	1,076	550	526	13	1,594	550	1,044	1,550	550	1,000	474	90%
Employee Child	789	982	550	432	30	1,508	550	958	1,014	550	464	32	7%
Employee Family	212	1,406	550	856	8	2,276	550	1,726	1,967	550	1,417	561	66%
	<u>4,466</u>				<u>328</u>								

- 93% of the 4,794 employees with medical insurance are on the HMO plan. 74% of the HMO participants have employee only coverage.
- The stated District contribution is \$550/month per employee.
- However, the District contributes whatever additional amount is needed to cover the expenses of the health insurance fund.

General Fund Exp @ \$550/mo	\$	27,077,931
Additional District Contribution		<u>13,506,471</u>
General Fund Adjusted Budget	\$	<u><u>40,584,402</u></u>

- Grant funds pay the \$550/month district contribution for grant funded employees, but additional costs are covered by the general fund.
- If premiums need to be increased again, focus needs to be placed on employee child and employee family premiums. These categories are significantly lower than the TRS premiums.



2026-27 Budget Projection

2026 -27 Budget

Calendar

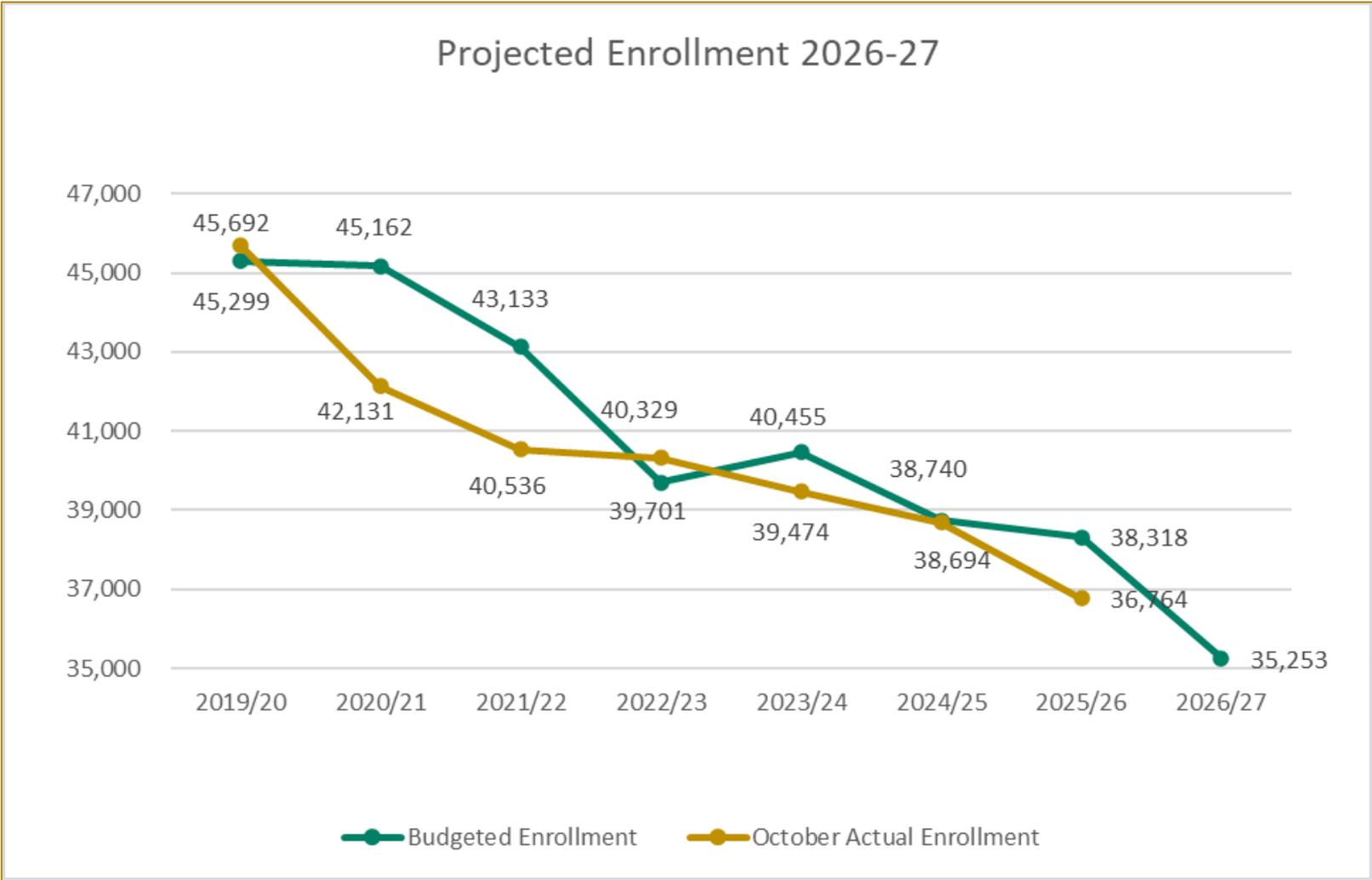


Board Update - Enrollment and current year budget review	12/16/2025
Collaborative Staffing Meeting with Central Leadership Review potential staffing reductions / ratio changes for 2026-27	1/21/2026
Board Retreat - General Fund and Long-Range Plan	2/6-2/7/2026
Board Update - Debt Service Fund	2/17/2026
Board Update - General Fund / Debt Service Review	3/24/2026
Board Update - Food Service Review	4/21/2026
Receive certified estimate from HCAD	5/1/2026
Departmental Budget Hearings	5/4-5/5/2026
Board Update - consider staffing plan approval	5/19/2026
Board Update - GF and DS current year projections and budget	6/16/2026
Board Update - GF and DS current year projections and budget	7/21/2026
Receive Certified Value/Estimate of Certified Value received from HCAD	7/24/2026
Submit Local Property Value Survey (LPVS) to TEA	7/30/2026
Publish Notice of Public Meeting to Discuss Budget/Tax Rate and Adopt Budget/Tax Rate	8/1/2026

2026 -27 Budget



Enrollment



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Projected decline of 1,511 students from 25/26 projected



Independent School District
THE SMART CHOICE

2026 -27 Budget

Revenue Projection

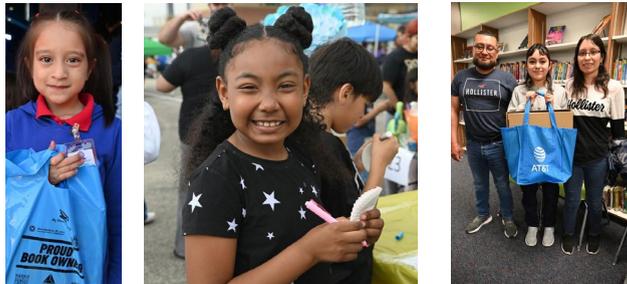


Original revenue budget: 2025-26	\$ 489,435,000
Local revenue	(1,706,123)
State formula funding	(35,463,546)
Property value audits	-
Other State revenue	-
Federal revenue change	-
Revenue Projection: 2026-27	\$ 452,265,331

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2026 -27 Budget

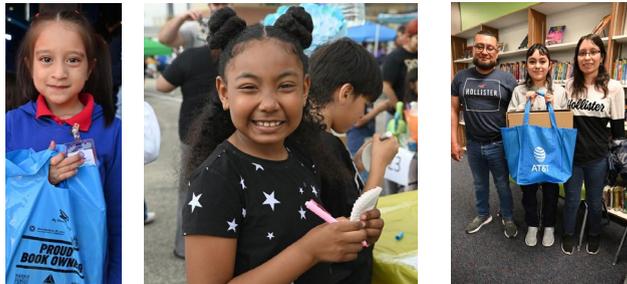
Expenditure Projection



Expenditure Change Analysis	
Original expenditure budget: 2025-26	\$ 485,610,000
Salary & wages	(20,725,231)
Health Insurance	5,000,525
Professional/Contracted Services	138,319
Supplies & Materials	312,898
Other Fees	-
Lease Acct/Capital Outlay	(999,985)
Expenditure projection: 2026-27	\$ 469,336,526

2026 -27 Budget

Fund Balance Projection

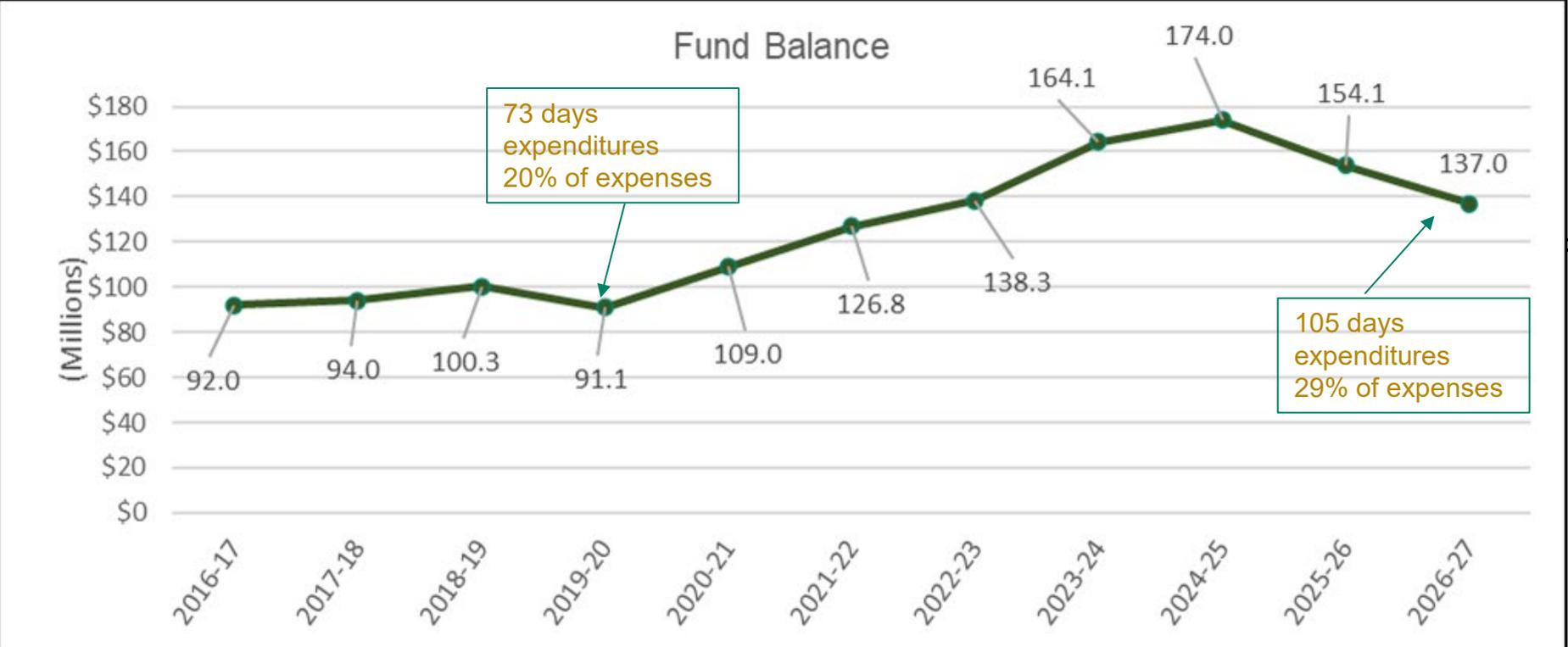


Impact on Fund Balance	
Net income/loss budgeted: 2025-26	\$ 3,825,000
Change in revenues	(37,169,669)
Change in expenditures	16,273,474
Reduction in Other Sources	-
Net income/loss projected: 2026-27	\$ (17,071,195)

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2026 -27 Budget

Fund Balance



2026 -27 Budget

Staffing Ratios



- Teacher Staffing Ratios:
 - Overstaffing occurs when enrollment comes in under projections. We can no longer afford to be overstaffed for an entire year.
 - Elementary classrooms will be staffed at 22:1, but we will budget/allocate elementary teachers at the ratios shown below.
 - TIP/TAP elem. campuses 24:1 / all other campuses 25:1
 - TIP/TAP int. campuses 27:1 / all other campuses 29:1
 - For elementary, HR will adjust / move teachers to achieve 22:1 once students are physically here.
 - These changes are necessary due to continued enrollment declines as part of the efforts to reduce the deficit.

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	Teachers	
	Current	Budgeted
	Ratios	Ratios
	2025-26	2026-27
Elem	22:1	24:1 / 25:1
Int	25:1	27:1 / 29:1
MS 6-8	23:1	25:1
HS - 9-12	23:1	25:1

2026 -27 Budget

Other Staffing Considerations



- Strictly enforce existing ratios (APs, counselors, etc) except in some cases of TIP/TAP campuses that need additional support.
- Consider utilizing itinerate campus staffing for smaller campuses.
 - There are 9 elem campuses with projected enrollment of 404 - 454 students (this does not include the 2 ELCs).
 - There are 4 int campuses with projected enrollment of 589-795 students.
 - There are 3 middle schools with projected enrollment of 645-720 students.
- Change elementary block schedule to 4 teachers at small campuses.
- Reduce staffing when below TASB recommended ratios – ex. nursing
 - Each campus has a registered nurse and a clinic aide. TASB recommended staffing ratio is 750:1

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2026 -27 Budget

Staffing Reductions by Campus - Elementary

	Professional Staff									Paraprofessional Staff							Total Staff Change	Budgeted Enrollment 25-26	Budgeted Enrollment 26-27	Change	25-26 Total Teachers
	PK-6 Teachers	AIMS / DL Teach	Admin	Couns	Libr	Spec.	Block/ Elective	ESL	Total Prof	Block Para	DL Aides	General Para	ESL Para	PK Para	Clinic aide	Total Para					
Youens	-3					-2	-1	-1	-7							0	-7	628	599	(29)	32
Boone				-0.5	-0.5	-2	-1		-4						-1	-1	-5	503	453	(50)	25
Martin	-2					-2	-1		-5							0	-5	674	625	(49)	33
Chambers	-5			-0.5	-0.5	-2	-1		-9						-1	-1	-10	567	454	(113)	29
Smith	-3					-2	-1		-6					-1		-1	-7	652	613	(39)	32
Mahanay	-5			-0.5	-0.5	-2	-1		-9					-1	-1	-2	-11	481	404	(77)	24
Kennedy	-4			-0.5	-0.5	-2	-1		-8						-1	-1	-9	499	438	(61)	33 25
Chancellor	-5					-2			-7						-1	-1	-8	707	652	(55)	33
Liestman	-5	-2		-0.5	-0.5	-2	-1		-11		-1				-1	-2	-13	490	427	(63)	27
Petrosky	-3	-1			-0.5	-2	-1		-7.5						-1	-1	-8.5	473	418	(55)	24
Heflin	-1			-0.5	-0.5	-2	-1		-5						-1	-1	-6	515	449	(66)	21
Cummings	-3			-0.5	-0.5	-2	-1		-7						-1	-1	-8	512	420	(92)	23
Rees	-1	1				-2	-1		-3		-1					-1	-4	586	558	(28)	31
Alexander	-2					-2	-1		-5							0	-5	586	535	(51)	31
Hearne	-3					-2			-5							0	-5	652	585	(67)	30
Landis	-3			-0.5	-0.5	-2	-1		-7						-1	-1	-8	539	445	(94)	26
Sneed	-2		-1			-2			-5	-1						-1	-6	908	922	14	46
Best	-3		-1			-2			-6				-1			-1	-7	672	627	(45)	34



2026 -27 Budget

Staffing Reductions by Campus - Elementary

	Professional Staff									Paraprofessional Staff						Total Staff Change	Budgeted Enrollment 25-26	Budgeted Enrollment 26-27	Change	25-26 Total Teachers
	PK-6 Teachers	AIMS / DL Teach	Admin	Couns	Libr	Spec.	Block/ Elective	ESL	Total Prof	Block Para	DL Aides	General Para	ESL Para	PK Para	Clinic aide					
Outley	-6		-1			-2		-9			-1				-1	-10	873	730	(143)	37
Hicks	-4					-2	-1	-7					-1		-1	-8	593	567	(26)	31
Bush	-4					-2		-6							0	-6	748	634	(114)	35
Collins	-4					-2		-6					-2		-2	-8	728	647	(81)	36
Horn	-8					-2	-1	-11				-1			-1	-12	651	526	(125)	32
Holmquist	-4	-1				-2	-1	-8							0	-8	795	690	(105)	34
Martinez	2							2							0	2	416	390	(26)	17
Jefferson				-0.5				-0.5					-2		-2	-2.5	411	340	(71)	16
Owens	-1			-0.5				-1.5							0	-1.5	820	795	(25)	33
Klantzman	-5		-1	-1				-7			-1				-1	-8	855	750	(105)	34
Youngblood	-5							-5		2		-1			1	-4	834	817	(17)	34
Mata	-4	-2		-1				-7							0	-7	666	589	(77)	27
Miller	-4	-2	-1	-1			1	-7			-1				-1	-8	754	721	(33)	32
Budewig	-1			-1				-2							0	-2	1,066	1,011	(55)	41
	-101	-7	-5	-9	-4.5	-48	-16	-1	-191.5	-1	0	-3	-3	-9	-8	-24	20,854	18,831	(2,023)	968
Grant funded			0			48		48								48				
Local	-101	-7	-5	-9		0	-16	-1	-143.5	-1	0	-3	-3	-9	-16	-167.5				



Independent School District
THE SMART CHOICE

2026 -27 Budget

Staffing Reductions by Campus - Secondary

	Professional Staff					Paraprofessional Staff							Total Staff Change	Budgeted Enrollment 25-26	Budgeted Enrollment 26-27	Change	25-26 Total Teachers	
	Teachers 25:1	Admin	Couns	Spec.	ESL Spec / Dept Chair	Total Prof	AP Sec	General Para	ESL aide	Acad. Center Clerk	LVN	Clinic aide						Total Para
AMS	-5					-5		-2					-2	-7	771	720	(51)	36
Olle	-5		-1		-1	-7		-1	-1				-2	-9	993	944	(49)	48
Killough	-7		-1			-8		-1					-1	-9	765	645	(120)	36
Holub	-4		-1			-5		-1					-1	-6	718	664	(54)	33
Albright	-3		-1			-4							0	-4	906	874	(32)	43
O'Donnell	-8	-1				-9							0	-9	1,222	1,115	(107)	55
Hastings	-16	-1	-1			-18	-1				-1		-2	-20	2,771	2,590	(181)	120
Elsik	-18	-1	-1			-20	-1						-1	-21	2,995	2,780	(215)	129
Taylor	-19	-1	-1			-21	-1						-1	-22	2,882	2,668	(214)	126
Kerr	-2					-2					-1		-1	-3	810	810	-	35
HNGC	-8	-1				-9	-1						-1	-10	948	816	(132)	41
ENG C	-5	-1				-6	-1						-1	-7	948	897	(51)	43
ALC						0					1	-1	0	0	165	136	(29)	41
ECHS						0							0	0	416	398	(18)	22
LINC/SOAR						0							0	0	140	155	15	22
ACAC						0							0	0				29
	-100	-6	-7	0	-1	-114	-5	-5	-1	-1	0	-1	-13	-127	17,450	16,212	(1,238)	859

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2026 - 27 Budget

Staffing Reductions

INCLUDE COMBO OF EXISTING AND NEW PROPOSED RATIOS

NORMAL RATIO BASED REDUCTIONS

	INCLUDE COMBO OF EXISTING AND NEW PROPOSED RATIOS								NORMAL RATIO BASED REDUCTIONS					
	Ratio Teachers	Elective Teachers - 4 block	AP	AP sec	Counselors	Librarians	Clinic Aides	Kerr Academic Center	ESL Teach	ESL Para	block para	Pk para	Gen Paras	Total
MS 25:1	-32		-1		-4				-1	-1			-5	-44
HS 25:1	-68		-5	-5	-3		-1	-1						-83
Elem/Int from actual	-108	-16	-5		-9	-4.5	-8		-1	-3	-1	-9	-3	-167.5
Elem Adj from Orig Budget	-20													-20
Total	-208	-16	-11	-5	-16	-4.5	-9	-1	-2	-4	-1	-9	-8	-294.5
Avg Salary (3yrs teach)	68,350	68,350	85,000	39,072	77,000	77,000	22,901	23,065	68,350	25,000	22,540	22,540	32,000	
Med/TRS	2,871	2,871	3,570	1,641	3,234	3,234	962	969	2,871	1,050	947	947	1,344	
Insurance	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	
Avg Total	77,821	77,821	95,170	47,313	86,834	86,834	30,463	30,634	77,821	32,650	30,087	30,087	39,944	
Total Est . Savings	(16,186,706)	(1,245,131)	(1,046,870)	(236,565)	(1,389,344)	(390,753)	(274,166)	(30,634)	(155,641)	(130,600)	(30,087)	(270,780)	(319,552)	(21,706,828)

36

These reductions are significant and are the result of adjusting staffing due to two years of enrollment declines.

- Current staffing is based on enrollment of 38,318
- Proposed staffing is based on projected enrollment of 35,243 – a decrease of 3,075 students

These reductions have been discussed with central leadership and are currently under review.



Independent School District
THE SMART CHOICE

2026 -27 Factors to Consider



Summary of Costs for Innovative Programs

	2025-26	26-27	27-28	28-29
Rees PVAA	\$ 208,000	\$ 385,000	\$ 410,000	\$ 310,000
Miller PVAA	220,000	418,000	310,000	350,000
Albright PVAA	295,000	493,000	385,000	485,000
Horn STEM	267,911	139,808	139,808	139,808
Olle STEM	338,264	239,954	239,954	239,954
TYWLS	399,561	2,102,524	2,264,952	3,059,532
	\$1,728,735	\$3,778,285	\$3,749,713	\$4,584,293
Change from Prior Year		\$2,049,550	\$ (28,572)	\$ 834,580

2026 -27 Unknowns



It is very early in the 2026-27 budget process and there are many areas still to be worked through over the coming months.

Revenue:

- Property Value Audits
- Bilingual Allotment
- Hold Harmless
- Special Education Allotment
- SHARS Revenue (School Health and Related Services)

Expenditures:

- Special Education Staffing
- Department Budget Changes

Previous Years Budget Reductions

2023-24 Review



- Significant staffing reductions were made in 2023-24 after the COVID enrollment declines did not rebound. This was Year 1 of a three-year plan.
 - Reductions in central administrative departments – positions that are not necessarily enrollment based included:
 - Central special education reductions
 - Business services positions eliminated
 - Central instruction positions reduced.
 - Campus reductions were made due to enrollment declines and paraprofessional position consolidations.

Positions Budget Category	Budgetary Effect
-37.0 Elementary/Intermediate personnel costs	\$ (1,360,640)
-72.5 Middle/High personnel costs	(5,200,152)
29.0 Special Education - campus personnel costs	1,413,400
-11.0 Special Education - central personnel costs	(485,518)
-36.0 Business Services personnel costs	(1,499,499)
-19.0 Instruction/ Supt personnel costs	(1,304,344)
-146.5 Total	\$ (8,436,753)
Family Engagement to Federal	(1,259,940)
Reduce per pupil allocation by 10%	(402,000)
Discontinue ADSY	(450,000)
CYS Program	(137,340)
Renegotiated stop loss	(350,000)
Eliminate lead teacher pay	(310,000)
Grand Total	\$ (11,346,033)

Previous Years Budget Reductions

2024-25 Review



- 2024-25 was Year 2 of the three-year plan. Additional reductions included:
 - Closure of District employee daycare
 - Year 2 AP/Counselor reductions
 - Reduced substitute budget
 - Health plan restructuring
 - Utilizing portion of health insurance fund balance
 - Additional ratio-based staffing reductions
 - Recognize salary budget underspending (reduce budget for anticipated vacant positions)
 - Reductions were partially offset by the return of many items that were temporarily funded by ESSER (ex: summer school, tutorials, software, etc).
- 2025-26 was Year 3 of the three-year plan. Additional reductions were put on hold.



Destination 2030: Ongoing resizing

Destination 2030: Ongoing resizing

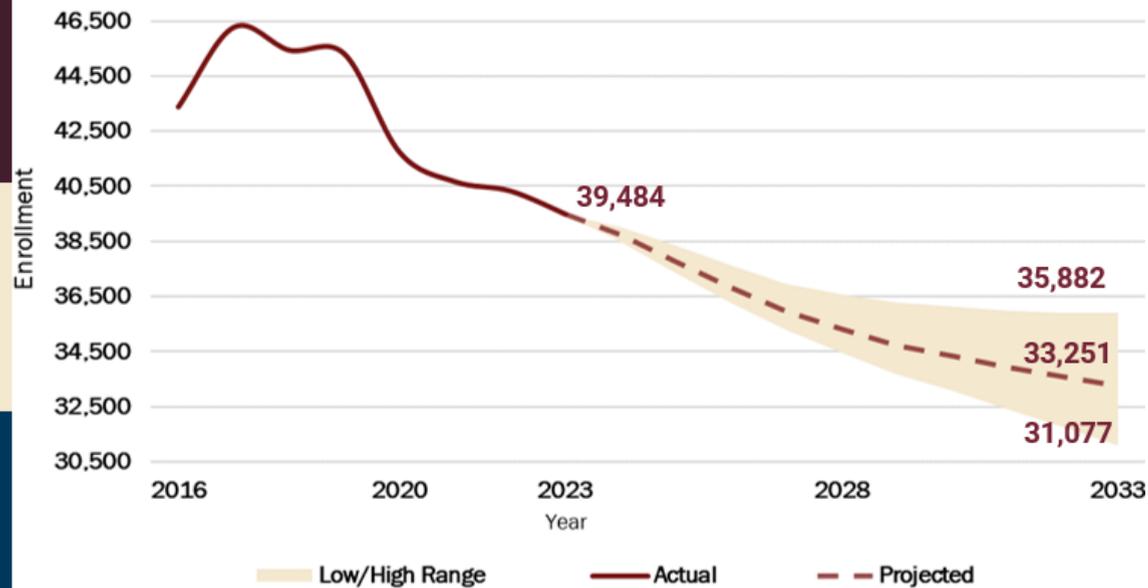
Enrollment Projections

Three Scenarios of Growth

Every year starts with a clean slate -- not impacted by previous year's accuracy

Moderate Growth Scenario is "most likely" based on all the best information available at the time

Low and High Growth Scenarios are feasible, assuming changing circumstances



31,077

2033 Enrollment

Low Growth Assumptions

- PK and KG enrollments continue to decline
- Apartment vacancies continue to increase
- 2-3 additional charters open in AISD boundaries

33,251

2033 Enrollment

Moderate Growth Assumptions

- KG declining until uptick with births in 2027
- Mortgage rates stabilize around 6.5%
- Existing home sales are flat
- Continued near-by charter expansions; none additional in-district

35,882

2033 Enrollment

High Growth Assumptions

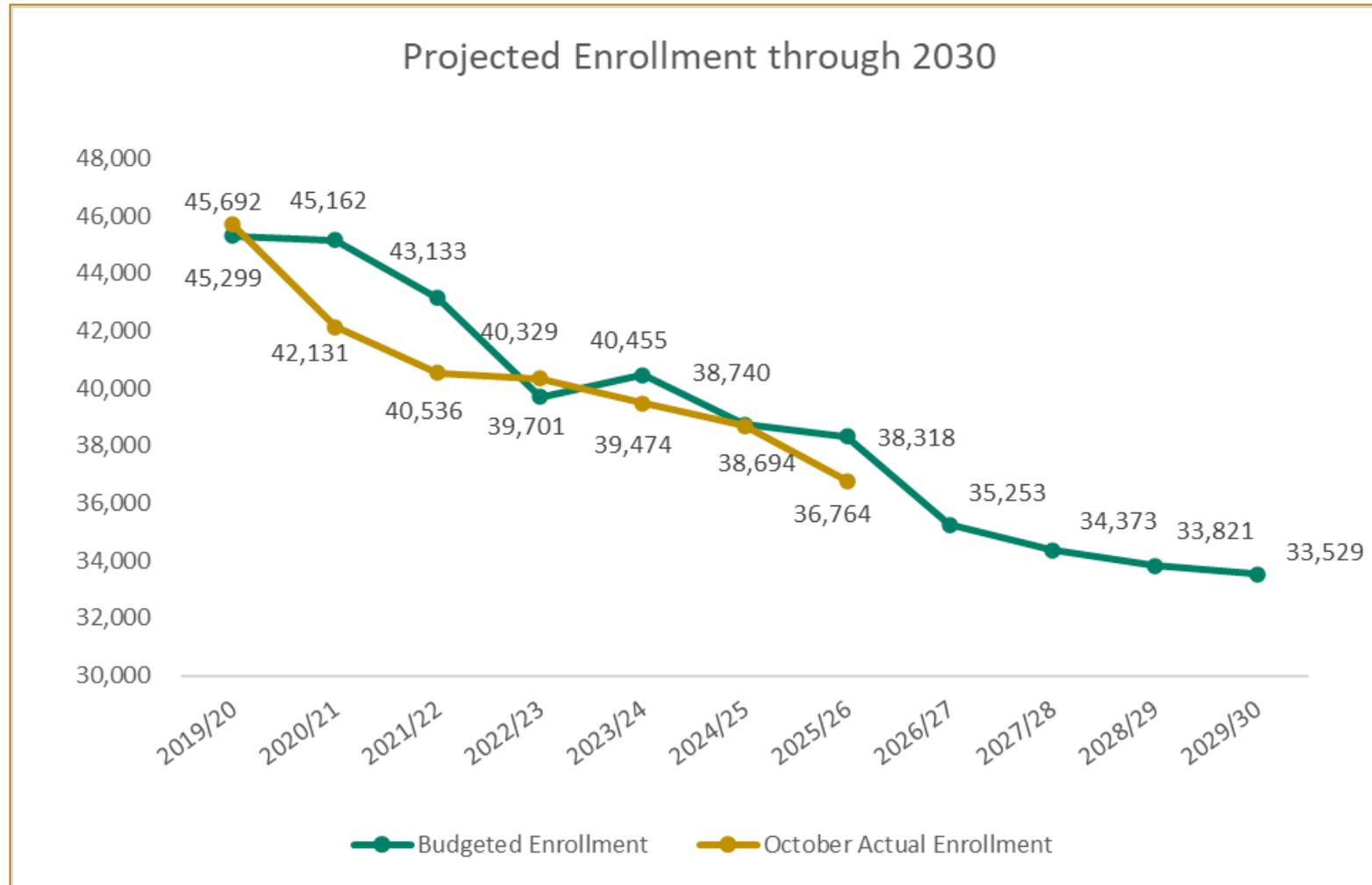
- Birth rates accelerate
- KG rebounds due to 42 birth rates accelerating
- No new charter schools expand in the area in the net 5 years
- Accelerated regeneration in existing homes
- Apartment vacancies decline

These enrollment projections are from the 2024 PASA (demographer) report on student enrollment.



Destination 2030: Ongoing resizing

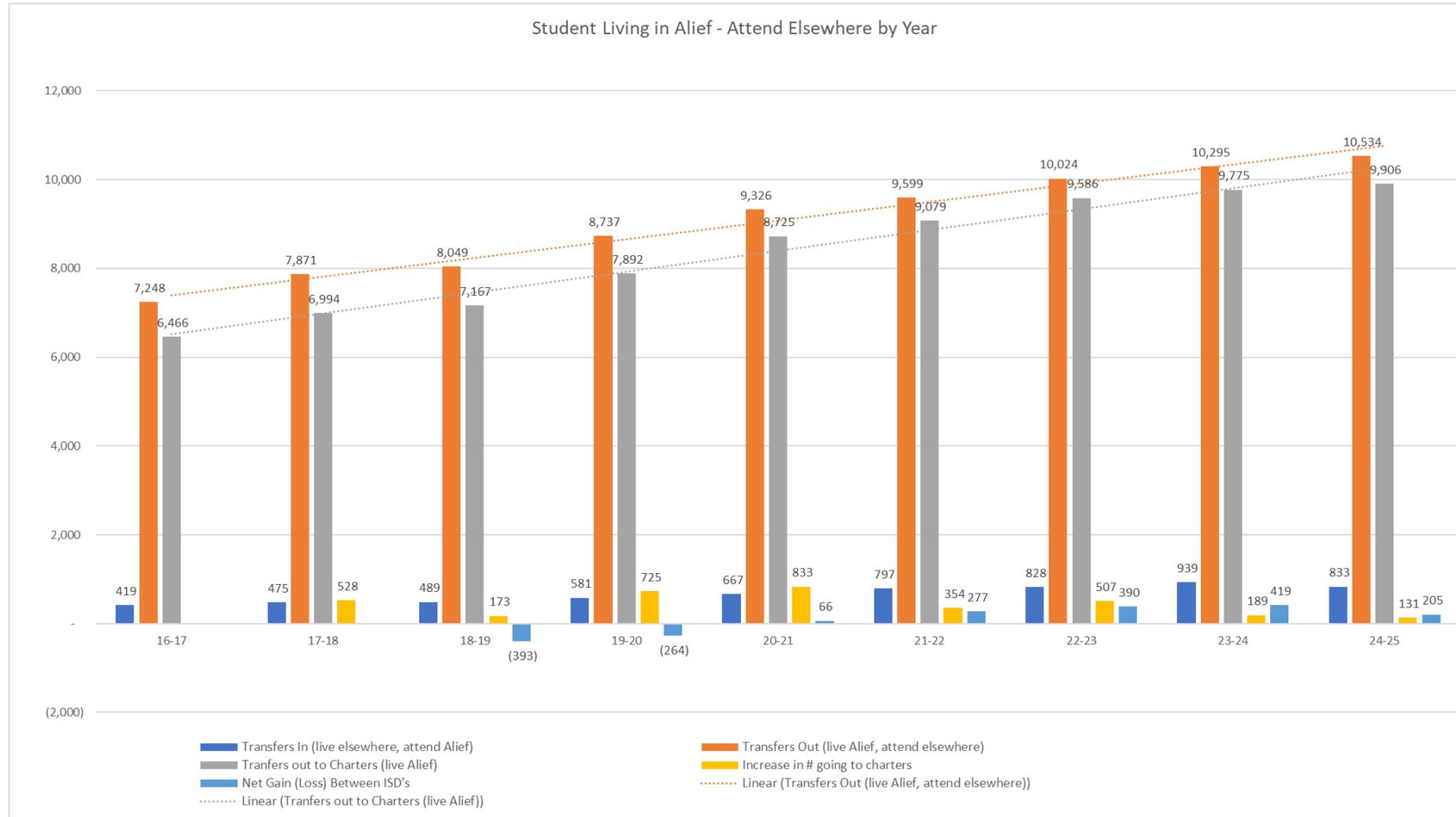
Enrollment Projections



Total decline in enrollment of 3,235 students from 25/26 actual through 29/30

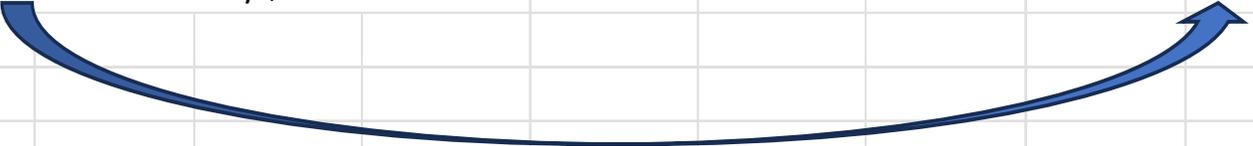
Destination 2030: Ongoing resizing

Enrollment Projections



Budget Update – 2025 - 26 Charters

	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Revenue Inc/(Dec)
Transfers In (live elsewhere, attend Alief)	419	475	489	581	667	797	828	939	833	\$ 9,345,427.00
Transfers Out (live Alief, attend elsewhere)	7,248	7,871	8,049	8,737	9,326	9,599	10,024	10,295	10,534	\$ (118,180,946.00)
Tranfers out to Charters (live Alief)	6,466	6,994	7,167	7,892	8,725	9,079	9,586	9,775	9,906	\$ (111,135,414.00)
Increase in # going to charters		528	173	725	833	354	507	189	131	\$ 1,469,689.00
Net Gain (Loss) Between ISD's			(393)	(264)	66	277	390	419	205	\$ 2,299,895.00
* based on 23-24 Alief Actual Total Operating Revenue per student - Gen Fund only \$11.219										



Budget Update – 2025 - 26 Transfers

ISD's and Charters

Net transfers +in (out) to Alief							
District (ISD)	18-19	19-20	20-21	21-22	22-23	23-24	24-25
Houston ISD (101912)	(558)	(432)	(218)	(39)	16	182	197
Katy ISD (101914)	54	53	70	83	73	61	55
Cypress-Fairbanks ISD (101907)	(3)	19	30	51	46	32	31
Lamar CISD (079901)	35	41	40	66	81	88	69
Fort Bend ISD (079907)	150	199	237	270	328	233	210
Stafford MSD (079910)	(41)	(33)	(32)	(22)	(26)	(12)	(13)
* if positive number, net increase for Alief in swap	(363)	(153)	127	409	518	584	549

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Attend these Charters	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Revenue Lost	diff
Kipp Schools	2,083	2,417	2,599	2,952	3,367	3,573	3,653	3,662	3,790	\$ 42,520,010.00	128
Harmony Schools	1,524	1,560	1,603	1,700	1,782	1,792	1,978	2,003	1,964	\$ 22,034,116.00	(39)
School of Science & Tech	90	140	221	317	576	653	592	614	628	\$ 7,045,532.00	14
ILT	751	930	807	934	996	930	932	896	974	\$ 10,927,306.00	78
Yes Prep	726	671	614	620	638	608	646	615	602	\$ 6,753,838.00	(13)
Southwest School	96	93	102	93	72	85	87	87	83	\$ 931,177.00	(4)
Promise Community School (Baker Ripley)	423	427	446	450	273	338	349	332	320	\$ 3,590,080.00	(12)
ResponsiveEd virtual schools	73	54	10	40	155	184	205	240	294	\$ 3,298,386.00	54
	5,174	5,718	5,844	6,523	7,359	7,556	7,801	7,790	7,958	\$ 82,667,704.00	

Budget Update – 2026 -27 Charters

- Charter expansions didn't play as big of a role last year, but in 26-27 we have two charter expansions and two new campuses opening –
- Yes Prep Elementary (875 students EE3-5th)
 “The new campus will open with pre-K through second grade, expanding to fifth grade in the coming years.”
- Etoile Charter expansion?
 Site at Beechnut and Club Creek free lease.
- New Arcadia HS opening 9th grade with 240 students.
 (960 students by year 5)



Dear School District Leaders and Members of the Legislature,

Pursuant to 19 Texas Administrative Code §100.1035(c)(2)(A), the Texas Education Agency is required to provide notification to certain parties upon receipt of an expansion amendment request by a charter holder. This letter is to inform you that YES Prep Public Schools, Inc (CDN 101845) intends to submit an expansion amendment request for consideration to the Commissioner of Education to add a new campus.

The proposed campus would be effective July 1, 2026. Its proposed location would be 9910 1/2 Sharpcrest Street, Houston, Texas 77036. YES Prep Public Schools, Inc is requesting to serve Early Education-three-year-olds (EE3) through fifth grade (5), with a projected enrollment of 875 students at this location.

Please see the enclosed "Notification of Proposed Additional Campus" form regarding the proposed expansion. The district is not required to complete the enclosed form; however, the form may be completed and submitted electronically to the Texas Education Agency Division of Charter School Authorizing at CharterAmendments@tea.texas.gov.

Sincerely,
Marian L. Schutte

Marian L. Schutte, Deputy Associate Commissioner
 Department of Authorizing and Policy

III. Enrollment Projections (Years 1-5)

Note: Maximum enrollment and grades should not exceed projections for Year 5.

Maximum Enrollment Requested: Specific Grades Requested:

Year	EE 3	PK 4	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Total
Year 1												240				240
Year 2												240	240			480
Year 3												240	240	240		720
Year 4												240	240	240	240	960
Year 5												240	240	240	240	960

Generation 30, RFA 701-25-101 New Operator Application iii

Houston Classical opening Junior High building behind existing elementary building.



Destination 2030: Ongoing resizing

Enrollment Projections



RESIDENTIAL DEVELOPMENTS				1/20/2026			
Subdivision	# Lots	# remain	Status	Cost	Zone	Schools Impacted	Notes/Location
Royal Oaks Landing	115	40?	Under construction	\$400's	69	Outley, Budewig, O'Donnell	Richmond Westpark Properties, LP
Total	115	0					

Apartment Project	# of Units	# remain	Status	Rent	Zone	Schools impacted	Notes/Location
Kirkwood Crossing	140	140	TDHCA awarded 2022	Low	571	Alexander, Holub, Mata	to be built on Sugar Hill property
Bissonnet Apartments	264	264	TDHCA awarded 2023	Low	571	Alexander, Holub, Mata	to be built on Sugar Hill property
10112 Bissonnet Living, Ltd	110	110	TDHCA awarded 2025	Low	96	Horn, Klentzman, Olle	Under application phase 110 units 98 litc
Reserves at Parkview	80	80	TDHCA proposal for 2026	Low	15	Holmquist, Miller, Albright	on West Oaks Mall Property
The Ashbourne	96	96	TDHCA proposed 2025	Low	86	Boone, Mata, Holub	Bissonnet and Kirkwood 9755 s kirkwood
Dashwood Senior Living	80	80	TDHCA waitlist 2026	Low	Seniors	Seniors only	Seniors only
Oasis Gardens	92	92	TDHCA proposed 2026	Low	49	Alexander, Youngblood, Holub	12709 Beechnut
Vista Park	120	120	TDHCA proposed 2026	Low	951	Olle, Smith, Klentzman	SE corner Bissonnet & Boone Loop
Total	982	982	Planned or Proposed				

Destination 2030: Ongoing resizing

Enrollment Projections

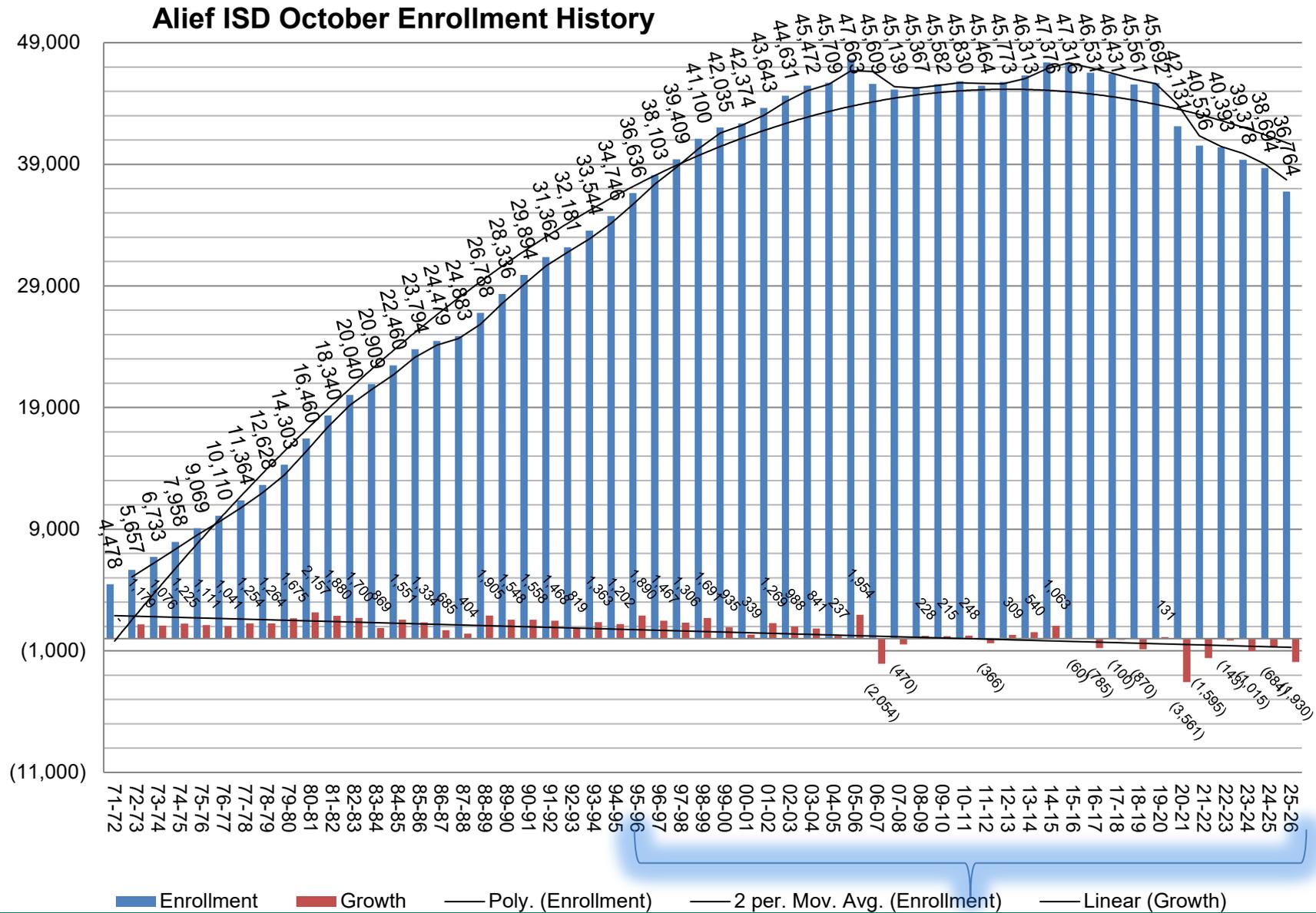
Fall Enrollment by Campus															
Campus	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	10 yr chg	% chg	
101903001 - HASTINGS H S	3890	3951	3999	4103	3997	4174	4134	3966	3930	3867	3786	3508	-382	-9.8%	
101903002 - ELSIK H S	3984	4145	4210	4278	4266	4357	4224	4123	4118	4119	4057	3890	-94	-2.4%	
101903003 - TAYLOR H S	3068	3056	3223	3193	3111	3091	2975	2852	2831	2856	2838	2757	-311	-10.1%	
101903005 - ALIEF LEARNING CTR (6-12)	168	162	146	88	120	106	3	90	138	175	140	169	1	0.6%	
101903006 - KERR H S	786	809	804	806	796	791	809	790	804	806	807	810	24	3.1%	
101903011 - CROSSROADS	59	55	57	36	58	52	18	23	35	0	0	0	-59		
101903012 - ALIEF EARLY COLLEGE H S	435	430	427	402	401	403	401	412	407	408	402	399	-36	-8.3%	
101903041 - ALIEF MIDDLE	994	967	952	966	1003	1013	901	897	839	803	821	788	-206	-20.7%	
101903042 - OLLE MIDDLE	1088	1132	1147	1097	1064	1200	1122	1053	1067	1029	1025	980	-108	-9.9%	
101903043 - KILLOUGH MIDDLE	1034	994	903	991	998	889	848	802	816	769	763	702	-332	-32.1%	
101903044 - HOLUB MIDDLE	856	868	883	925	897	911	849	818	791	724	686	680	-176	-20.6%	
101903045 - ALBRIGHT MIDDLE	1267	1201	1100	1146	1187	1162	1169	1118	1058	999	945	931	-336	-26.5%	
101903046 - O'DONNELL MIDDLE	1263	1270	1251	1320	1375	1398	1328	1312	1230	1221	1214	1184	-79	-6.3%	
101903047 - ALIEF ISD J J A E P	9	8	4	9	11	15	3	6	13	16	18	11	2		
101903101 - YOUENS EL	999	981	942	916	900	864	778	734	712	680	675	628	-371	-37.1%	
101903102 - BOONE EL	913	919	866	821	802	751	654	639	545	528	511	464	-449	-49.2%	
101903103 - MARTIN EL	966	908	886	935	880	881	818	792	715	704	654	611	-355	-36.7%	
101903104 - CHAMBERS EL	794	766	736	734	699	601	502	502	563	556	559	525	-269	-33.9%	
101903105 - SMITH EL	889	885	860	842	826	773	659	650	626	633	651	595	-294	-33.1%	
101903106 - MAHANAY EL	803	709	645	651	603	606	539	547	618	576	499	449	-354	-44.1%	
101903107 - KENNEDY EL	814	784	751	700	728	740	646	643	549	521	510	471	-343	-42.1%	
101903108 - CHANCELLOR EL	853	1022	1004	958	950	908	801	749	723	693	707	698	-155	-18.2%	
101903109 - LIESTMAN EL	896	919	838	823	793	731	719	702	617	548	514	480	-416	-46.4%	
101903110 - PETROSKY EL	652	627	590	544	581	584	580	571	594	539	515	452	-200	-30.7%	
101903111 - HEFLIN EL	816	860	881	913	914	880	726	646	601	550	501	449	-367	-45.0%	
101903112 - CUMMINGS EL	640	616	616	573	554	538	511	552	545	544	513	464	-176	-27.5%	
101903113 - REES EL	722	681	613	604	581	571	502	522	563	555	526	518	-204	-28.3%	
101903114 - ALEXANDER EL	842	804	796	805	715	701	624	648	676	693	609	559	-283	-33.6%	
101903115 - HEARNE EL	1013	1012	1028	995	944	891	791	824	689	692	675	609	-404	-39.9%	
101903116 - LANDIS EL	912	914	840	803	743	736	620	606	580	528	545	474	-438	-48.0%	
101903117 - SNEED EL	1273	1142	1076	1120	1086	1067	949	1006	1033	976	922	928	-345	-27.1%	
101903118 - BEST EL	901	901	834	854	753	794	726	765	674	638	655	618	-283	-31.4%	
101903119 - OUTLEY EL	1072	1122	1188	1207	1165	1150	962	946	829	872	863	776	-296	-27.6%	
101903120 - HICKS EL	890	872	811	781	755	710	656	712	746	688	645	598	-292	-32.8%	
101903121 - BUSH EL	967	965	863	876	872	931	804	834	767	740	780	706	-261	-27.0%	
101903122 - COLLINS EL	1127	1103	1047	977	928	926	868	817	798	809	788	720	-407	-36.1%	
101903123 - HORN EL	1156	1137	1092	999	936	923	782	821	756	690	675	612	-544	-47.1%	
101903124 - HOLMQUIST EL	1198	1183	1149	1127	1160	1145	936	902	765	764	782	682	-516	-43.1%	
101903130 - MARIA DEL CARMEN MARTINEZ EARLY LEARNING CENTER									403	383	335	344	-59	-14.6%	
101903131 - DEDRE' & ELLA JEFFERSON EARLY LEARNING CENTER									393	457	388	335	-58	-14.8%	
101903140 - OWENS INT	1088	1119	1100	1079	979	1007	937	814	859	731	809	800	-288	-26.5%	
101903141 - KLENTZMAN INT	1042	1041	1050	1064	985	947	902	811	791	805	833	780	-262	-25.1%	
101903142 - YOUNGBLOOD INT	1094	1073	1109	1044	1057	1055	940	863	871	880	864	809	-285	-26.1%	
101903143 - MATA INT	809	876	836	824	875	956	876	808	778	791	753	687	-122	-15.1%	
101903144 - MILLER INT	872	926	913	942	963	963	899	824	779	780	793	748	-124	-14.2%	
101903145 - BUDEWIG INT	1189	1181	1217	1294	1337	1369	1223	1137	1085	1134	1054	1053	-136	-11.4%	
101903199 - ADMIN SERVICES	50	46	53	72	75	13	8	1	0	0	0	0	-50		
101903205 - ALIEF LEARNING CTR (K-6)	46	49	38	24	33	25	1	14	9	4	6	6	-40		
TOTAL	47199	47191	46374	46261	45456	45299	41723	40664	40329	39474	38611	36457	-10742	-22.8%	

10 year change by campus

- 4 middle schools lost 20% or more
- 3 intermediates lost 25% or more
- 18 elementary schools⁴⁹ lost more than 30%

Destination 2030: Ongoing resizing

Enrollment Projections



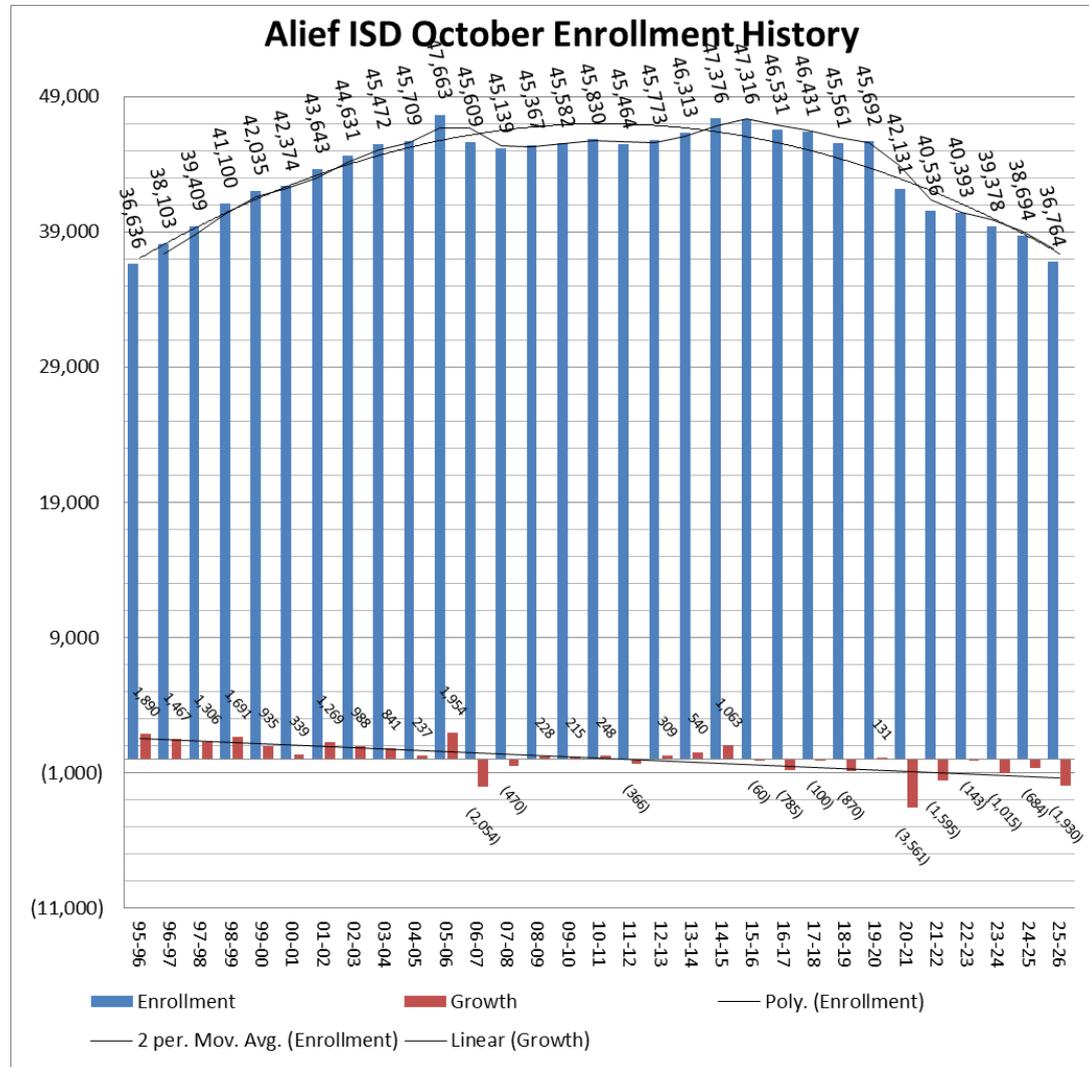
- Our enrollment is now what it was in 95/96 school year.
- Alief ISD has opened 14 schools since 1995 including 4 Intermediate schools.

Age	Building	Year Built
30	Hicks	1996
30	Youngblood	1996
29	Bush	1997
27	Collins	1999
27	Mata	1999
27	Ninth Grade Centers	1999
26	Miller	2000
25	Taylor	2001
23	Budewig	2003
21	Horn	2005
19	Holmquist	2007
4	Jefferson ELC	2022
4	Martinez ELC	2022

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Destination 2030: Ongoing resizing

Enrollment Projections



- 30 years rise and fall of 10,800 students peaked during Katrina and again in 14-15, then back to 95/96 size.
- 9 Elementary schools with < 500 students
- Last attendance boundary change was 2014/15.

Age	Building	Year Built
30	Hicks	1996
30	Youngblood	1996
29	Bush	1997
27	Collins	1999
27	Mata	1999
27	Ninth Grade Centers	1999
26	Miller	2000
25	Taylor	2001
23	Budewig	2003
21	Horn	2005
19	Holmquist	2007
4	Jefferson ELC	2022
4	Martinez ELC	2022

Destination 2030: Ongoing resizing

Enrollment Projections

Projections for 26-27 and beyond														Projection				
GRADE	13-14	14/15	15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23	23/24	24/25	25/26	26/27	27/28	28/29	29/30	30/31
Pre-K	2,463	2,364	2,197	2,220	2,312	2,166	2,208	1,647	1,789	1,780	1,772	1,550	1,374	1,468	1,551	1,630	1,701	1,786
Kinder	3,651	3,732	3,533	3,163	3,193	3,200	3,144	2,765	2,774	2,733	2,413	2,474	2,201	2,281	2,171	2,097	2,054	2,025
Grade 1	3,974	4,107	4,133	3,774	3,494	3,443	3,497	3,061	2,952	3,036	2,835	2,564	2,460	2,396	2,331	2,237	2,202	2,167
Grade 2	3,738	3,845	3,872	3,871	3,550	3,379	3,333	3,097	2,941	2,977	2,944	2,812	2,489	2,556	2,417	2,348	2,272	2,231
Grade 3	3,624	3,638	3,754	3,650	3,759	3,353	3,292	3,024	2,954	2,923	2,852	2,895	2,633	2,589	2,489	2,286	2,222	2,173
Grade 4	3,254	3,548	3,516	3,519	3,511	3,556	3,287	2,974	2,852	2,871	2,819	2,821	2,762	2,694	2,554	2,444	2,241	2,164
Grade 5	3,186	3,310	3,448	3,305	3,320	3,337	3,376	2,874	2,795	2,673	2,698	2,676	2,590	2,558	2,401	2,278	2,274	2,170
Grade 6	3,056	3,105	3,084	3,213	3,187	3,145	3,178	3,090	2,644	2,682	2,536	2,596	2,499	2,532	2,528	2,419	2,240	2,254
Grade 7	3,085	3,090	3,049	2,918	3,118	3,051	3,104	2,954	2,916	2,640	2,639	2,569	2,498	2,466	2,513	2,534	2,368	2,130
Grade 8	2,992	3,168	3,077	2,980	3,009	3,140	3,121	2,972	2,811	2,890	2,666	2,666	2,568	2,504	2,470	2,491	2,526	2,370
Grade 9	3,625	3,934	3,945	3,997	3,911	3,573	4,034	3,719	4,010	3,850	3,762	3,715	3,357	3,333	3,398	3,447	3,408	3,509
Grade 10	3,173	3,156	3,314	3,415	3,316	3,274	3,344	3,282	3,040	3,257	3,089	3,032	2,887	2,675	2,626	3,006	3,091	3,058
Grade 11	2,895	2,975	2,956	3,048	3,166	3,170	3,127	3,082	2,854	2,812	2,916	2,767	2,827	2,763	2,538	2,482	2,835	2,921
Grade 12	2,361	2,269	2,352	2,402	2,497	2,584	2,613	2,714	2,185	2,245	2,260	2,371	2,367	2,428	2,365	2,107	2,081	2,387
SOAR																		
Spec. Ed.	1,236	1,135	1,086	1,056	1,088	1,190	1,034	876	1,019	1,024	1,177	1,186	1,252	•	•	•	•	•
Total	46,313	47,376	47,316	46,531	46,431	45,561	45,692	42,131	40,536	40,393	39,378	38,694	36,764	35,243	34,352	33,806	33,515	33,345
increase	540	1,063	-60	-785	-100	-870	131	-3,561	-1,595	-143	-1,015	-684	-1,930	-1,521	-891	-546	-291	-170
%Incr/Decr	1.18%	2.30%	-0.13%	-1.66%	-0.21%	-1.87%	0.29%	-7.79%	-3.79%	-0.35%	-2.51%	-1.69%	-4.99%	-4.14%	-2.53%	-1.59%	-0.86%	-0.51%



Independent School District
THE SMART CHOICE

Destination 2030: Ongoing resizing

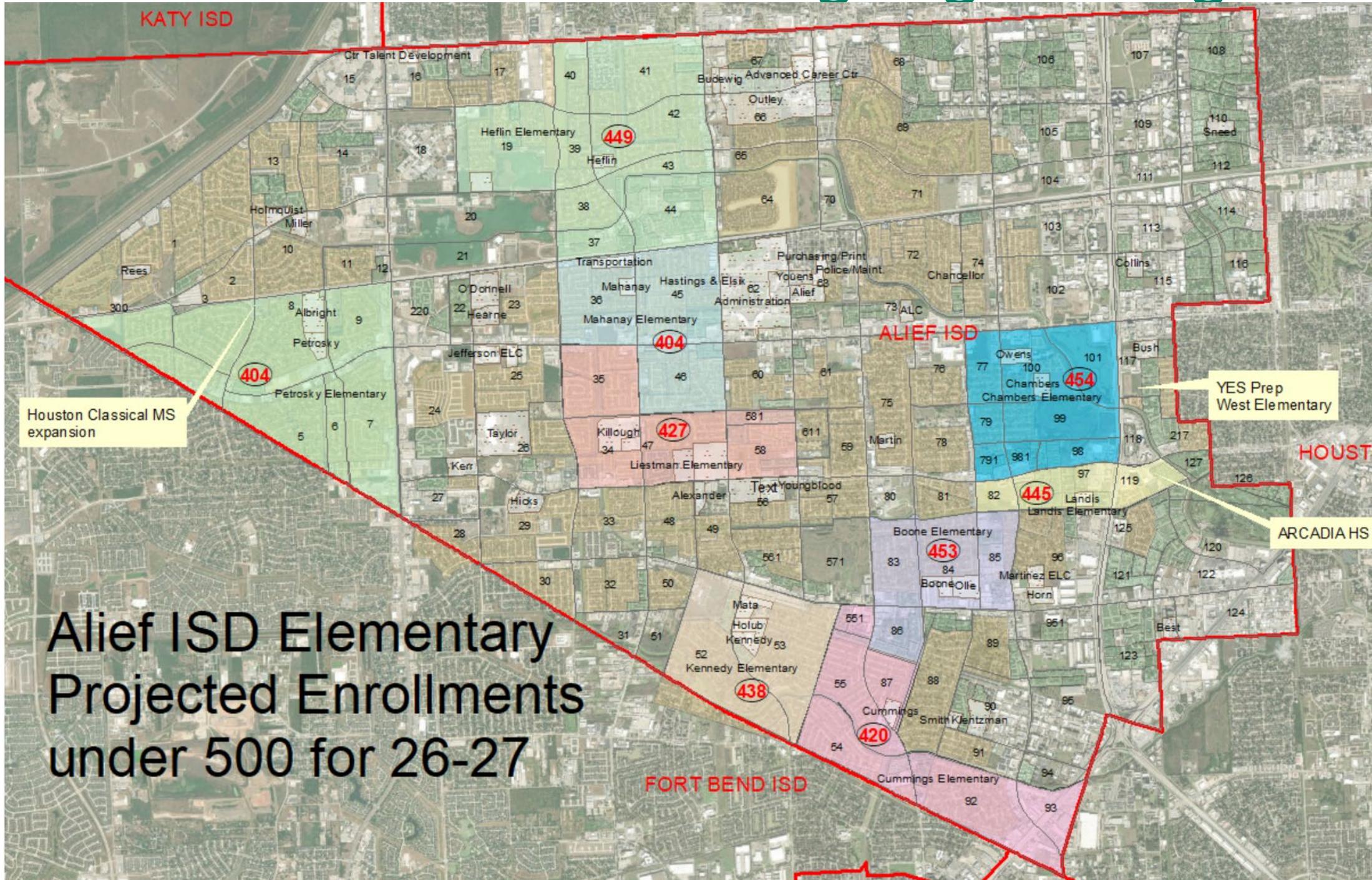
Enrollment Projections

GRADE	19/20	20/21	Change grade to grade	21/22	Change grade to grade	22/23	Change grade to grade	23/24	Change grade to grade	24/25	Change grade to grade	25/26	Change grade to grade
Pre-K	2,208	1,647		1,789		1,780		1,772		1,550		1,374	
Kinder	3,144	2,765		2,774		2,733		2,413		2,474		2,201	
Grade 1	3,497	3,061		2,952		3,036		2,835		2,564		2,460	
Grade 2	3,333	3,097	-400	2,941	-120	2,977	25	2,944	-92	2,812	-23	2,489	-75
Grade 3	3,292	3,024	-309	2,954	-143	2,923	-18	2,852	-125	2,895	-49	2,633	-179
Grade 4	3,287	2,974	-318	2,852	-172	2,871	-83	2,819	-104	2,821	-31	2,762	-133
Grade 5	3,376	2,874	-413	2,795	-179	2,673	-179	2,698	-173	2,676	-143	2,590	-231
Grade 6	3,178	3,090	-286	2,644	-230	2,682	-113	2,536	-137	2,596	-102	2,499	-177
Grade 7	3,104	2,954	-224	2,916	-174	2,640	-4	2,639	-43	2,569	33	2,498	-98
Grade 8	3,121	2,972	-132	2,811	-143	2,890	-26	2,666	26	2,666	27	2,568	-1
Grade 9	4,034	3,719	598	4,010	1,038	3,850	1,039	3,762	872	3,715	1,049	3,357	691
Grade 10	3,344	3,282	-752	3,040	-679	3,257	-753	3,089	-761	3,032	-730	2,887	-828
Grade 11	3,127	3,082	-262	2,854	-428	2,812	-228	2,916	-341	2,767	-322	2,827	-205
Grade 12	2,613	2,714	-413	2,185	-897	2,245	-609	2,260	-552	2,371	-545	2,367	-400
SOAR													
Spec. Ed.	1,034	876		1,019		1,024		1,177		1,186		1,252	
Total	45,692	42,131		40,536		40,393		39,378		38,694		36,764	
increase	131	-3,561		-1,595		-143		-1,015		-684		-1,930	
%Incr/Dec	0.29%	-7.79%		-3.79%		-0.35%		-2.51%		-1.69%		-4.99%	

- Note consistently higher change/loss from 4th->5th and 5th->6th

Destination 2030: Ongoing resizing

Enrollment Projections



Houston Classical MS expansion

YES Prep West Elementary

ARCADIA HS

Alief ISD Elementary Projected Enrollments under 500 for 26-27

- 9 Elementary Schools projected < 500 students for the year 26-27

Destination 2030: Ongoing resizing

Financial Impact of declining enrollment

	2025-26	2026-27	2027-28	2028-29	2029-30	Total
Average Revenue per student	9,900	9,900	9,900	9,900	9,900	
Enrollment under projections	(1,554)					
Continued enrollment declines		(1,511)	(880)	(552)	(292)	
	<u>(15,384,600)</u>	<u>(14,958,900)</u>	<u>(8,712,000)</u>	<u>(5,464,800)</u>	<u>(2,890,800)</u>	<u>(47,411,100)</u>

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Destination 2030: Ongoing resizing

Cost Per Student

General Fund Cost per Student									
	Enrollment	% decline	Original Budget	Cost per student	Year over		Year over		\$ Increase times # of students
					Year % inc	Cumulative % inc	Year \$ Inc	Cumulative \$ inc	
2015-16	47,316		425,915,224	9,002					
2016-17	46,531	-1.7%	426,143,609	9,158	2%	2%	157	157	7,294,567
2017-18	46,348	-0.4%	427,154,842	9,216	1%	2%	58	215	9,953,075
2018-19	45,616	-1.6%	428,187,706	9,387	2%	4%	171	385	17,575,041
2019-20	45,692	0.2%	457,616,403	10,015	7%	11%	628	1,014	46,319,624
2020-21	42,131	-7.8%	461,650,809	10,958	9%	22%	942	1,956	82,408,390
2021-22	40,536	-3.8%	458,500,560	11,311	3%	26%	353	2,309	93,615,542
2022-23	40,329	-0.5%	447,981,350	11,108	-2%	23%	(203)	2,107	84,959,643
2023-24	39,484	-2.1%	453,714,630	11,491	3%	28%	383	2,490	98,299,195
2024-25	38,694	-2.0%	456,278,800	11,792	3%	31%	301	2,790	107,974,555
2025-26	36,764	-5.0%	485,610,000	13,209	12%	47%	1,417	4,207	154,678,660
Projected									
2026-27 *	35,243	-4.1%	469,336,526	13,317	1%	48%	108	4,316	152,096,475
2027-28	34,373	-2.5%	462,354,452	13,451	1%	49%	134	4,450	152,945,711
2028-29	33,821	-1.6%	465,428,839	13,762	2%	53%	310	4,760	160,988,929
2029-30	33,529	-0.9%	461,562,770	13,766	0%	53%	5	4,765	159,751,299
2025-26 % Change									
from 15-16		-22%	14%	47%					
2029-30 % Change									
from 25-26		-9%	-5%	4%					
* reduction of at least 1,500 for 4 new charter schools opening in 26-27									
Student Decline %		0.015							

PASA 2033 Enrollment Projection:
 High growth – 35,882
 Moderate growth – 33,251
 Low growth – 31,077

If enrollment declines continue with a 1.5% decline (avg from 15-16 through 26-27 is 3%), projected enrollment is⁵⁶ expected to be near the 2033 moderate growth number by 29-30 – 3 years ahead of PASA's estimate.

Destination 2030: Ongoing rightsizing

Building Capacity

- There are seven elementary campuses that are below 50% capacity as of 10/2/25.
- Excess seats at elementary = 10,493
- Excess seats at middle = 2,300
- Intermediate enrollment 5th = 2,432
- Intermediate enrollment 6th = 2,341

	Capacity	Enrollment 10/2/2025	Percent of Capacity
Elementary			
Youens (1965)	990	625	63.1%
Boone (1969)	1,012	468	46.2%
Martin (1970)	1,012	614	60.7%
Chambers (1971)	924	526	56.9%
Smith (1972)	1,100	604	54.9%
Mahanay (1973)	990	442	44.6%
Kennedy (1975)	1,012	468	46.2%
Chancellor (1977)	1,078	697	64.7%
Liestman (1978)	968	481	49.7%
Petrosky (1979)	1,034	451	43.6%
Heflin (1981)	902	449	49.8%
Cummings (1983)	902	472	52.3%
Rees (1984)	968	525	54.2%
Alexander (1984)	990	558	56.4%
Hearne (1987)	990	625	63.1%
Landis (1989)	902	481	53.3%
Sneed (1990)	1,100	910	82.7%
Best (1991)	924	635	68.7%
Outley (1994)	1,122	798	71.1%
Hicks (1996)	1,210	598	49.4%
Bush (1997)	1,210	713	58.9%
Collins (1999)	1,166	712	61.1%
Horn (2005)	1,100	616	56.0%
Holmquist (2007)	1,040	685	65.9%
Average	24,646	14,153	57.4%

	Capacity	Enrollment 10/2/2025	Percent of Capacity
Intermediate			
Owens (1994)	1,250	806	64.5%
Klantzman (1995)	1,250	787	63.0%
Youngblood (1996)	1,250	803	64.2%
Mata (1999)	1,100	690	62.7%
Miller (2000)	1,300	752	57.8%
Budewig (2003)	1,250	1,056	84.5%
Average	7,400	4,894	66.1%
Middle School			
AMS (1968)	1,272	793	62.3%
Olle (1974)	1,225	986	80.5%
Killough (1976)	1,280	705	55.1%
Holub (1981)	1,230	678	55.1%
Albright (1983)	1,272	932	73.3%
O'Donnell (1993)	1,345	1,208	89.8%
Average	7,624	5,302	69.5%
High School			
Hastings (1973)	3,500	2,724	77.8%
Elsik (1981)	3,500	3,003	85.8%
Taylor (2001)	2,800	2,792	99.7%
Kerr (1994)	800	812	101.5%
HNGC (1999)	1,800	821	45.6%
ENGCC (1999)	1,800	902	50.1%
Average	14,200	11,054	77.8%

Destination 2030: Ongoing resizing

Consolidation of Intermediate Campuses

Base Cost of Intermediate Campus - Local Staff

	#	Midpoint Salary	Total	
Principal	1	120,144	120,144	
AP	2	80,937	161,874	if enrollment inc at other campus - positions could stay
Counselors	2	76,657	153,314	if enrollment inc at other campus - positions could stay
Specialists *	3	69,000	207,000	3 is after Specialist Reimagined Plan
Block	7	69,000	483,000	potential need to follow kids so assume stay, but could be a reduction
Librarian	1	69,000	69,000	
Nurse	1	69,000	69,000	
ESL Staff	2	69,000	138,000	if enrollment inc at other campus - positions could stay
Dyslexia Teacher	1	69,000	69,000	
Resource Officer	1	55,500	55,500	budgeted for - even if multiple vacancies
Campus Paras - avg # at int	11	26,000	286,000	
Crossing Guard 4 hr	1	11,785	11,785	estimated 1 - could be more at a campus
Custodians	2	29,765	59,530	
Asst Head	1	36,670	36,670	
Head Custodian	1	41,954	41,954	
Total Salaries	37		<u>1,961,771</u>	
Health Ins		6,600	195,360	assume 80% take benefits
TRS/Medicare		4.2%	82,394	
Total Benefits			<u>277,754</u>	
Per Pupil allotment		-		no savings as these students would go to another campus
Utilities - avg @ int			<u>175,000</u>	
Total Base Cost of Intermediate			<u>2,414,525</u>	X 6 schools <u>14,487,150</u>
IF ALL Ratio Based Staff Stayed	13		<u>(936,188)</u>	X 6 schools <u>(5,617,128)</u>
Extreme Conservative Number	24		<u>1,478,337</u>	X 6 schools <u>8,870,022</u>

This does not include any ratio-based classroom or special education staff. It is assumed all of these positions will follow the students.

There could be some reductions in AP, Counselors, Block Teachers and ESL staff, but again we assume those positions will follow the students, so those \$\$ are subtracted out of the projected savings to be conservative.

Utilities savings assumes buildings not used for alternative purpose.

Additional savings: fed funded liaison, or other federal funded positions

Destination 2030: Ongoing resizing

Consolidation of Elementary Campuses

Base Cost of Elementary Campus - Local Staff

	#	Midpoint Salary	Total	
Principal	1	120,144	120,144	
AP	1	80,937	80,937	if enrollment inc at other campus - positions could stay
Counselors	1	76,657	76,657	if enrollment inc at other campus - positions could stay
Specialists *	3	69,000	207,000	3 is after Specialist Reimagined Plan
Block	4	69,000	276,000	potential need to follow kids so assume stay, but could be a reduction
Librarian	1	69,000	69,000	
Nurse	1	69,000	69,000	
ESL Staff	2	69,000	138,000	if enrollment inc at other campus - positions could stay
Dyslexia Teacher	1	69,000	69,000	
Resource Officer	1	55,500	55,500	budgeted for - even if multiple vacancies
Campus Paras - avg # at int	6	26,000	156,000	
Crossing Guard 4 hr	1	11,785	11,785	estimated 1 - could be more at a campus
Custodians	2	29,765	59,530	
Asst Head	1	36,670	36,670	
Head Custodian	1	41,954	41,954	
Total Salaries	27		<u>1,467,177</u>	
Health Ins		6,600	142,560	assume 80% take benefits
TRS/Medicare		4.2%	61,621	
Total Benefits			<u>204,181</u>	
Per Pupil allotment		-		no savings as these students would go to another campus
Utilities - avg @ int			<u>175,000</u>	
Total Base Cost of Elementary			<u>1,846,358</u>	X 4 schools <u>7,385,432</u>
IF ALL Ratio Based Staff Stayed			<u>(571,594)</u>	X 4 schools <u>(2,286,376)</u>
Extreme Conservative Number			<u>1,274,764</u>	X 4 schools <u>5,099,056</u>

This does not include any ratio-based classroom or special education staff. It is assumed all of these positions will follow the students.

There could be some reductions in AP, Counselors, Block Teachers and ESL staff, but again we assume those positions will follow the students, so those \$\$ are subtracted out of the projected savings to be conservative.

Utilities savings assumes buildings not used for alternative purpose.

Additional savings: fed funded liaison, or other federal funded positions

Destination 2030: Ongoing resizing

Consolidation of Elementary Campuses

Staffing considerations at elementary campuses with low enrollment:

- The enrollment is so small in each grade level, that we often have 28-40 kids splitting 2 teachers, so we are staffing at very low ratios.
- Example campus is Rees. Monolingual PK has 28 kids, which requires 2 teachers, same theory for the other highlighted classes. 25-26 budgeted enrollment $408 / 22 = 18.5$ ratio.
- Consolidating elementary campuses would alleviate some of this problem - more classes should allow for more staffing flexibility.

	OWDL PK	PK	OWDL KN	KN	OWDL 1ST	1ST	OWDL 2ND	2ND	OWDL 3RD	3RD	OWDL 4TH	4TH	OWDL 5TH	5TH	Total	
REES 113																
Teachers 24/25	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.0	2.0	1.0	2.0			21.0	
Teachers 25/26	1.0	2.0	2.0	2.0	2.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0			22.0	
STUDENTS 24/25	20	39	28	24	25	41	31	30	22	43	16	33				352
STUDENTS 25/26	22	28	33	30	37	23	43	39	47	28	42	36				408
RATIO	22.0	14.0	16.5	15.0	18.5	23.0	21.5	19.5	23.5	14.0	21.0	18.0				
REES 113 DUAL																
Teachers 24/25			1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	1.0			9.0	
Teachers 25/26			1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0		1.0			9.0	
STUDENTS 24/25			19	17	15	24	16	16	16	11		25				159
STUDENTS 25/26			22	22	19	17	15	24	16	16		27				178
RATIO			22.0	22.0	19.0	17.0	15.0	24.0	16.0	16.0		27.0				

Destination 2030: Ongoing resizing

Campus Closures



- Recommendation is to hire in March '26 – Demographer, Boundary expert professional to redesign boundaries affected by potential closures and update facility assessment with architectural firm on potential buildings affected to compare conditions. Total cost could be \$200K-300K.
- Timeline and Communications:
 - April '26 – hire consultants
 - May '26 – start communications with public on reasons and survey
 - Aug '26 – have recommendations for implementation
 - Aug '26 - communicate plans in town halls
 - October '26 – begin staffing process of combined schools
 - December '26 – hold boundary change meetings
 - January '27 – roll out tentative staffing budgets
 - January '27 – identify leaders for combined schools
 - March '27 – layout and begin mobilization plans
 - Summer '27 – execute moves and comms regarding bus runs, open houses etc.

Destination 2030: Ongoing resizing

Other Potential Considerations

- Review of offerings with low enrollment/master scheduling
- Nursing and Clinic Aide reductions for smaller campuses
- ALC staffing adjustments/evaluation
- Non-classroom instructional staffing, i.e. facilitators, coordinators, interventionists
- High School AP and AP secretaries
- PreK aides
- Further reduction of transportation late-runs/consolidate routes
- Increase MS/HS counselor staffing ratio
- Review effectiveness of CIS in current and future configurations
- Special Education model of in class support
- Efficiency Audits of Programs/staffing
- Health Insurance – additional premium increase
- Converting health plan to TRS ActiveCare – est \$13.5M savings
- Continued review of federal expenditures and reductions to allow general fund costs to be moved to federal



Destination 2030: Ongoing resizing

Other Potential Considerations

TRS Active Care



Comparison of Salary and Benefits Cost to Area Districts

District	Type of Insurance	2025-26 Starting Salary	Monthly Insurance Premium (Emp Only)	Annual Insurance Premiums Most Common Plan*	Starting Salary Less Annual Insurance Premiums	Difference from Alief
Alief	Blue Cross Blue Shield TX	\$ 66,500	\$ 108	\$ 1,296	\$ 65,204	\$ -
Humble	UBC - Cigna	66,000	70	840	65,160	(44)
Lamar	United Healthcare	66,700	146	1,753	64,947	(257)
Katy	Aetna	66,180	120	1,440	64,740	(464)
Pasadena	Aetna	65,205	140	1,680	63,525	(1,679)
Galena Park	TRS Active Care Primary +	66,575	260	3,120	63,455	(1,749)
Houston	United Healthcare	64,000	85	1,024	62,976	(2,228)
Alvin	United Healthcare	65,800	275	3,300	62,500	(2,704)
Spring Branch	TRS Active Care Primary +	65,550	276	3,312	62,238	(2,966)
Conroe	Blue Cross Blue Shield TX	64,000	184	2,208	61,792	(3,412)
Aldine	Aetna	64,000	193	2,322	61,678	(3,526)
Clear Creek	TRS Active Care Primary +	64,000	218	2,616	61,384	(3,820)
Texas City	TRS Active Care Primary +	64,400	253	3,036	61,364	(3,840)
LaPorte	TRS Active Care Primary +	63,000	153	1,836	61,164	(4,040)
Pearland	TRS Active Care Primary +	64,250	259	3,108	61,142	(4,062)
Fort Bend	United Healthcare	63,000	177	2,128	60,872	(4,332)
Cy-Fair	TRS Active Care Primary +	65,000	346	4,152	60,848	(4,356)
Goose Creek	Blue Cross Blue Shield TX	64,475	333	3,996	60,479	(4,725)
Spring	Blue Cross Blue Shield TX	62,750	242	2,904	59,846	(5,358)
Deer Park	TRS Active Care Primary +	63,000	271	3,252	59,748	(5,456)

Highlighted Districts have TRS Active Care Insurance which has 3 plan options. Primary + is the plan with the most closely aligned benefits levels to the BCBS Blue Essentials HMO plan that most Alief employees have.



Independent School District
THE SMART CHOICE

Destination 2030: Ongoing resizing

Other Potential Considerations TRS Active Care

Active Care Participants Have Three Options

	BCBS - Blue Essentials HMO	TRS Active Care Primary +	TRS Active Care - Primary	TRS - Active Care HD	
Premium	658	596	507	521	
District Contribution	550	550	550	550	
Employee Only Cost	108	46	-43	-29	
	In-Network Coverage Only	In-Network Coverage Only	In-Network Coverage Only	In-Network	Out of Network
Individual / Family Deductible	\$2,000 / \$4,000	\$1,200 / \$2,400	\$2,500 / \$5,000	\$3,300 / \$6,600	\$6,600 / \$13,200
Coinsurance	20% after deductible	20% after deductible	30% after deductible	30% after deductible	50% after deductible
Indiv/Family Out of Pocket Max	\$6,000 / \$12,000	\$6,900 / \$13,800	\$8,050 / \$16,100	\$8,300 / \$16,600	\$20,500 / \$41,000
Network	Statewide	Statewide	Statewide	Nationwide	
PCP Required	Yes	Yes	Yes	No	
Doctor Visits	\$30 copay	\$15 copay	\$30 copay	30% after deductible	50% after deductible
Specialists	\$40 copay	\$70 copay	\$70 copay	30% after deductible	50% after deductible
Urgent Care	\$40 copay	\$50 copay	\$50 copay	30% after deductible	50% after deductible
Emergency Care	\$250 copay & 20% after deductible	20% after deductible	30% after deductible	30% after deductible	
Drug Deductible	none	\$200 deductible (brand only)	Integrated with medical	Integrated with medical	
Generics Drugs (30/90 day)	generic, formulary, non formulary \$15 / \$20 / \$70 or \$20 / \$60 / \$100	\$15 / \$45 copay	\$15 / \$45 copay; \$0 for certain generics	20% after deductible; \$0 for certain generics	

93% emp on this plan

- Active Care has 3 plan options. Active Care Primary + is the closest to the BCBS HMO plan.
- If the monthly District contribution remained at \$550/month, the employee cost would be negative for two of the TRS plans.
- If we were to switch, the recommendation would be to reduce the District contribution by \$50 month to \$500. The employee cost of Primary Care+ would still be \$12/mo less than the current monthly cost of the BCBS HMO.
- The \$50 month reduction for 4,131 general fund covered employees would be a \$2.5M annual savings which could be used to fund the majority of a 1% salary increase – essentially shifting the cost from benefits to salary.



Bond Program Review

Roof Replacement and Repairs

Scope of Work

- Replacement and repairs of aging roof systems and skylight to address leaks and improve long-term performance.

Project Cost

- Total Project Budget: \$ 17,145,000
- Current and Projected Cost: \$ 18,352,976
- Projects are over budget (Youens increased scope)

Locations of Completed Work

- Elementary and Intermediate campuses with 8-classroom additions (19 locations)
- Holub – Partial roof replacement
- Skylight replacement
 - Albright, Alexander, Elsik

Ongoing/Upcoming Activities

- Warehouse Replacement or Coating – Spring 2026
- Olle – Partial Replacement – Spring 2026
- ALC – Summer 2026
- Heflin – Summer 2026
- Crossroads – Summer 2026
- Administration Building – Summer 2026
- Youens – Fall 2026

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Roof Replacement and Repairs



Youens – Roof Replacement
at 8-classroom addition



Alexander – Skylight
Replacement



Elsik – Skylight
Replacement

HVAC - Roof Top Unit Replacements

Scope of Work

- Replacement of older rooftop HVAC units replaced with newer, more efficient systems to improve comfort and reduce maintenance issues.

Project Cost

- Total Project Budget: \$ 5,286,500
- Current and Projected Cost: \$ 3,832,016
- Projects are under Budget

Locations of Completed Work

- Boone, Collins, Mahanay, Owens, Youngblood



HVAC – District Wide Upgrades

Scope of Work

- Replacement of aging HVAC systems including air handlers, chillers, cooling towers and boilers

Project Cost

- Total Project Budget: \$17,665,500
- Current and Projected Cost: \$12,512,205
- Projects are under Budget

Locations of Completed Work

- Alexander – Chiller and Cooling Tower
- Taylor – Chiller and Boiler
- Mahanay – Chiller
- AMS – Chiller and Cooling Tower
- Miller – Chiller
- Olle – Chiller
- Kennedy – HVAC Replacement & Fire Alarms
- ALC – Air Handlers
- Maintenance – Air Handlers
- Bush – Boiler
- Liestman - RTU

Ongoing/Upcoming Activities

- Annex Chiller – Summer 2026
- Hastings Chiller – Summer 2026

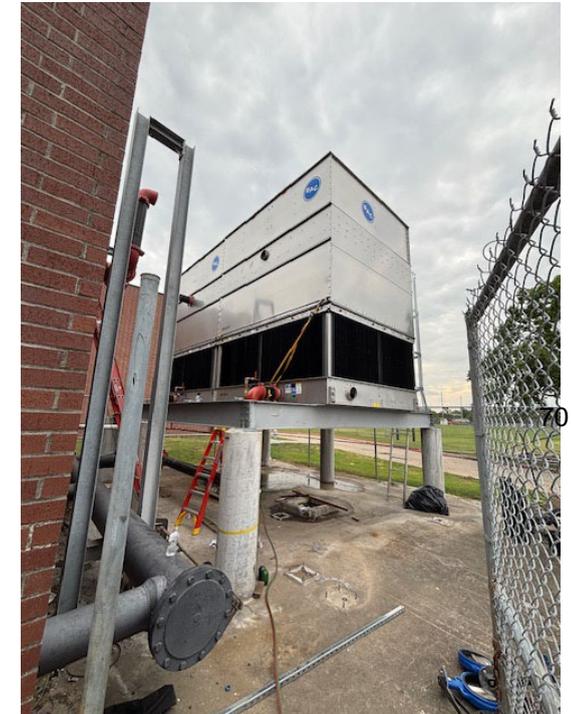
HVAC – District Wide Upgrades



Miller – Chiller Replacement



Olle - Chiller Replacement



AMS – Cooling Tower Replacement

Pavement Replacement and Repairs

Scope of Work

- Replacement and repairs for worn pavement in parking lots and bus drives

Project Cost

- Total Project Budget: \$ 4,905,000
- Current and Projected Cost: \$ 4,507,113
- Projects are under Budget

Locations of Completed Work

- Holub, Hastings, Elsik, ASF, Smith

Ongoing/Upcoming Activities

- Synott Transportation, Smith

Pavement Replacement and Repairs



ASF – Parking Lot Repairs



Hastings – Parking Lot Repairs



Holub – Parking Lot Repairs

Carpet and Flooring Replacement

Scope of Work

- Replacement of carpet in classrooms, offices and common areas.

Project Cost

- Total Project Budget: \$ 2,983,000
- Current and Projected Cost: \$ 1,966,312
- Projects are under Budget

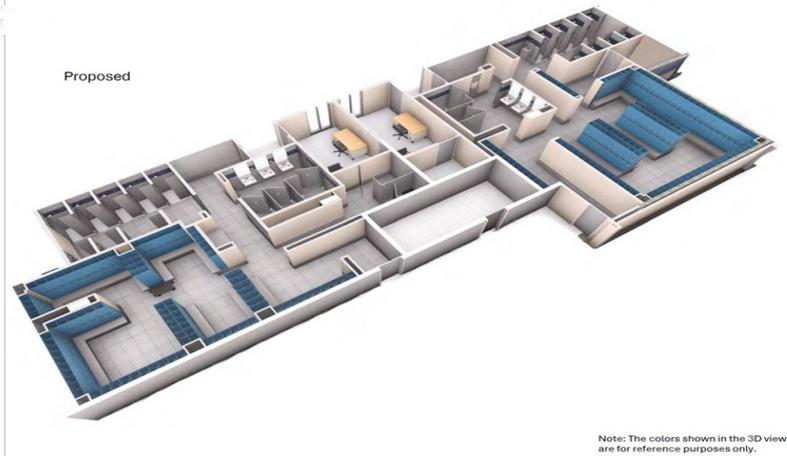
Locations of Completed Work

- Albright – Carpet
- Budewig – Carpet
- Holub – Carpet
- Horn – Carpet
- Miller – Gym floor



Construction Projects

Ness Natatorium



Total Project Budget: \$ 7,000,000
2015 Unassigned Savings

Status: Final stages of design with plans to present to Board in March.

Planned Construction: Feb 2027 – Aug. 2027

Crump Press Box



Total Project Budget: \$ 9,000,000
Project Cost to Date: \$10,060,365
2015 Unassigned Savings

Status: Demolition complete; Foundation pad and underground utility work in progress. On schedule for August 2026 completion.

Ag. Science Center



Total Project Budget: \$ 12,000,000
Current and Projected Cost: \$12,176,449
2021 Bond Referendum

Status: Underground water and sanitary complete. On schedule for October 2026 completion.

2026 Bond Major Projects

HVAC

- Chancellor – 8-Classroom addition RTU replacement
- Hicks, Holmquist, Youngblood – Chiller replacement
- Holmquist, Smith – Boiler replacement

Paving and Foundation Repairs

- Mahanay – Parking lot replacement with concrete
- NGC – Parking lot replacement with concrete
- Landis – foundation repairs at rear

Carpet and Flooring

- 8-classroom addition carpet replacement –
Alexander, Bush, Hearne, Hicks,
Kennedy, Liestman, Martin, Miller, Outley,
Petrosky, Rees, Youens
- 9th Grade Centers – Vinyl tile replacement at
main corridor with porcelain
- Landis – Carpet replacement

Roofing

- AMS – Roof replacement
- Elsik – Metal roof replacement
- Holmquist – Roof replacement
- Maintenance – Roof replacement
- Boone – Partial replacement
- Hastings – Partial replacement

Restrooms and Locker Rooms

- Restroom Upgrades –
Elsik, Albright, Boone, Heflin, Holub
- All Middle Schools – Locker room remodels

Building Management Controls

- Kerr and Killough – Pneumatic valve replacement
- Control Migration Upgrades –
Holub, Albright, MIS, Crump, Olle, Budewig

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Bond Program Review

2021 Authorization

Alief Independent School District
Bond Sales - 2021 Referendum

Project	F1	F2	F3	May, 2025	May, 2026	May, 2027	May, 2028	May, 2029	May, 30	Total
	May, 2022 2021-22	May, 2023 2022-23	May, 2024 2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	
Facility Assessment Projects	\$ 29,000,000	\$ 31,220,000	\$ 13,965,000	\$ 33,840,000	\$ 19,285,000	\$ 45,970,000	\$ 41,810,000			\$ 215,090,000
Tennis Courts		2,310,000								2,310,000
Baseball & Softball fields			-							-
Unallocated Savings - Prop B										-
Synthetic Turf-Auxillary & Taylor Fields			4,770,000							4,770,000
Scoreboards at Outdoor Fields			280,000							280,000
Dugouts at Hastings Softball Field			115,000							115,000
Devices - Students, Teachers, Testing				3,500,000	3,500,000	3,500,000	3,690,000			14,190,000
Strategic Tech. Replacement Cycle				4,100,000	4,100,000	4,100,000	4,100,000			16,400,000
School Buses	1,700,000	2,400,000	2,300,000	2,400,000	2,600,000	2,600,000	-			14,000,000
Security cameras for buses		675,000								675,000
Smart Tag Tablets & Hardware	300,000									300,000
Transportation Facilities Upgrade			3,650,000							3,650,000
Police Vehicles & Equipment		500,000								500,000
Expand Police Department						800,000				800,000
Transportation cameras & fencing			1,900,000							1,900,000
Secure Open Libraries		19,500,000	-							19,500,000
Secure Cafeterias		900,000								900,000
Secure Entries - Video Intercom		1,200,000								1,200,000
Secure Entries - Cross Corridor Walls		3,280,000								3,280,000
Network Infrastructure Replacement							13,200,000			13,200,000
Interactive Boards-Classrooms/Libr.				6,000,000	6,000,000	6,000,000	6,000,000			24,000,000
Sound Amplification Systems						9,000,000	9,800,000			18,800,000
Telephone System Replacement						3,250,000				3,250,000
Scoreboards at MS/HS Gyms			-							-
Music - Equipment & Instruments		2,500,000	2,050,000							4,550,000
Dance Flooring & Equipment		850,000								850,000
Sound Proof Practice Rooms		150,000								150,000
Theater Stage Lighting Upgrade				1,330,000						1,330,000
Art Equipment		600,000								600,000
CTE Equipment		300,000	350,000							650,000
Updated Bookcases/Furniture-Libraries		800,000	800,000							1,600,000
Chambers Elementary Rebuild								51,300,000		51,300,000
Youens Elementary Rebuild									47,300,000	47,300,000
Entry Canopies		5,200,000								5,200,000
Agriculture Science Center		7,500,000								7,500,000
Unallocated Savings									41,910,000	41,910,000
Total	\$ 31,000,000	\$ 79,885,000	\$ 30,180,000	\$ 51,170,000	\$ 35,485,000	\$ 75,220,000	\$ 78,600,000	\$ 51,300,000	\$ 89,210,000	\$ 522,050,000
Change in Sale					\$ (29,920,000)	\$ 17,370,000	\$ (3,390,000)		\$ 15,720,000	\$ 522,050,000
Original Sale					\$ 65,405,000	\$ 57,850,000	\$ 81,990,000	\$ -	\$ 73,490,000	



Alief ISD

Board Retreat February 7, 2026

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Independent School District
THE SMART CHOICE

Board Workshop

February 7, 2026

Dr. Charles Garcia

Deputy Superintendent Curriculum, Instruction,
& School Leadership



Objective

01

Innovation Context and Strategic Rationale

- **Defining and Naming** Innovation Long Term Vision in Alief ISD

02

Current Innovation Investments and Impact

- **What has been completed?**

03

Future-Focused Innovation Opportunities

- **What is upcoming?**

04

Governance Framework for Balancing Priorities

- **Statewide Landscape, Current Governance Context for Alief Schools, & Timeline**

05

Outcomes, Accountability, and Measures of Success

- **How will we progress measure?**

06

Next Steps and Board Considerations

- **Feedback from the Board and Next Steps**



Innovation Context and Strategic Rationale

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01

Innovation Defined

1. Academic Achievement:

- **Creating New Programs:** Develop initiatives that address emerging student needs and enhance learning outcomes.
- **Innovating Existing Programs:** Refresh and improve current instructional models to increase effectiveness.
- **Advancing Instructional Practices:** Introduce cutting-edge teaching strategies and technology integration.

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2. Organizational Strength:

- **Strategic Planning Ahead/Optimization:** Prepare for anticipated changes in policy, demographics, and resources.
- **Enhancing Systems and Processes:** Streamline operations for efficiency and accountability. Being Pro-active to accountability changes.
- **Sustaining Innovation:** Create structures that support continuous improvement and adaptability.

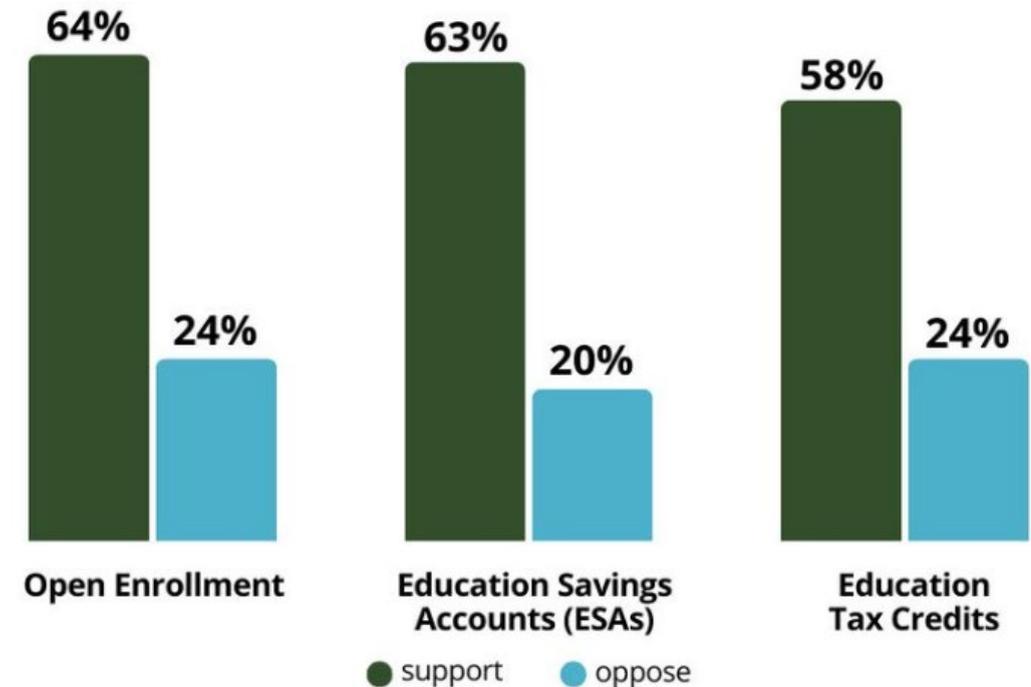
Innovation Drives Success

Innovation is Essential

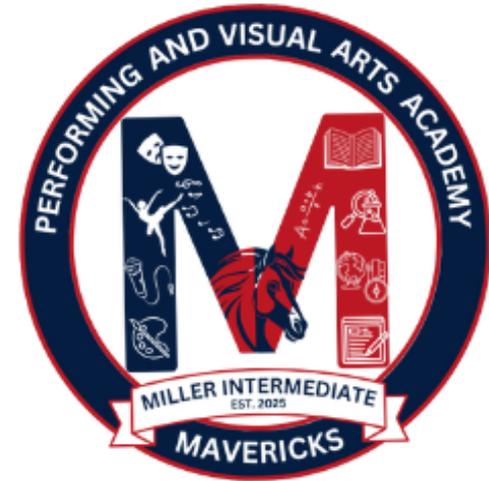
By the numbers:

- ❑ 76% say K-12 schools need to be more accountable to parents and 72% believe families should be able to customize their children's education.
- ❑ 64% support empowering every kid to access any public school in their state, regardless of their family's address.
- ❑ 63% support giving families access to education savings accounts (ESAs).
- ❑ 58% support funding families directly via education tax credits.

Americans Support Education Freedom Policies



Why Innovation?



Why Innovation?

District Reality

- The district is currently rated a C, with:
 - Multiple campuses facing persistent challenges
 - Enrollment decline
 - Achievement gaps that cannot be closed through traditional strategies alone
 - Families actively seeking alternatives outside the district

Alignment to District Priorities

Innovation supports:

- Improved student outcomes
- Equity through access to specialized programs
- Family choice without leaving the district
- Long-term system improvement, not quick fixes

Current Innovation Investments and Impact

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02

Current Innovation Investments and Impact

Conversion Model vs Start-Up Model vs Academy (within a school)

Conversion School

- Entire existing campus transitions to a specialized model
- Model embedded across all students and systems

Start-Up School

- New school or program built from the ground up
- Full control of staffing, schedule, culture, and enrollment
- Model drives the entire experience

Academy (within a school)

- Specialized pathway housed inside an existing campus
- Serves a subset of students
- Shares staff, schedule and systems with the comprehensive school

Current Innovation Investments and Impact

Data and Outcome-Based Expectations for Conversion Schools/Academies (Years 1-2)

What Early Data Tells Us

- Student participation and engagement in the academy
- Quality of model-aligned instruction and experiences
- Teacher capacity building and influence beyond the academy
- Evidence of implementation fidelity

What Comes With Time

- Academic outcome gains
- Retention of Alief families
- Broader campus impact
- Positive Stakeholder Feedback

Current Innovation Investments and Impact

AECHS and Kerr HS

#1

Standout High School in Texas

NICHE 

2024

AECHS National Blue Ribbon School 2024



#2

Standout High School in Texas

NICHE 

#7

in Houston Metro Area high schools



Current Innovation Investments and Impact

Alief Early College HS: Profile of a Learner

Future-Focused Pioneer

Dual-Credit Advantage Seeker

Experience Seeker

Motivated Change Agent

Current Innovation Investments and Impact

Kerr HS: Profile of a Learner at Kerr High School

Self-Directed Student

Future-Focused Learner

Collaborative Thinker

Ready for What Is Next

Current Innovation Investments and Impact

K-8 Performing & Visual Arts Pathway (Years 1 and 2)



Current Innovation Investments and Impact

K–8 Performing & Visual Arts Pathway (Years 1 and 2)

Why This Matters in Our Context:

The arts provide:

Multiple entry points for success

Identity, belonging, and motivation

A reason for families to choose and stay in Alief

Strategic Value

Creates a distinct, visible option for families

Strengthens feeder patterns and continuity

Improves engagement—often a leading indicator before achievement rises

Early Indicators

Increased student interest and participation

Positive family response

Improved attendance and school culture signals

Current Innovation Investments and Impact

National Perspective and Validation for Performing and Visual Arts

- Arts Schools Network Conference – Sarasota, Florida
- Feedback from national arts education leaders
- Comparison to schools with 20+ years of implementation



Current Innovation Investments and Impact

New PVAA Partnership 2025-2026

- **Performing Arts Houston**

- Student Art Contests
- Mobile Performing Arts Concert Truck: Performed for 200+ PVAA Students
- Collaborative Arts Project: 10-Week Residencies
- Open Rehearsals to Professional Productions
- H-E-B Performance Preludes
- Every Tenth Seat Program 100 **FREE** seats:
 - Alvin Ailey American Dance Theatre
 - Blue Man Group
 - Step Afrika and many more!



Current Innovation Investments and Impact

PVAA Experiences



Camden Park Performance



Theatre Winter Debut Show



Holiday Market

Current Innovation Investments and Impact

PVAA Experiences



Houston Symphony Visit



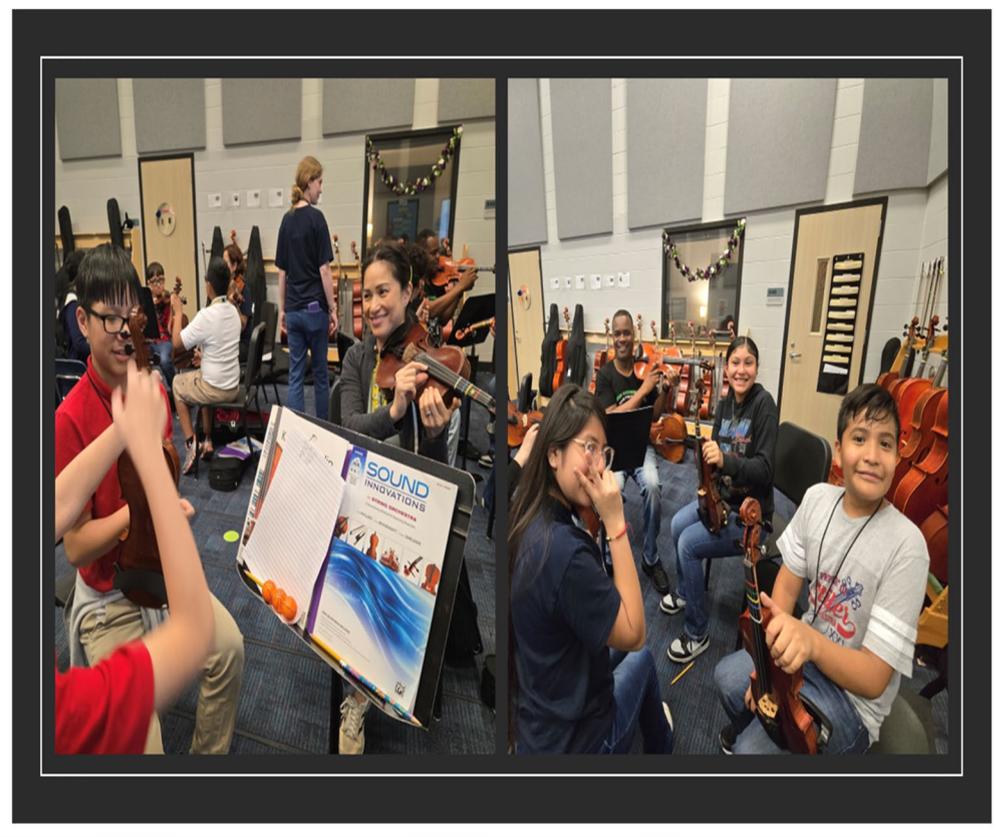
Step Afrika Show at Jones Hall



National Art Honor Society Field Experience

Current Innovation Investments and Impact

PVAA Experiences



Teach a Teacher Day



Houston Symphony Master Class



Houston Symphony Visit

Current Innovation Investments and Impact

PVAA Experiences



Kerr Theater Training



Hung Dance Company
Masterclass



Open Rehearsal Houston Ballet

Current Innovation Investments and Impact

PVAA Experiences



Houston Ballet Donation



Alief Proud



Step Afrika Show

Current Innovation Investments and Impact

PVAA Experiences



PVAA Dance Masterclass



Choreographers and PVAA
Dance Staff



All PVAA Dancers

Current Innovation Investments and Impact

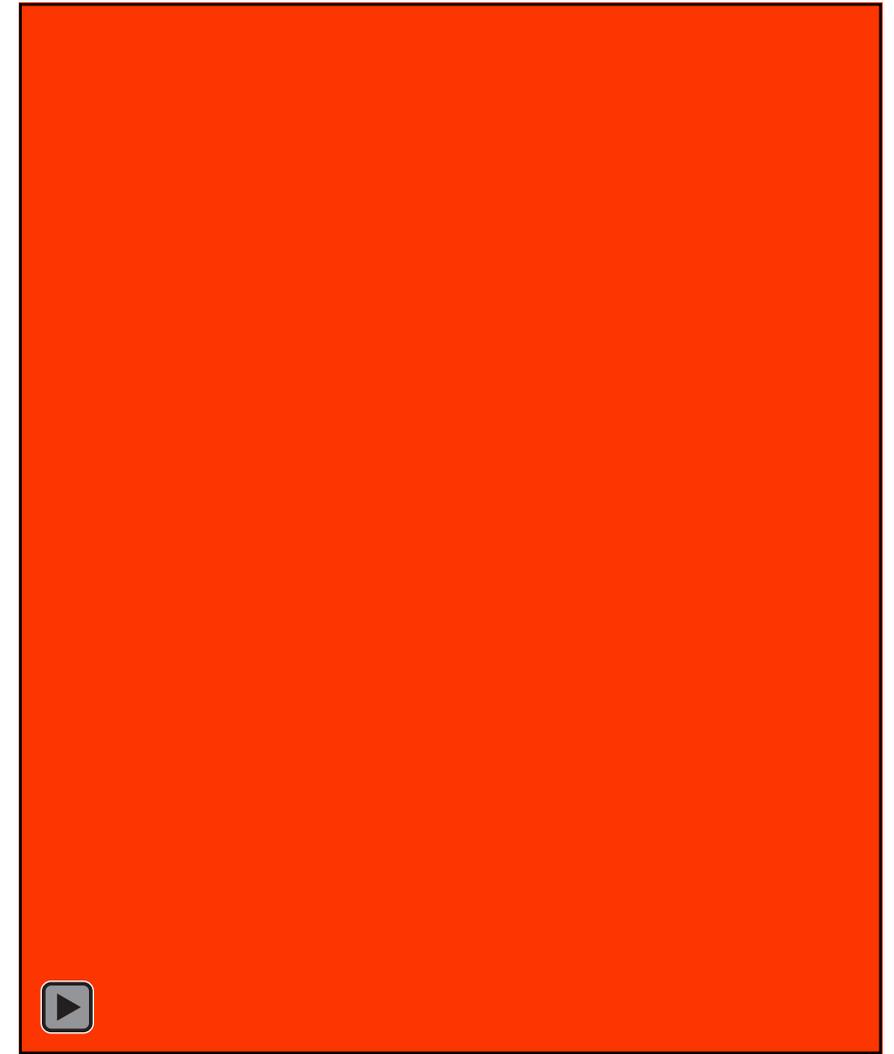
PVAA Experiences



Parent Perspective #1



Parent Perspective #2



Dance Teacher Perspective

Current Innovation Investments and Impact

Early Indicators of Success (Year 2) - Rees

- Average Daily Attendance (ADA) Fall 2025: 95.73%
- Family engagement indicators: Through Fall 2025: 93% (+7 increase from 24-25)

Early Indicators of Success (Year 1) - Miller

- Average Daily Attendance (ADA): 95.6%
- Family engagement indicators: Through Fall 2025: 78% (+8 increase on track to surpass 24-25)

Early Indicators of Success (Year 1) - Albright

- Average Daily Attendance (ADA): 94.9%
- Family engagement indicators: Through October 2025: 59.49% (on track to surpass 24-25)

Current Innovation Investments and Impact

Horn STEM Elementary School (Year 1)



**MEET THE TEACHER
STEM STATIONS**



Current Innovation Investments and Impact

Horn STEM Elementary School (Year 1)

Why This Matters in our context:

Waiting until middle or high school to introduce advanced STEM is too late
Early exposure prevents later remediation and tracking

Strategic Value

Positions the district as forward-thinking despite overall challenges
Attracts families who might otherwise leave
Builds a pipeline for advanced coursework

Early Indicators

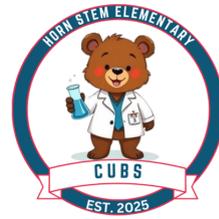
Strong enrollment interest
Instructional shifts toward inquiry and problem-solving
Student engagement and persistence

Current Innovation Investments and Impact

STEM Elementary School (Year 1)

[HORN STEM Model](#)

[HORN STEM Playbook](#)



HORN STEM PLAYBOOK



STEM Ticket



CALENDARS



STEM PD



PBLs & EDCs



Field Trips



Engagement



Partnerships

Horn STEM Model

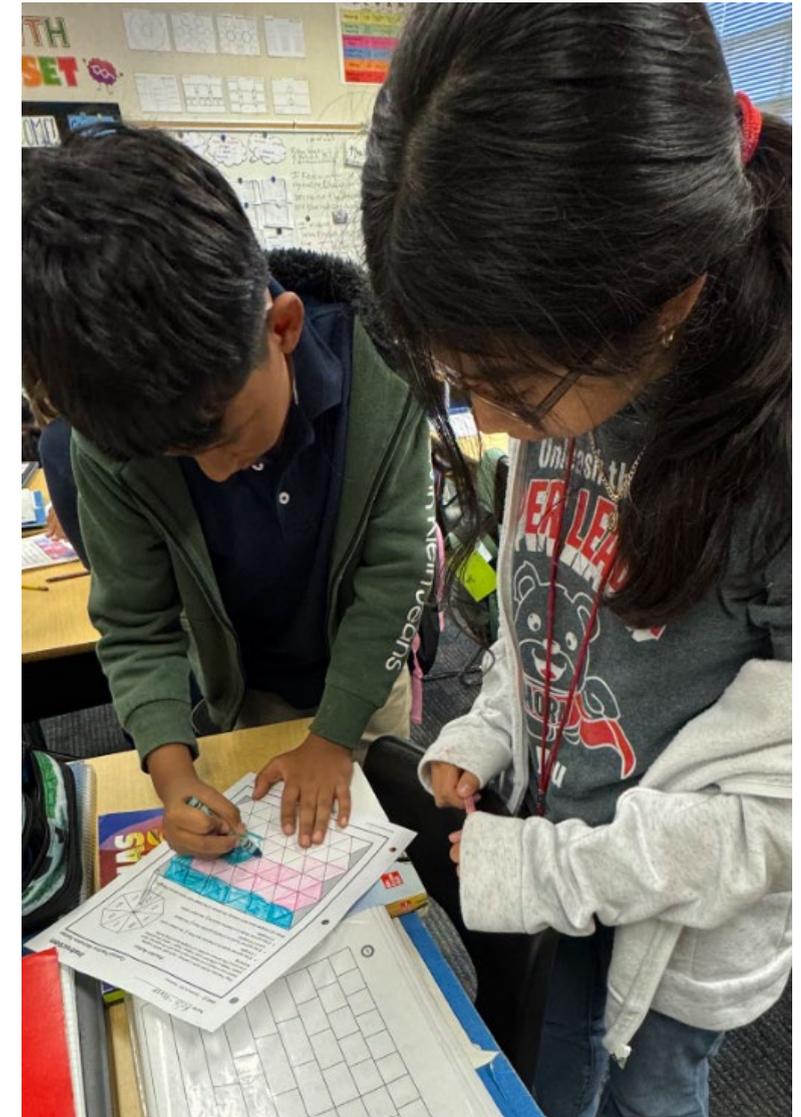
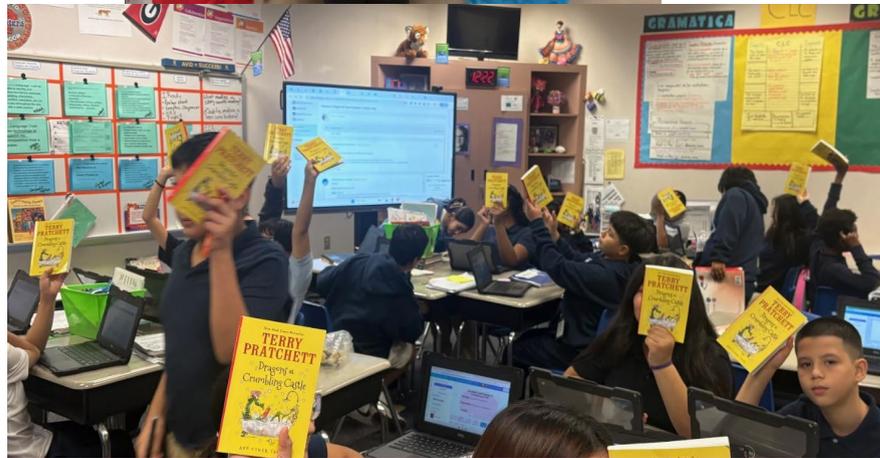
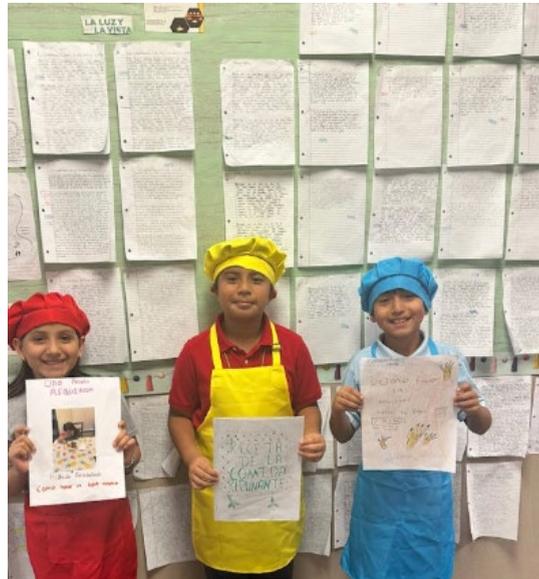
Current Innovation Investments and Impact

Early Indicators of Success (Year 1) - Horn STEM Elementary

- Average Daily Attendance (ADA): 94.1%
- Family engagement indicator: Through Fall 2025: 63.27% (on track to surpass engagement from 24-25)

Current Innovation Investments and Impact

Young Innovators Summer Academy: Year 2



Current Innovation Investments and Impact

Young Innovators Summer Academy: Year 2

Why This Matters

In a district experiencing enrollment decline, our highest-performing students are the most likely to leave for magnet programs, charters, or private options once advanced opportunities are not clearly visible.

Young Innovators:

Identifies and nurtures advanced learners early (Meets & Masters on STAAR)

Prevents talent loss by giving families a reason to stay before critical exit points

Builds readiness for advanced coursework in 4th and 5th grade, rather than remediating later

Creates continuity within a feeder pattern, reducing disruption and academic mismatch

Strategic Value

Young Innovators is not a standalone program – it is a pipeline strategy.

Feeder-pattern specific, ensuring alignment between elementary preparation and upper-grade expectations

Bridges students into advanced curriculum, rather than assuming readiness later

Uses objective data (Meets & Masters) to identify students and ensure equity in access

Strengthens advanced programming from within, instead of outsourcing high-performing students to external options

Positions the district as intentional about excellence, not just intervention

Current Innovation Investments and Impact

Young Innovators Summer Academy: Year 2

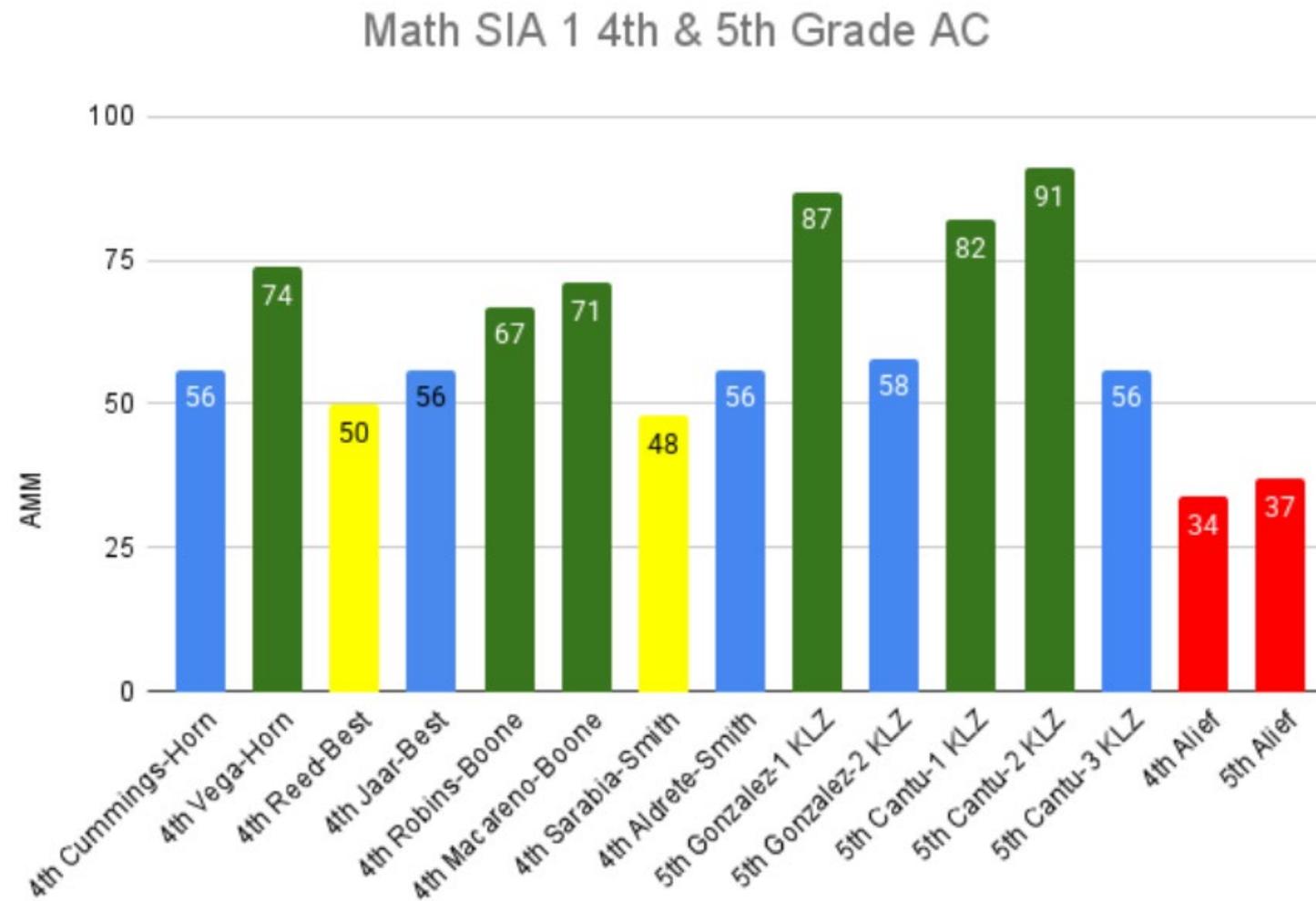
Why This Matters

Impact

- Increased number of students successfully accessing advanced coursework in grades 4–5
- Stronger academic confidence and problem-solving skills among high-performing students
- Improved retention of advanced learners within the feeder pattern
- Clear, visible pathway for families seeking rigor – without leaving the district
- Long-term lift in advanced participation, readiness, and performance

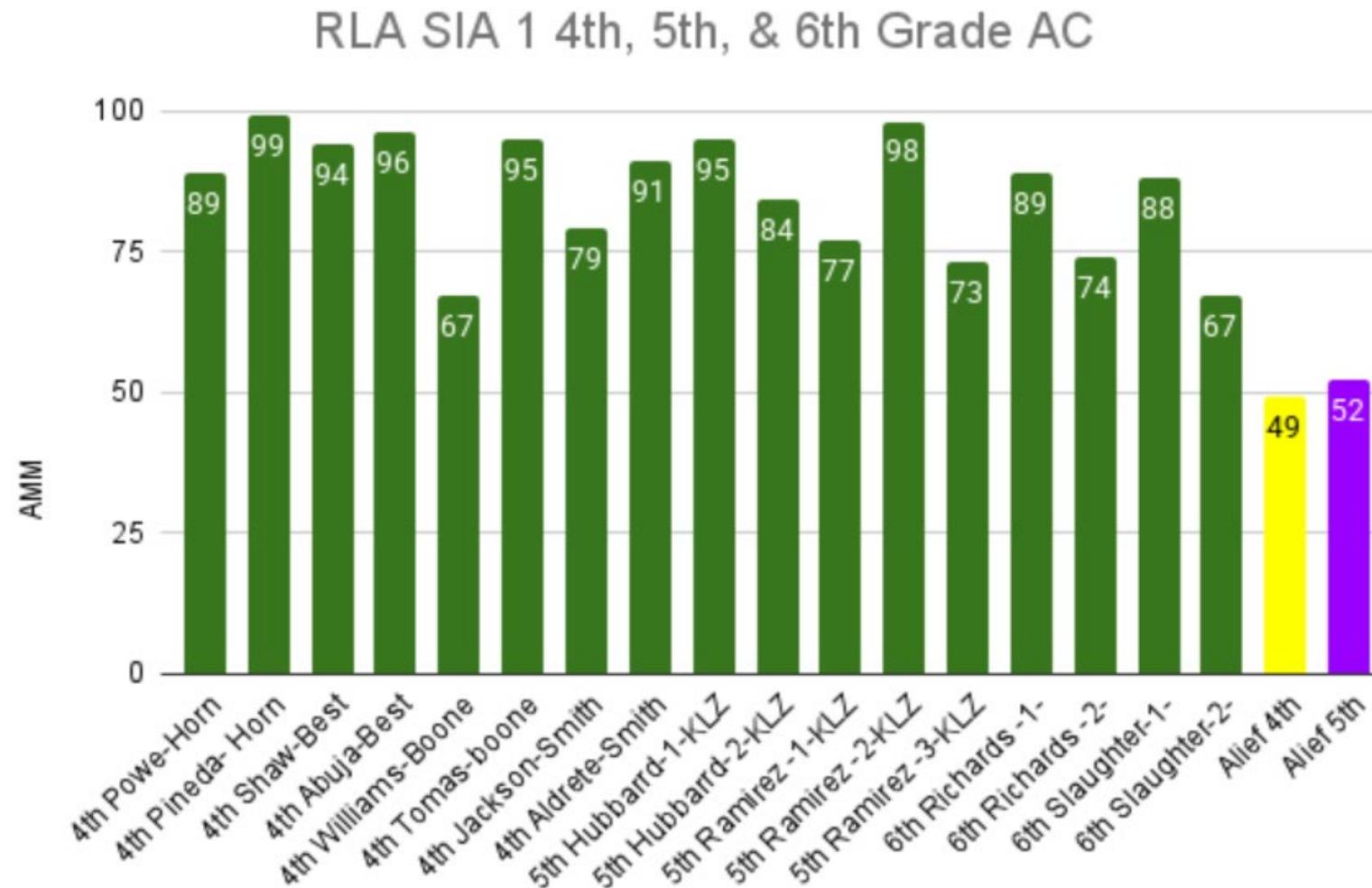
Young Innovator Academy Data

Young Innovators Summer Academy Data (Year 2)



Young Innovator Academy Data

Young Innovators Summer Academy Data (Year 2)



Current Innovation Investments and Impact

Olle Middle School – CITGO Innovation Academy



Current Innovation Investments and Impact

Olle Middle School – CITGO Innovation Academy

Long-standing academy –one of the district's early innovation investments
Provides continuity and access to STEM and career-connected learning opportunities
Primary feeder campus for students coming from Horn, Smith, Best and Boone

Expanded Opportunities (1st year)

LOTC (JROTC pathway exposure)

Robotics Club and STEM aligned extracurricular programming

Increased access to hands-on applied learning experiences

Current Innovation Investments and Impact

The Young Women's Leadership School: (Year 0)



The Young Women's Leadership School

IN ALIEF IN THE STATE OF TEXAS

CERTIFICATE OF ACCEPTANCE

Be it known that

[Student Name]

is hereby accepted as a member of the Class of 2032 of The Young Women's Leadership School,
with all the rights, privileges, and honors appertaining thereto.

With this honor comes the charge to lead with integrity, to uplift others with compassion, and to carry forward the enduring legacy of excellence upon which this sisterhood is built.



Tamara V. Albury,
FOUNDING PRINCIPAL



Current Innovation Investments and Impact

The Young Women's Leadership School: (Year 0)

Why this matters in our context:

In a district facing enrollment decline and accountability challenges, strategic choice models are not a luxury – they are a stabilization strategy.

- Retains students and families who might otherwise leave for charters, private schools, or neighboring districts
- Attracts new enrollment by offering a distinctive, high-performing option not widely available in the region
- Improves district outcomes by anchoring innovation in a model with proven college-going results (100%)
- Demonstrates urgency and action in a C-rated system – not waiting for improvement, but designing it
- Signals belief in our students, especially young women, through high expectations and intentional support

Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**



Future-Focused Innovation Opportunities

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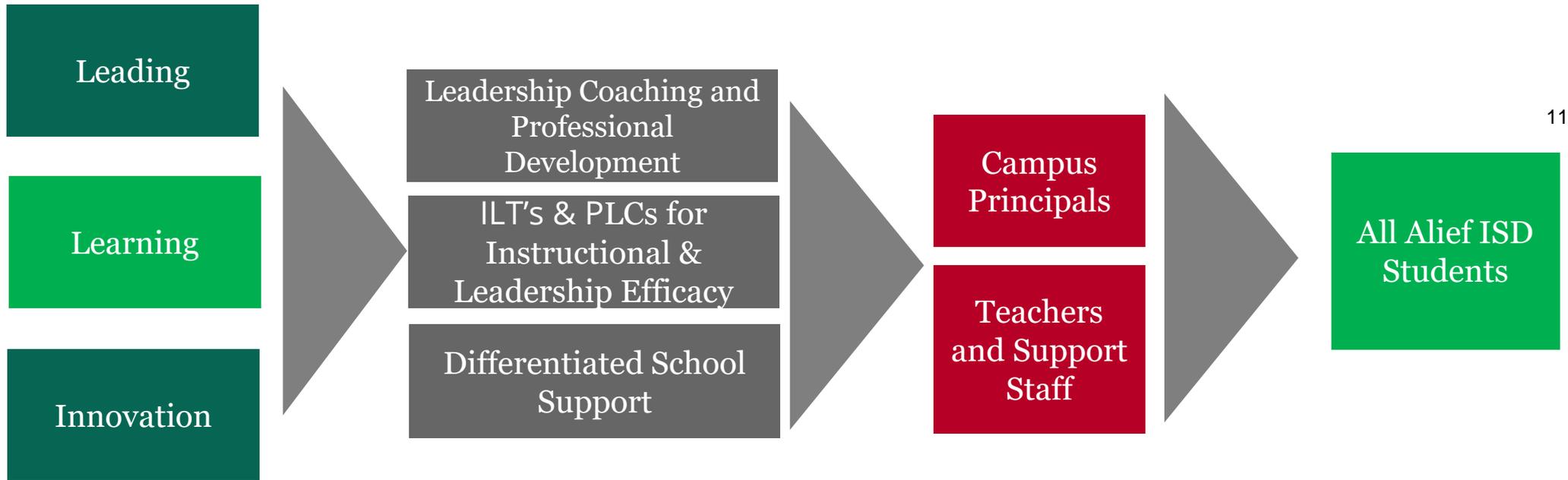
Curriculum, Instruction, and Leadership

We Lead By Design, Not by Default

Aligning instructional, curriculum, and leadership teams

Transparent roles & responsibilities

Shared ownership for student outcomes



STRATEGIC PRIORITIES



STUDENT ACHIEVEMENT

Young Innovators Academy (YIA)
Ag Center
University of Houston
New Math Adoption
Gifted & Talented
Advanced Math Curriculum



WORLD CLASS EMPLOYMENT

Specialist Reimagined



ORGANIZATIONAL STRENGTH



ALIEF FAMILY

Virtual School
UH Partnership

Young Innovators Academy (YIA)

The Young Innovators Academy (YIA) was designed to prepare students for advanced, rigorous instruction by engaging them in hands-on STEM learning.

- ❑ Summer 2025 - 60 rising 4th and 5th grade students
- ❑ Summer 2026 - Rising 6th grade students (Expansion)

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ALIEF ISD YOUNG INNOVATORS 'STEM' SUMMER ACADEMY



Agricultural Science Center

Innovating What's Possible

- ❑ TEKS-aligned, hands-on STEM rooted in Texas agriculture and environmental systems
- ❑ Real-world ag technology (drones, water/soil monitoring, data science)
- ❑ Clear Texas career pathways through CTE and local industry partnerships



Virtual School – Community Feedback

Innovating What's Possible

- ❑ Community Feedback: Virtual School Interest & Considerations
- ❑ Strong interest in virtual schooling: 55% of respondents expressed interest; 90% were parents/family members, indicating high family engagement.
- ❑ Key drivers of interest: Flexible scheduling, student safety and health, and personalized learning experiences.
- ❑ Academic opportunity appeal: Families value access to advanced coursework and learning pathways not always available in traditional settings.
- ❑ Notable concerns: 45% not interested, citing social interaction, student engagement, and distractions at home as primary challenges.
- ❑ Critical design considerations: Need for intentional socialization opportunities, strong engagement and attendance structures, and reliable internet and device access.

Virtual School

Innovating What's Possible

- ❑ Texas virtual schools are rapidly expanding, with enrollment growing more than tenfold over the past decade
- ❑ Over 62K+ Texas students are currently enrolled in full-time public virtual schools
- ❑ New state policy (SB 569) enables districts to operate virtual schools with full funding
- ❑ Houston-area districts are expanding options, including Cy-Fair ISD, Katy ISD, and Houston ISD
- ❑ Virtual schools provide flexibility, acceleration, and access to specialized courses
- ❑ District-run virtual models offer an opportunity to retain enrollment while expanding student choice
 - Do we pursue a third-party vendor with lower financial return, or build in-house with significant short-term capacity demands?

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K-12 EDUCATION

Texas Virtual Schools See Enrollment Grow 1,200% in 10 Years

As of last year, Texas had 24 full-time, public virtual schools in operation serving nearly 62,200 students. In 2014, the state had only a few virtual schools and less than 5,000 students in them.

August 12, 2025 • Elizabeth Sander, Houston Chronicle

University of Houston

Alief ISD–University of Houston Public Health Dual Credit Pathway

- ❑ Seamless public health pathway
- ❑ Public Health Dual Credit Cohort launching at Hastings HS (2026–27)
- ❑ 30+ transferable UH credits aligned to the B.S. in Public Health
- ❑ Automatic admission to UH and reduced time and cost to degree

New Math Curriculum

- ❑ Elementary–secondary math adoption process completed through a comprehensive review
- ❑ STEMscopes highlighted for its applied,²⁵ inquiry-based math model and real-world problem solving
- ❑ Diverse adoption committee reviewed nine vendors and gathered parent input
- ❑ STEMscopes selected for Grades K–8 (~70% first-choice support)
- ❑ Savvas selected for high school
- ❑ **Additional adoptions coming – RLA is next**

Gifted & Talented

Strategic Improvement of the Alief ISD Gifted and Talented Program

- ❑ Districtwide effort to standardize and strengthen elementary GT services
- ❑ Texas Performance Standards Project (TPSP) curriculum adoption (2026–27) to ensure TEKS-aligned rigor and consistency
- ❑ Spring 2026 professional learning for GT teachers and campus leaders
- ❑ Equitable, high-quality GT experiences across all campuses

Advanced Math Curriculum

- ❑ Accelerated math pathway begins in 6th grade to prepare students for Algebra I in 8th grade.
- ❑ 6th–7th grade AAC Math compresses 6th–8th grade TEKS and leads to the 8th-grade STAAR in 7th grade¹²⁶.
- ❑ 8th graders take Algebra I, enabling access to advanced high school math (Geometry, Algebra II, Pre-Cal, AP).
- ❑ Benefits: earlier advanced coursework, stronger college/career readiness, more flexible HS schedules, improved SAT/ACT prep.
- ❑ Traditional pathway remains available for students needing a non-accelerated sequence.

2026-2027 Academic Year

Year 1: Based off of Klein ISD Advanced Science Pathway

Major Science Instructional Shifts

Grade 6 Science

- The creation of an AAC Science 6 course
- 6-8 TEKS Combination by Strands:
Earth and Space & Organisms and Environments TEKS

Grade 7 Science

- All 8th Grade Science TEKS with the additional 6th and 7th grade TEKS that will be tested on STAAR (May 2027)
- Same model from current Grade 8 Science curriculum to reduce instructional gaps from the new TEKS.



2027-2028 Academic Year

Year 2: Based off of Klein ISD Advanced Science Pathway

Major Science Instructional Shifts

Grade 6 Science

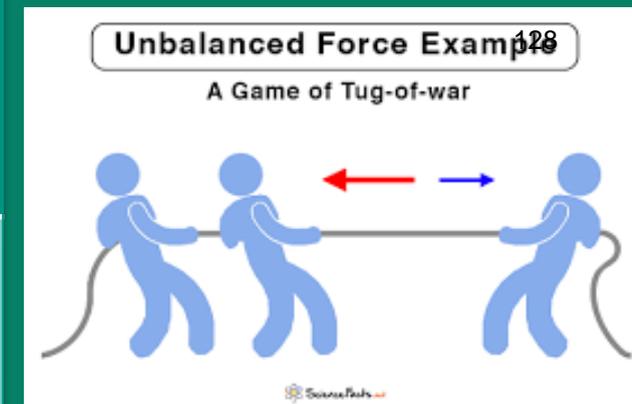
- 6-8 TEKS Combination by Strands: Earth and Space & Organisms and Environments TEKS
- Intervention Plan: MRKP 4 to preview the periodic table for Grade 7 with STEM Fair requirement
- Notable Activities: Science Fair, NASA field trip, Human centered PBL, STEM Clubs such as Girls in STEM, Girl Start, Urban STEM, summer STEM camps, NSBE Jr., etc.

Grade 7 Science

- 6-8 TEKS Strands Combination by Strands: Matter and Energy & Force, Motion, and Energy (FME) with Science Fair
- Intervention Plan: STAAR Blitz during the 2nd semester
- MRKP 4 to preview Biology for upcoming year
- Notable Activities: Science Fair, I- Fly, Robotics Clubs, STEM Clubs such as Girls in STEM, Girl Start, NSBE Jr. Urban STEM, Summer STEM camps, etc.

Grade 8 Science

- AAC Biology with the Science and Engineering Fair project requirement
- Interventions: STAAR Biology EOC Blitz, Science Fair, Robotics Competitions, Summer STEM camps, etc.



Specialist Reimagined

Innovating What's Possible

- ❑ Core Content Specialists transition to Model Classroom Teachers (MCTs) beginning 2026–2027, aligning instructional leadership with direct classroom impact.
- ❑ MCTs teach at least 50% of the day to qualify for Teacher Incentive Allotment (TIA) while maintaining coaching and support responsibilities.
- ❑ Primary focus on high-quality Tier 1 instruction, using a daily direct teaching model to strengthen foundational learning and reduce downstream interventions.
- ❑ Structured daily role includes direct instruction, planning, PLCs, small-group support, and intervention, ensuring consistent campus-level impact.
- ❑ Embedded coaching and feedback model, with regular walkthroughs, side-by-side coaching, and data-driven action planning across content areas.
- ❑ Flexible implementation guided by campus needs, with schedules collaboratively designed and documented through the master schedule.

Reimagined Plus



Innovating What's Possible

- ❑ This work continues to align with the Alief Profile of a Leader, emphasizing high expectations, instructional excellence, and results-driven leadership.
- ❑ Continue to explore stabilization of staff; similar to Specialist Reimagined.
- ❑ Next phase focuses on strengthening Assistant Principal instructional leadership, with targeted support to deepen classroom observation, coaching, and feedback skills.
- ❑ Build AP capacity as lead instructional drivers, ensuring consistent Tier 1 instructional quality across campuses.
- ❑ Explore an incentive framework for principals and campus leaders that recognizes high performance and sustained improvement.
- ❑ **Align leadership incentives directly to student outcomes, instructional growth metrics, and overall campus performance.**
- ❑ Reinforce a culture of accountability and continuous improvement, rewarding leaders who demonstrate measurable impact on teaching and learning.

Alief
Independent School District

The Alief ISD Leader is the key to a safe, productive, and engaging learning environment for all students, teachers, and stakeholders. The Alief ISD Leader is...or is a(n):

Effective Communicator
who is a skilled listener, articulate speaker, fosters collaboration with empathy and professionalism, and creates a respectful environment where clear and timely communication is the cornerstone for success.

People Oriented
who fosters open communication, builds positive relationships with students, staff and the community, and creates a supportive and inclusive environment.

Systems Thinker
who solves problems strategically, makes data informed decisions, communicates clearly and utilizes protocols and creates processes to achieve expectations.

Data Driven
who consistently collects and analyzes data for continuous improvement to inform decisions, sets clear goals, monitors progress, and makes instructional adjustments as needed.

Strategic Visionary
who encompasses abilities and knowledge necessary to effectively create and implement design strategies to impact student achievement.

Preparing Students for Tomorrow
Caring for them Today

Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**



Governance Framework for Balancing Priorities

3:3 Opportunity Zone Schools

	2023	2024	2025	2026 (Ds)	2026 (Fs)
Best	F	F	D	D	F
Unacceptable count	1	2	2 (D1)	2 (D2)	3 (D1)
Collins	C	F	F	D	F
Unacceptable count	0	1	2	2 (D1)	3
Klantzman	D	F	F	D	F
Unacceptable count	0 (D1)	1 (D1)	2 (D1)	2 (D2)	3 (D1)

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In 2025, Best received a forced D and Collins received a forced F. Campuses receive an overall D/F rating when three out of four domain scores are at a D/F, respectively.

- Best, Collins, and Klantzman are required to develop a Turnaround Plan (TEA Approved 1/23/2026)
- Boone, Owens, and Olle are in Year 1 Unacceptable Status. Owens and Olle are required to develop a Targeted Improvement Plan (TIP)
- Targeted Improvement Plans: Bush Comprehensive Progress, Sneed Overall D & Grant

3:3 Opportunity Zone Schools: Ongoing Support

School	2023	2024	2025	Consecutive Years	If 2026 Consecutive	2027
Best	F	F	D	Year 2 out of 5	Year 3 out of 5	Risk of Year 4
Collins	C	F	F	Year 2 out of 5	Year 3 out of 5	Risk of Year 4
Klantz	D	F	F	Year 2 out of 5	Year 3 out of 5	Risk of Year 4

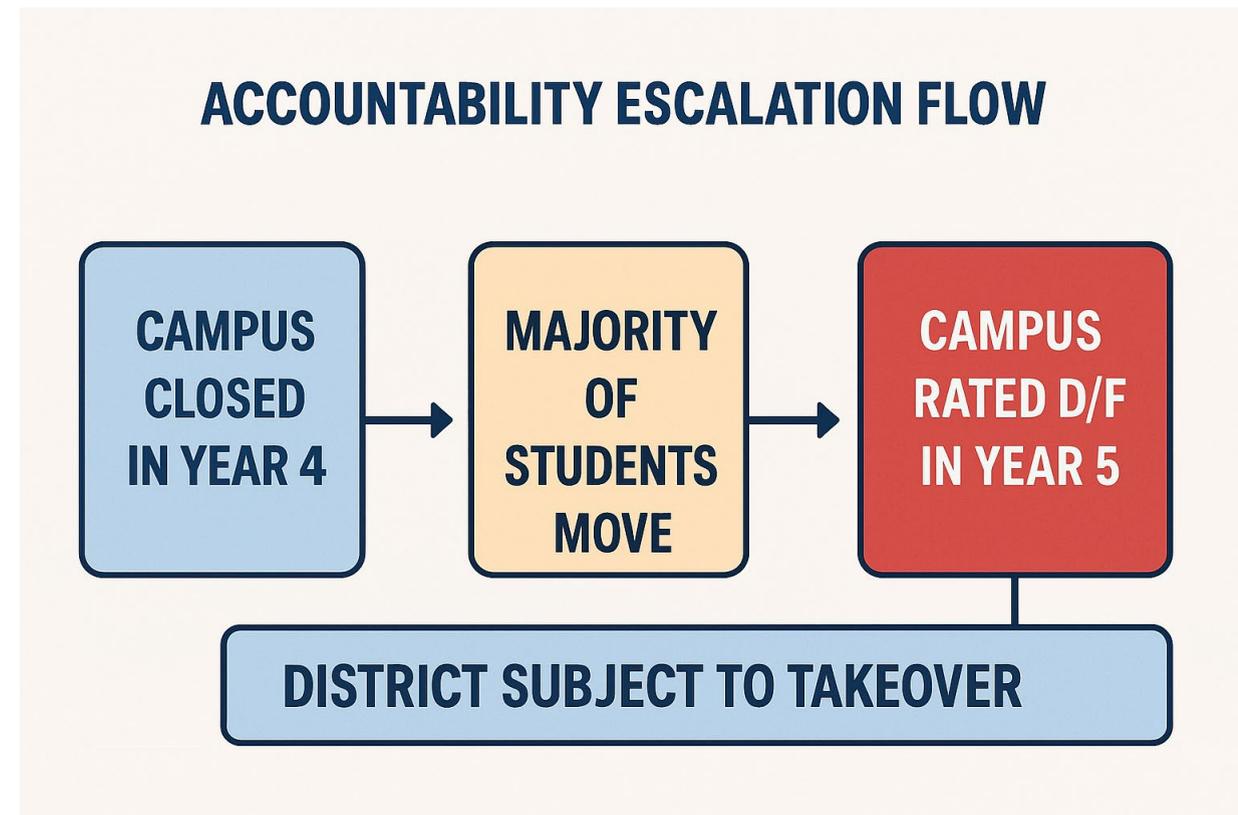
- Facilitate weekly Oversight Committee meetings with district leadership and principals
- Monitor implementation fidelity and elevate key trends, risks, and successes for timely decision-making
- Coordinate cross-departmental supports to remove implementation barriers
- Regularly review student performance and implementation data to adjust supports
- Provide additional scripted lesson plans for STAAR-tested grades to strengthen Tier 1 instruction
- Deliver additional professional development directly to teachers
- Provide additional coaching support to principals and instructional specialists
- Assign Tier 1 and small-group instructional supports from Central Office aligned to campus improvement goal

State Interventions - Update

Under Texas Education Code, a campus that receives an unacceptable academic performance rating for **five** consecutive school years triggers mandatory state intervention. At that point, the Commissioner of Education must either:

- Order the closure of the campus, or
- Appoint a Board of Managers to govern the district in place of the elected board.

This applies regardless of whether the district voluntarily closes the campus before the fifth rating is issued.



What If

- ❑ Goal: Best, Collins, and Klentzman to reach a C or above in 2026

What If:

- ❑ Optimization & Consolidation
 - Grade Reconfiguration: Moving Grade 5 to Elementary and Grade 6 to Middle School to Support Enrollment and Resources
- ❑ Third Party Partnerships (temporarily pauses the "unacceptable count")

	2023	2024	2025	2026 (Ds)	2026 (Fs)
Best	F	F	D	D	F
Unacceptable count	1	2	2 (D1)	2 (D2)	3 (D1)
Collins	C	F	F	D	F
Unacceptable count	0	1	2	2 (D1)	3
Klentzman	D	F	F	D	F
Unacceptable count	0 (D1)	1 (D1)	2 (D1)	2 (D2)	3 (D1)

Decision Is Needed

Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**



Outcomes, Accountability, and Measures of Success

Outcomes, Accountability, and Measures of Success

- ❑ Initial impact data has already been collected at the district level for current innovation projects
- ❑ Data collection and analysis will continue as implementation time increases and additional data becomes available
- ❑ Ongoing monitoring will allow for refinement and scaling of effective practices
- ❑ Future reporting will include additional outcome-based measures to assess impact on student achievement, implementation fidelity, and sustainability

Next Steps and Board Considerations

Curriculum & Instruction Presentation ThoughtExchange
Alief ISD Board Retreat 2026



<https://tejoin.com/scroll/534797169>



Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**



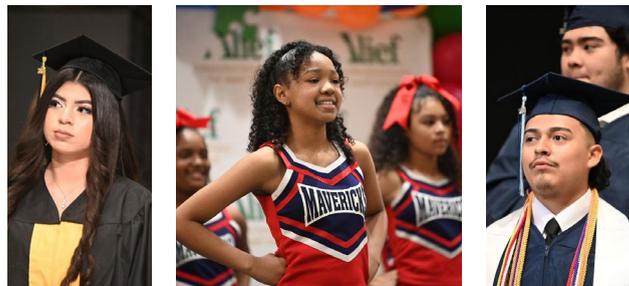


Alief ISD

Board Retreat February 7, 2026

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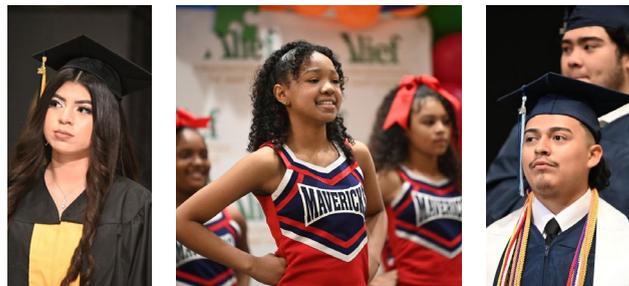




Closed Executive Session

Board Retreat
February 7, 2026





Alief ISD

Board Retreat February 7, 2026

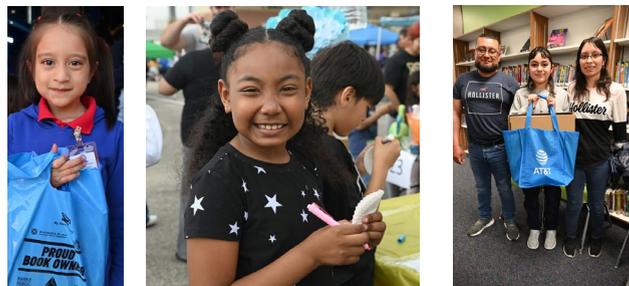
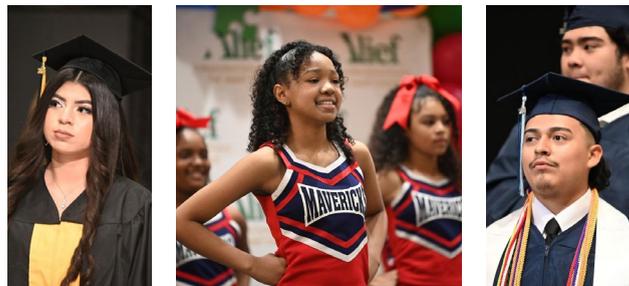
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Adjournment

Board Retreat
February 7, 2026



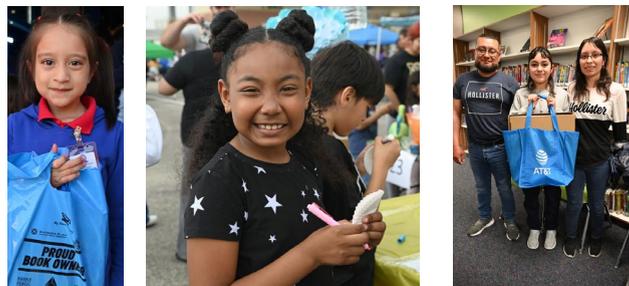
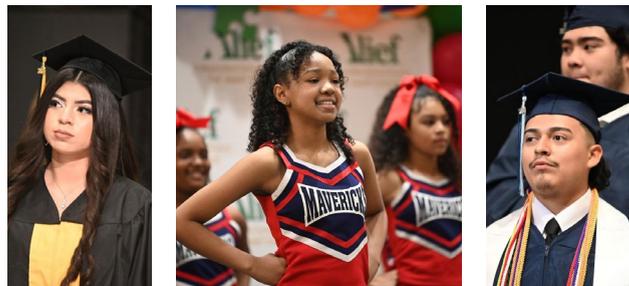
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Board Retreat

February 7, 2026

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THE SMART CHOICE



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Board Retreat February 7, 2026

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Independent School District
THE SMART CHOICE



Invocation or Inspirational Remarks

Board Retreat
February 7, 2026



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Board Retreat

February 7, 2026

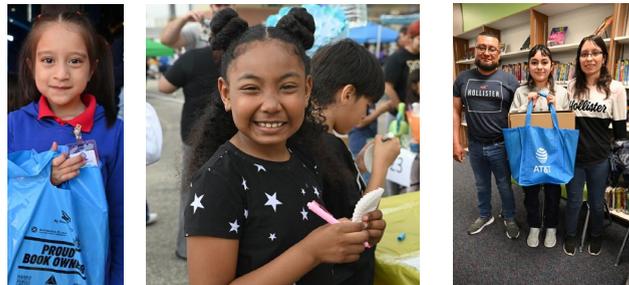
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Public Comments

Board Retreat
February 7, 2026



Alief ISD

Board Retreat

February 7, 2026

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Presented by Business Services

Budget Update

*Board Retreat
February 7, 2026*¹⁵³

Charles Woods, Deputy Superintendent of Business Services

Emily Littlefield, CFO

Vinson Lewis, Assistant Superintendent of Support Services



Agenda



2024 -25 Year -End Actuals

- Revenue and Expenditure Actual
- Fund Balance Review

2025 -26 Budget

- Current Enrollment Projection and ADA
- Factors Affecting Revenue and Expense

2026 -27 Budget

- Enrollment Projection
- Factors to Consider

Destination 2030: Ongoing resizing

- Declining enrollment
- Financial impact of declining enrollment
- What If's and Consolidations

Bond Program Review

- Status Update
- 2026 Bond issue



2024-25 Year-end Actuals



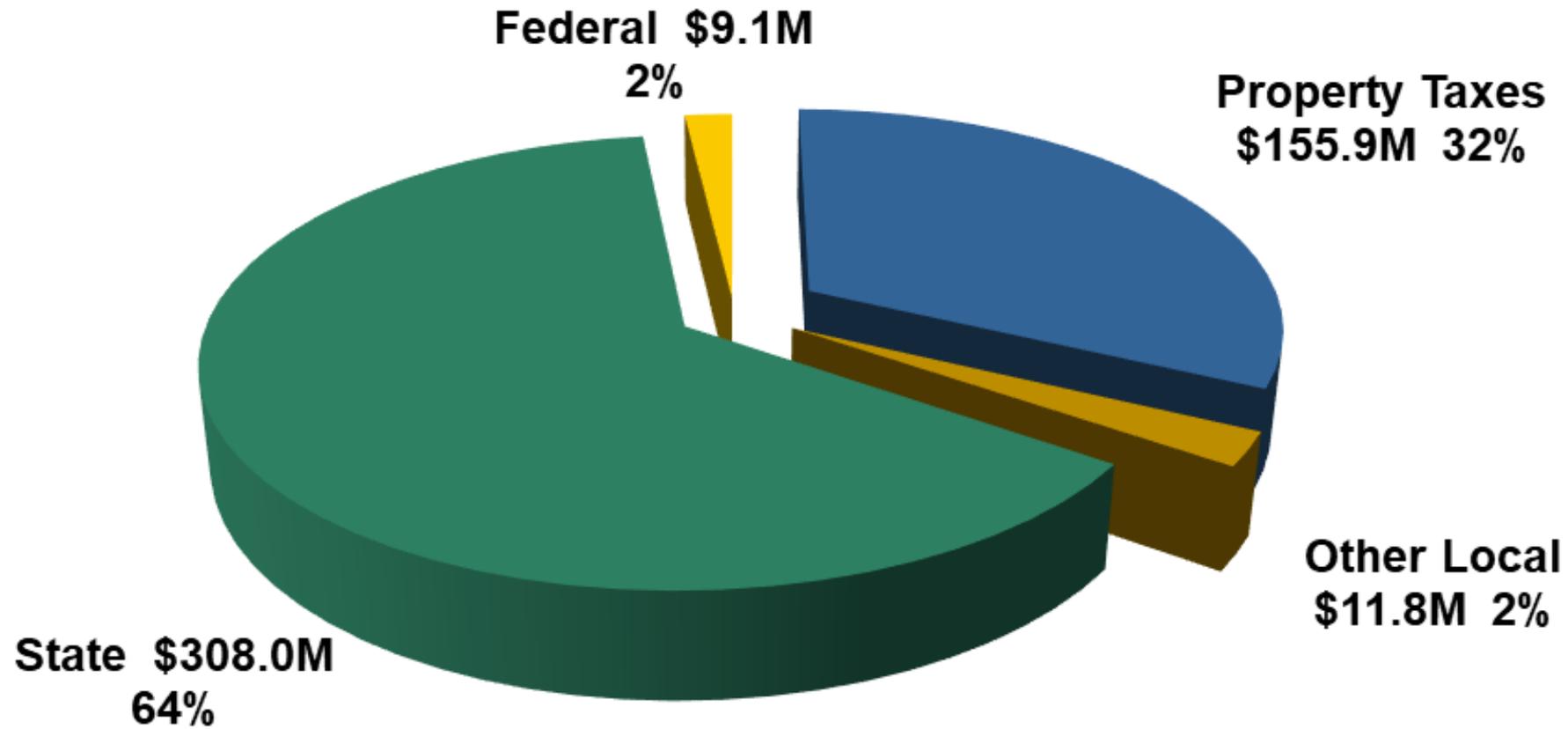
General Fund

Statement of Revenues, Expenditures, and Changes in Fund Balance

	<u>2024-25 Actuals</u>
Revenues	
Local	\$ 167,635,709
State	308,039,742
Federal	9,107,965
Total Revenues	<u>484,783,416</u>
Expenditures	
Instruction and Instruction Related Services	299,061,248
Instructional and School Leadership	36,189,050
Student Support Services	63,839,819
Administrative Support Services	12,583,729
Support Services - Non-Student Based	58,751,528
Ancillary Services	1,317,976
Debt Service	1,904,160
Facilities Acquisition and Construction	559,347
Intergovernmental Charges	2,024,986
Total Expenditures	<u>476,231,843</u>
Excess of Revenues Over Expenditures	8,551,573
Other Financing Sources (Uses)	1,043,110
Net Change in Fund Balance	9,594,683
Fund Balance at Beginning of Year	164,110,098
Restatements	254,360
Fund Balance at Beginning of Year, as Restated	<u>164,364,458</u>
Fund Balance at End of Year	<u>\$ 173,959,141</u>

2024 - 25 Year - End Actuals

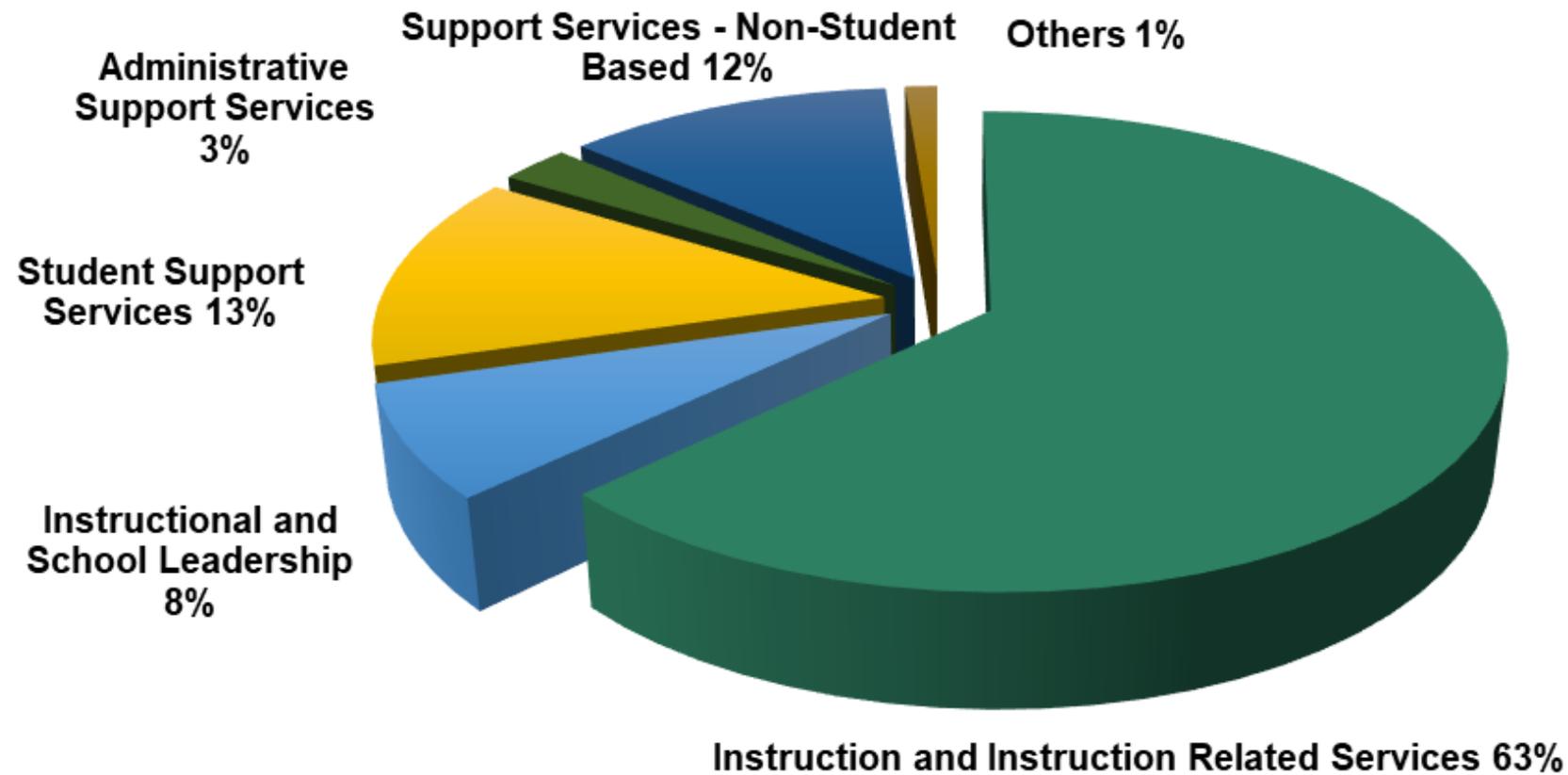
General Fund
Revenues by Source



2024 - 25 Year - End Actuals

General Fund

*Expenditures by
Major Function*



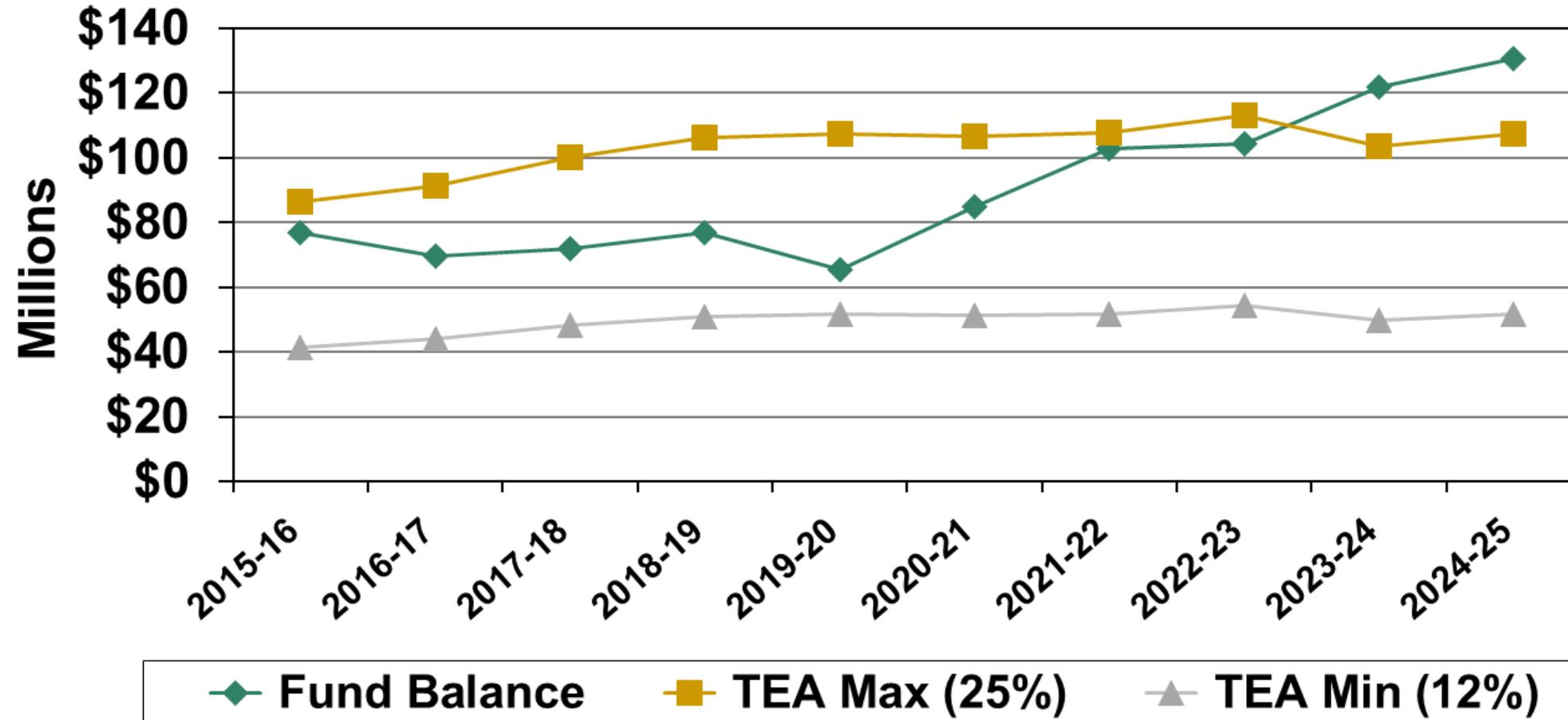
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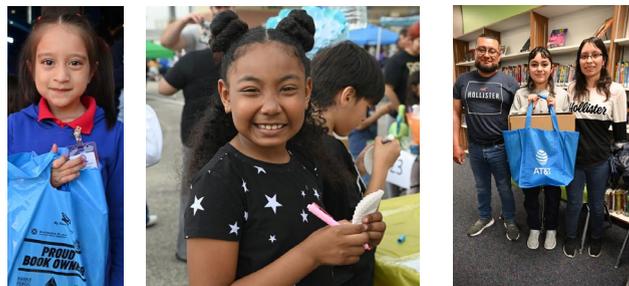
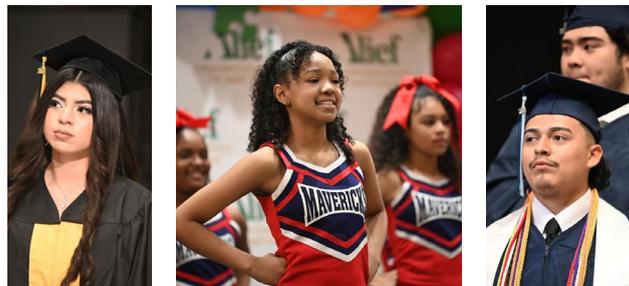
Independent School District
THE SMART CHOICE

General Fund

Unassigned Fund Balance



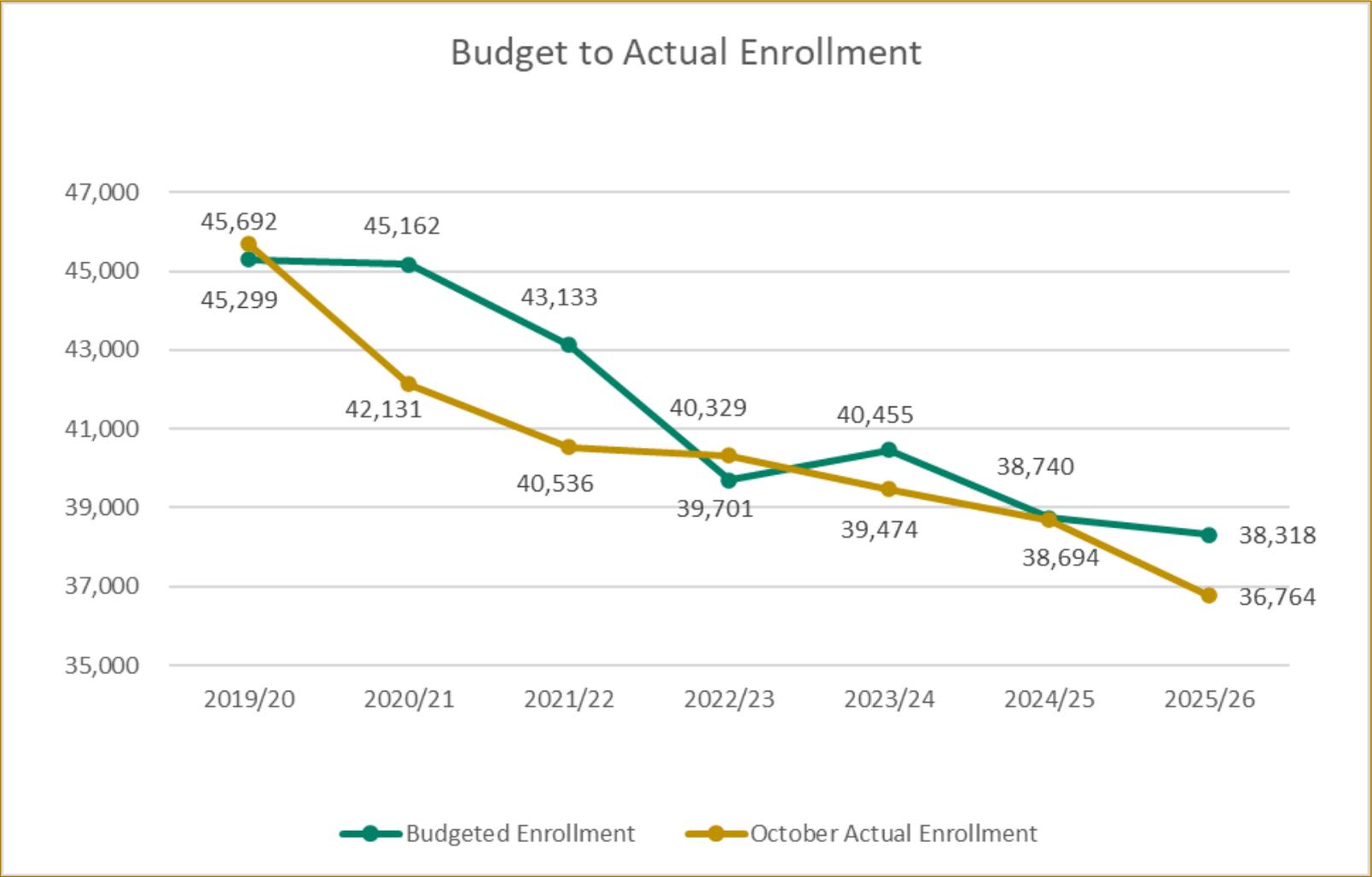
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2025-26 Budget Update

2025 - 26 Budget

Enrollment



ADA at end of 3rd 6 weeks – 90.5%

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Currently 1,554 students below 25-26 budgeted enrollment



Independent School District
THE SMART CHOICE

2025 - 26 Budget

Revenue Projection



Revenue Change Analysis

Original revenue budget: 2025-26	\$ 489,435,000
Local revenue change	(2,131,822)
State formula funding	(12,188,327)
Property value audits	1,000,000
Other federal revenue change	(85,000)
Revenue projection: 2025-26	\$ 476,029,851

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Local Revenue decline:
Property Tax Collections - (\$2.1M)

State Aid decline:
Student Funding Elements - (\$12.6M)
Hold Harmless - (\$1.5M)



2025 -26 Budget

Expenditure Projection



Expenditure Change Analysis

Original expenditure budget: 2025-26	\$ 485,610,000
Salary & wages	5,484,288
Health Insurance	4,000,525
Professional/Contracted Services	1,206,927
Supplies & Materials	(363,470)
Other Fees	(111,822)
Lease Acct/Capital Outlay	104,302
Expenditure projection: 2025-26	\$ 495,930,750

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- Salary and wage increase is primarily due to additional TIA payments of \$6.4M above the original which is offset by corresponding revenue netted with a transfer from salaries to contracted services for SLPs.
- Health insurance increase will be discussed in depth on a later slide.

2025 - 26 Budget

Projected Change in Fund Balance



Impact on Fund Balance

Net income/loss budgeted: 2025-26	\$	3,825,000
Change in revenues		(13,405,149)
Change in expenditures		(10,320,750)
Other Sources/Uses (Transfers In/Out)		-
Net income/loss projected: 2025-26	\$	(19,900,899)

2025 -26 Budget

Hold Harmless – Impact on Revenue



Estimates for Hold Harmless Revenue are still being worked through by all of the experts. They all have very differing amounts as follows:

TEA/State Summary of Finances	\$ 10,489,271
TASBO Finance Template	\$ 9,947,999
Moak Casey Finance Template	\$ 3,138,619

Included in 2025-26 Budget Projections: \$ 6,500,000

The final outcome could result in up to a \$3.5M +/- to general fund state revenue.

2025 - 26 Budget

Health Insurance Update



Health Insurance Fund Financials

	2019-20	2020-21	2021-22*	2022-23	2023-24	2024-25	Projected 2025-26	Projected 2026-27
Revenue								
General Fund Ins Expend	\$ 36,259,237	\$ 42,023,724	\$ 10,002,041	\$ 32,954,616	\$ 37,040,481	\$ 35,329,729	\$ 40,584,402	\$ 41,584,402
Grant Funds Ins Expend	4,333,718	4,130,301	27,023,237	13,202,743	6,560,758	5,273,508	4,252,215	4,200,000
Employee Contributions	11,981,135	12,101,173	11,820,812	12,442,073	12,286,552	11,538,114	12,942,929	13,806,514
Rebates, Stop Loss, & Other	4,907,046	7,142,574	6,629,305	7,707,420	6,009,629	7,578,221	9,703,220	9,703,220
Prescription Plan 1 X Rebate							2,771,694	
Interest Revenue	81,428	5,732	24,307	374,875	448,839	300,944	300,000	300,000
Total Revenue	57,562,564	65,403,504	55,499,702	66,681,727	61,897,420	60,020,516	70,254,460	69,594,136
Expenditures								
Health Claims	32,161,391	43,685,737	42,153,646	38,791,420	39,220,213	41,146,906	42,678,595	41,730,139
Prescription Claims	12,807,106	13,177,357	14,806,798	16,691,497	17,385,737	19,031,743	22,547,424	22,547,424
Admin, Stop Loss, & Other	6,462,599	6,967,478	4,620,959	6,064,418	5,671,595	6,030,129	6,197,713	6,197,713
Total Expenditures	51,431,096	63,830,572	61,581,403	61,547,335	62,277,545	66,208,778	71,423,732	70,475,276
Operating Income (Loss)	6,131,468	1,572,932	(6,081,701)	5,134,392	(380,125)	(6,188,262)	(1,169,272)	(881,140)
Beginning Net Position	1,707,390	7,838,858	9,411,790	3,330,089	8,464,481	8,084,356	1,896,094	726,822
Ending Net Position	\$ 7,838,858	\$ 9,411,790	\$ 3,330,089	\$ 8,464,481	\$ 8,084,356	\$ 1,896,094	\$ 726,822	\$ (154,317)

The General Fund Budget for health insurance is primarily based on estimates for health and Rx claims. If claims are higher than anticipated during the year, the only immediate mechanism to keep a positive net position is to increase the general fund budget for health insurance. Projected general fund health insurance expenditures are \$4M higher than the original budget. This is less than what was projected in December due to an unexpected prescription plan audit rebate that was received – this is a 1 X payment. The current \$4M estimate could increase if claims are higher than anticipated January – August. It is still very early in the plan year. Additionally, there are ongoing contract negotiations with BCBS & Memorial Hermann that would have a significant negative impact on plan expenditures if not resolved.



2025 - 26 Budget

Health Insurance Update



Changes Implemented for Plan Year Starting 1/1/26

- Increased employee premiums
 - \$25 month for employee only coverage
 - Estimated \$2.27M in additional premiums collected
 - Estimated \$1.51M in additional premiums in 25-26 (8 months)

- Plan Design Changes
 - Increased deductibles and out of pocket maximums
 - Estimated \$2.85M in reduced claims expense
 - Estimated \$1.83M in reduced claims

	<u>Health Insurance Budget</u>
2025-26 Original Budget	\$ 36,584,402
Projected Increase	4,000,000
2025-26 Adjusted Budget	<u>40,584,402</u>
Changes for 26-27	
One Time Payment	2,771,694
Premium Increases	(756,268)
Plan Design Changes	<u>(1,015,426)</u>
Estimated Budget Increase	<u>1,000,000</u>
Projected 26-27 Budget	<u><u>\$ 41,584,402</u></u>



2025 - 26 Budget

Health Insurance Update



Alief	BCBS HMO				BCBS EPO				TRS Active Care Plan			Change from HMO to TRS	% Change
	# of emp.	HMO Premium	District Cont.	Employee Prem.	# of emp.	EPO Premium	District Cont.	Employee Prem.	TRS Active Care + Premium	District Cont.	Employee Prem.		
Employee Only	3,305	658	550	108	277	836	550	286	596	550	46	(62)	-57%
Employee Spouse	160	1,076	550	526	13	1,594	550	1,044	1,550	550	1,000	474	90%
Employee Child	789	982	550	432	30	1,508	550	958	1,014	550	464	32	7%
Employee Family	212	1,406	550	856	8	2,276	550	1,726	1,967	550	1,417	561	66%
	<u>4,466</u>				<u>328</u>								

- 93% of the 4,794 employees with medical insurance are on the HMO plan. 74% of the HMO participants have employee only coverage.
- The stated District contribution is \$550/month per employee.
- However, the District contributes whatever additional amount is needed to cover the expenses of the health insurance fund.

General Fund Exp @ \$550/mo	\$	27,077,931
Additional District Contribution		<u>13,506,471</u>
General Fund Adjusted Budget	\$	<u>40,584,402</u>

- Grant funds pay the \$550/month district contribution for grant funded employees, but additional costs are covered by the general fund.
- If premiums need to be increased again, focus needs to be placed on employee child and employee family premiums. These categories are significantly lower than the TRS premiums.





2026-27 Budget Projection

2026 -27 Budget

Calendar

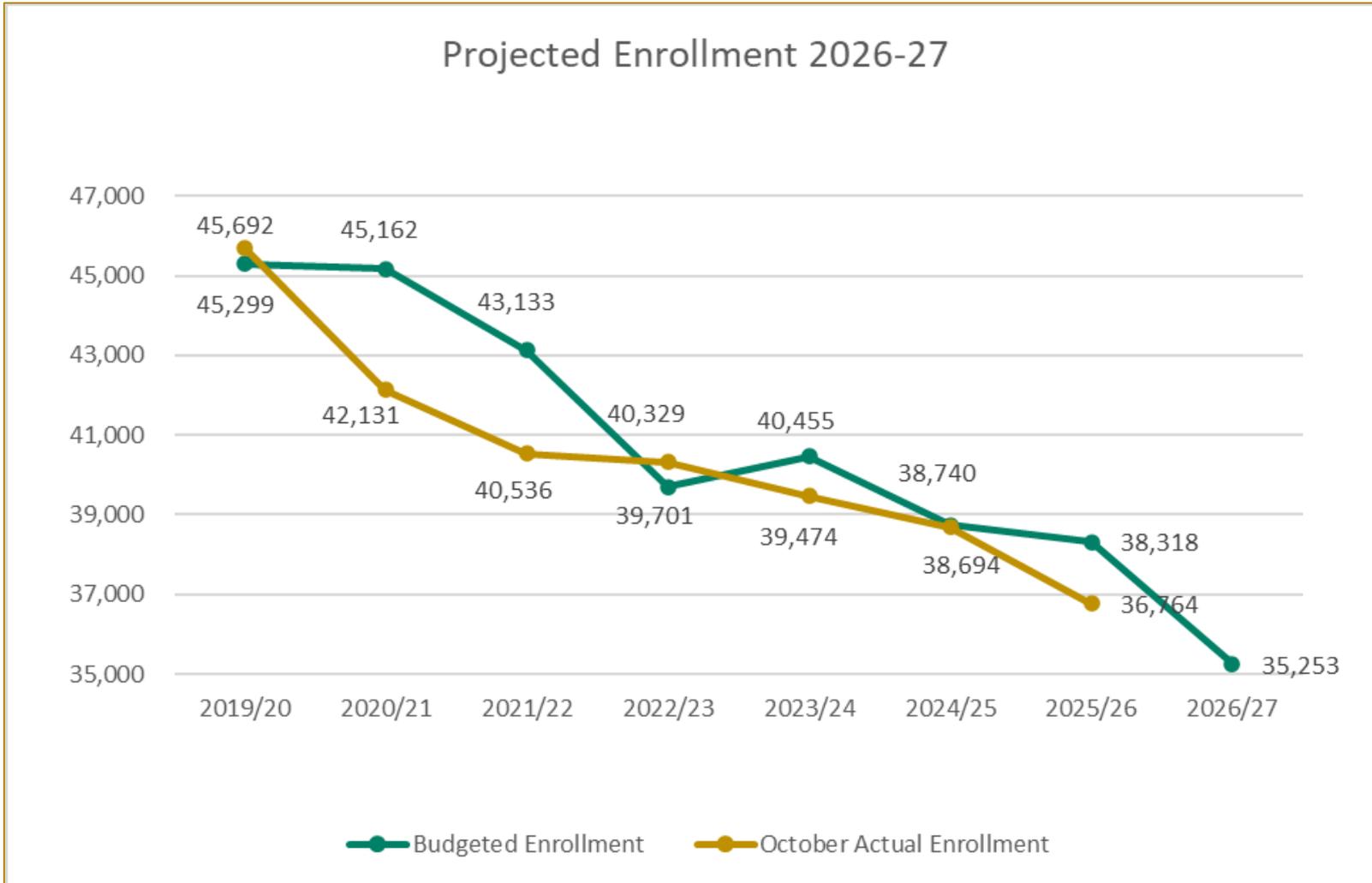


Board Update - Enrollment and current year budget review	12/16/2025
Collaborative Staffing Meeting with Central Leadership Review potential staffing reductions / ratio changes for 2026-27	1/21/2026
Board Retreat - General Fund and Long-Range Plan	2/6-2/7/2026
Board Update - Debt Service Fund	2/17/2026
Board Update - General Fund / Debt Service Review	3/24/2026
Board Update - Food Service Review	4/21/2026
Receive certified estimate from HCAD	5/1/2026
Departmental Budget Hearings	5/4-5/5/2026
Board Update - consider staffing plan approval	5/19/2026
Board Update - GF and DS current year projections and budget	6/16/2026
Board Update - GF and DS current year projections and budget	7/21/2026
Receive Certified Value/Estimate of Certified Value received from HCAD	7/24/2026
Submit Local Property Value Survey (LPVS) to TEA	7/30/2026
Publish Notice of Public Meeting to Discuss Budget/Tax Rate and Adopt Budget/Tax Rate	8/1/2026

2026 -27 Budget



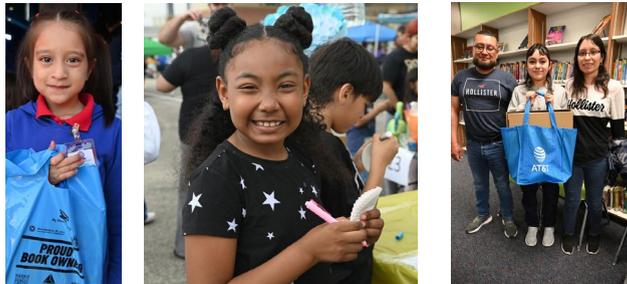
Enrollment



Projected decline of 1,511 students from 25/26 projected

2026 -27 Budget

Revenue Projection



Original revenue budget: 2025-26	\$ 489,435,000
Local revenue	(1,706,123)
State formula funding	(35,463,546)
Property value audits	-
Other State revenue	-
Federal revenue change	-
Revenue Projection: 2026-27	\$ 452,265,331

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2026 -27 Budget

Expenditure Projection



Expenditure Change Analysis	
Original expenditure budget: 2025-26	\$ 485,610,000
Salary & wages	(20,725,231)
Health Insurance	5,000,525
Professional/Contracted Services	138,319
Supplies & Materials	312,898
Other Fees	-
Lease Acct/Capital Outlay	(999,985)
Expenditure projection: 2026-27	\$ 469,336,526

2026 -27 Budget

Fund Balance Projection

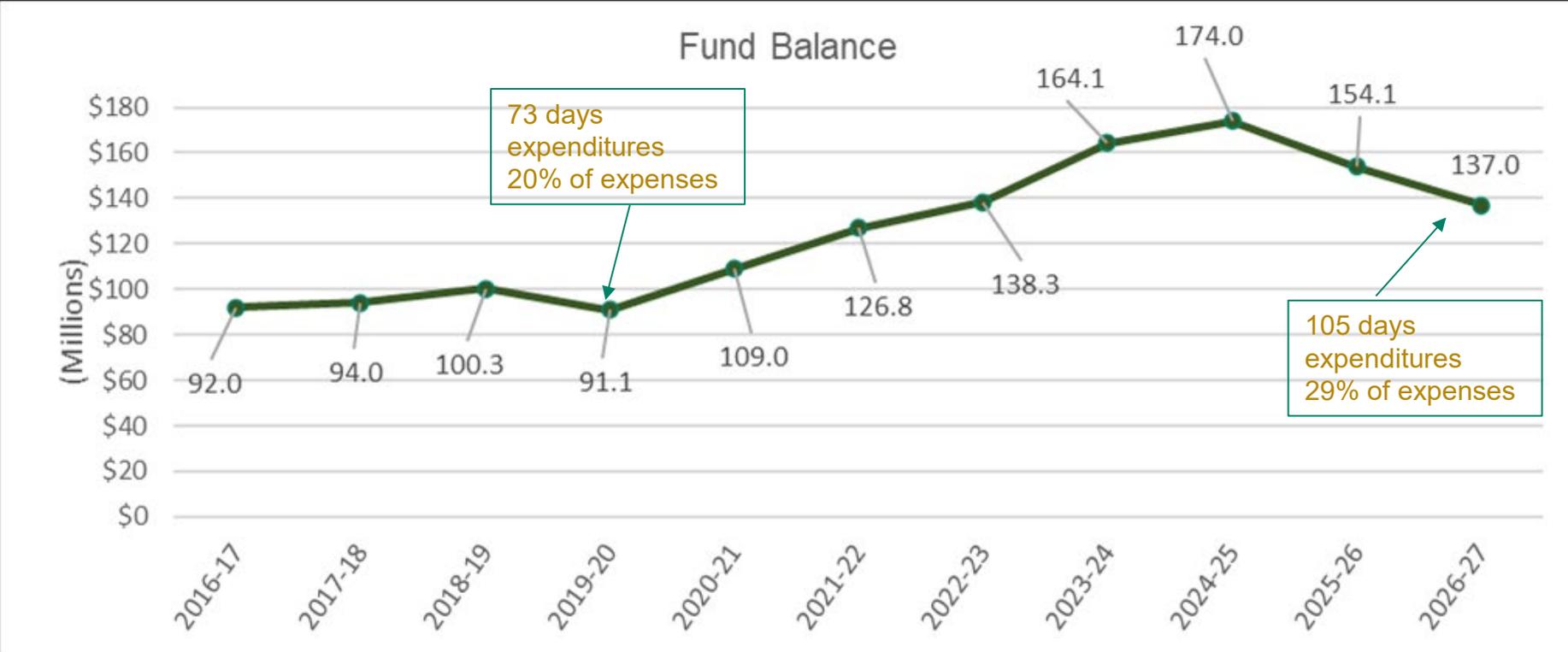
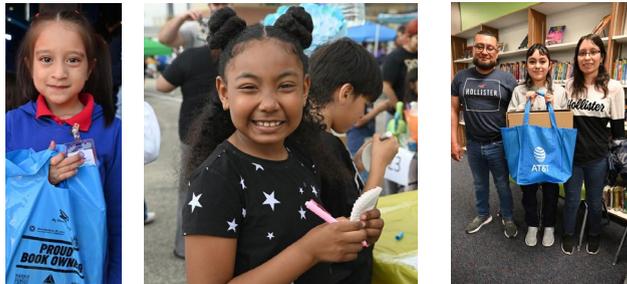


Impact on Fund Balance	
Net income/loss budgeted: 2025-26	\$ 3,825,000
Change in revenues	(37,169,669)
Change in expenditures	16,273,474
Reduction in Other Sources	-
Net income/loss projected: 2026-27	\$ (17,071,195)

174

2026 -27 Budget

Fund Balance



175



2026 -27 Budget

Staffing Ratios



- Teacher Staffing Ratios:
 - Overstaffing occurs when enrollment comes in under projections. We can no longer afford to be overstaffed for an entire year.
 - Elementary classrooms will be staffed at 22:1, but we will budget/allocate elementary teachers at the ratios shown below.
 - TIP/TAP elem. campuses 24:1 / all other campuses 25:1
 - TIP/TAP int. campuses 27:1 / all other campuses 29:1
 - For elementary, HR will adjust / move teachers to achieve 22:1 once students are physically here.
 - These changes are necessary due to continued enrollment declines as part of the efforts to reduce the deficit.

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	Teachers	
	Current Ratios	Budgeted Ratios
	2025-26	2026-27
Elem	22:1	24:1 / 25:1
Int	25:1	27:1 / 29:1
MS 6-8	23:1	25:1
HS - 9-12	23:1	25:1

2026 -27 Budget

Other Staffing Considerations



- Strictly enforce existing ratios (APs, counselors, etc) except in some cases of TIP/TAP campuses that need additional support.
- Consider utilizing itinerate campus staffing for smaller campuses.
 - There are 9 elem campuses with projected enrollment of 404 - 454 students (this does not include the 2 ELCs).
 - There are 4 int campuses with projected enrollment of 589-795 students.
 - There are 3 middle schools with projected enrollment of 645-720 students.
- Change elementary block schedule to 4 teachers at small campuses.
- Reduce staffing when below TASB recommended ratios – ex. nursing
 - Each campus has a registered nurse and a clinic aide. TASB recommended staffing ratio is 750:1

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2026 -27 Budget

Staffing Reductions by Campus - Elementary

	Professional Staff									Paraprofessional Staff							Total Staff Change	Budgeted Enrollment 25-26	Budgeted Enrollment 26-27	Change	25-26 Total Teachers
	PK-6 Teachers	AIMS / DL Teach	Admin	Couns	Libr	Spec.	Block/ Elective	ESL	Total Prof	Block Para	DL Aides	General Para	ESL Para	PK Para	Clinic aide	Total Para					
Youens	-3					-2	-1	-1	-7							0	-7	628	599	(29)	32
Boone				-0.5	-0.5	-2	-1		-4						-1	-1	-5	503	453	(50)	25
Martin	-2					-2	-1		-5							0	-5	674	625	(49)	33
Chambers	-5			-0.5	-0.5	-2	-1		-9						-1	-1	-10	567	454	(113)	29
Smith	-3					-2	-1		-6					-1		-1	-7	652	613	(39)	32
Mahanay	-5			-0.5	-0.5	-2	-1		-9					-1	-1	-2	-11	481	404	(77)	24
Kennedy	-4			-0.5	-0.5	-2	-1		-8						-1	-1	-9	499	438	(61)	178 25
Chancellor	-5					-2			-7						-1	-1	-8	707	652	(55)	33
Liestman	-5	-2		-0.5	-0.5	-2	-1		-11		-1				-1	-2	-13	490	427	(63)	27
Petrosky	-3	-1			-0.5	-2	-1		-7.5						-1	-1	-8.5	473	418	(55)	24
Heflin	-1			-0.5	-0.5	-2	-1		-5						-1	-1	-6	515	449	(66)	21
Cummings	-3			-0.5	-0.5	-2	-1		-7						-1	-1	-8	512	420	(92)	23
Rees	-1	1				-2	-1		-3		-1					-1	-4	586	558	(28)	31
Alexander	-2					-2	-1		-5							0	-5	586	535	(51)	31
Hearne	-3					-2			-5							0	-5	652	585	(67)	30
Landis	-3			-0.5	-0.5	-2	-1		-7						-1	-1	-8	539	445	(94)	26
Sneed	-2		-1			-2			-5	-1						-1	-6	908	922	14	46
Best	-3		-1			-2			-6				-1			-1	-7	672	627	(45)	34



2026 -27 Budget

Staffing Reductions by Campus - Elementary

	Professional Staff									Paraprofessional Staff						Total Staff Change	Budgeted Enrollment 25-26	Budgeted Enrollment 26-27	Change	25-26 Total Teachers
	PK-6 Teachers	AIMS / DL Teach	Admin	Couns	Libr	Spec.	Block/ Elective	ESL	Total Prof	Block Para	DL Aides	General Para	ESL Para	PK Para	Clinic aide					
Outley	-6		-1			-2		-9			-1				-1	-10	873	730	(143)	37
Hicks	-4					-2	-1	-7					-1		-1	-8	593	567	(26)	31
Bush	-4					-2		-6							0	-6	748	634	(114)	35
Collins	-4					-2		-6					-2		-2	-8	728	647	(81)	36
Horn	-8					-2	-1	-11				-1			-1	-12	651	526	(125)	32
Holmquist	-4	-1				-2	-1	-8							0	-8	795	690	(105)	129
Martinez	2							2							0	2	416	390	(26)	17
Jefferson				-0.5				-0.5					-2		-2	-2.5	411	340	(71)	16
Owens	-1			-0.5				-1.5							0	-1.5	820	795	(25)	33
Klantzman	-5		-1	-1				-7			-1				-1	-8	855	750	(105)	34
Youngblood	-5							-5		2		-1			1	-4	834	817	(17)	34
Mata	-4	-2		-1				-7							0	-7	666	589	(77)	27
Miller	-4	-2	-1	-1			1	-7			-1				-1	-8	754	721	(33)	32
Budewig	-1			-1				-2							0	-2	1,066	1,011	(55)	41
	-101	-7	-5	-9	-4.5	-48	-16	-1	-191.5	-1	0	-3	-3	-9	-8	-24	20,854	18,831	(2,023)	968
Grant funded			0			48		48								48				
Local	-101	-7	-5	-9		0	-16	-1	-143.5	-1	0	-3	-3	-9	-16	-167.5				



2026 -27 Budget

Staffing Reductions by Campus - Secondary

	Professional Staff					Paraprofessional Staff							Total Staff Change	Budgeted Enrollment 25-26	Budgeted Enrollment 26-27	Change	25-26 Total Teachers	
	Teachers 25:1	Admin	Couns	Spec.	ESL Spec / Dept Chair	Total Prof	AP Sec	General Para	ESL aide	Acad. Center Clerk	LVN	Clinic aide						Total Para
AMS	-5					-5		-2					-2	-7	771	720	(51)	36
Olle	-5		-1		-1	-7		-1	-1				-2	-9	993	944	(49)	48
Killough	-7		-1			-8		-1					-1	-9	765	645	(120)	36
Holub	-4		-1			-5		-1					-1	-6	718	664	(54)	33
Albright	-3		-1			-4							0	-4	906	874	(32)	43
O'Donnell	-8	-1				-9							0	-9	1,222	1,115	(107)	55
Hastings	-16	-1	-1			-18	-1				-1		-2	-20	2,771	2,590	(181)	120
Elsik	-18	-1	-1			-20	-1						-1	-21	2,995	2,780	(215)	129
Taylor	-19	-1	-1			-21	-1						-1	-22	2,882	2,668	(214)	126
Kerr	-2					-2					-1		-1	-3	810	810	-	35
HNGC	-8	-1				-9	-1						-1	-10	948	816	(132)	41
ENG C	-5	-1				-6	-1						-1	-7	948	897	(51)	43
ALC						0					1	-1	0	0	165	136	(29)	41
ECHS						0							0	0	416	398	(18)	22
LINC/SOAR						0							0	0	140	155	15	22
ACAC						0							0	0				29
	-100	-6	-7	0	-1	-114	-5	-5	-1	-1	0	-1	-13	-127	17,450	16,212	(1,238)	859

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2026 - 27 Budget

Staffing Reductions

INCLUDE COMBO OF EXISTING AND NEW PROPOSED RATIOS

NORMAL RATIO BASED REDUCTIONS

	INCLUDE COMBO OF EXISTING AND NEW PROPOSED RATIOS								NORMAL RATIO BASED REDUCTIONS					
	Ratio Teachers	Elective Teachers - 4 block	AP	AP sec	Counselors	Librarians	Clinic Aides	Kerr Academic Center	ESL Teach	ESL Para	block para	Pk para	Gen Paras	Total
MS 25:1	-32		-1		-4				-1	-1			-5	-44
HS 25:1	-68		-5	-5	-3		-1	-1						-83
Elem/Int from actual	-108	-16	-5		-9	-4.5	-8		-1	-3	-1	-9	-3	-167.5
Elem Adj from Orig Budget	-20													-20
Total	-208	-16	-11	-5	-16	-4.5	-9	-1	-2	-4	-1	-9	-8	-294.5
Avg Salary (3yrs teach)	68,350	68,350	85,000	39,072	77,000	77,000	22,901	23,065	68,350	25,000	22,540	22,540	32,000	
Med/TRS	2,871	2,871	3,570	1,641	3,234	3,234	962	969	2,871	1,050	947	947	1,344	
Insurance	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	6,600	
Avg Total	77,821	77,821	95,170	47,313	86,834	86,834	30,463	30,634	77,821	32,650	30,087	30,087	39,944	
Total Est . Savings	(16,186,706)	(1,245,131)	(1,046,870)	(236,565)	(1,389,344)	(390,753)	(274,166)	(30,634)	(155,641)	(130,600)	(30,087)	(270,780)	(319,552)	(21,706,828)

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These reductions are significant and are the result of adjusting staffing due to two years of enrollment declines.

- Current staffing is based on enrollment of 38,318
- Proposed staffing is based on projected enrollment of 35,243 – a decrease of 3,075 students

These reductions have been discussed with central leadership and are currently under review.



Independent School District
THE SMART CHOICE

2026 -27 Factors to Consider



Summary of Costs for Innovative Programs

	2025-26	26-27	27-28	28-29
Rees PVAA	\$ 208,000	\$ 385,000	\$ 410,000	\$ 310,000
Miller PVAA	220,000	418,000	310,000	350,000
Albright PVAA	295,000	493,000	385,000	485,000
Horn STEM	267,911	139,808	139,808	139,808
Olle STEM	338,264	239,954	239,954	239,954
TYWLS	399,561	2,102,524	2,264,952	3,059,532
	\$1,728,735	\$3,778,285	\$3,749,713	\$4,584,293
Change from Prior Year		\$2,049,550	\$ (28,572)	\$ 834,580

2026 -27 Unknowns



It is very early in the 2026-27 budget process and there are many areas still to be worked through over the coming months.

Revenue:

- Property Value Audits
- Bilingual Allotment
- Hold Harmless
- Special Education Allotment
- SHARS Revenue (School Health and Related Services)

Expenditures:

- Special Education Staffing
- Department Budget Changes

Previous Years Budget Reductions

2023-24 Review

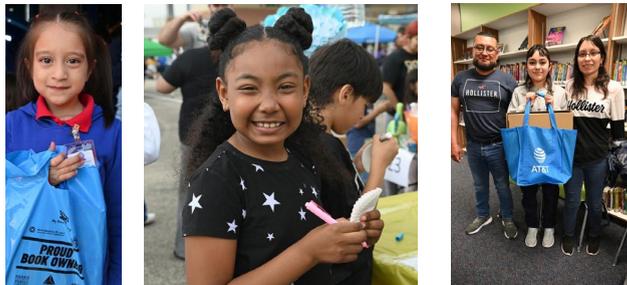


- Significant staffing reductions were made in 2023-24 after the COVID enrollment declines did not rebound. This was Year 1 of a three-year plan.
 - Reductions in central administrative departments – positions that are not necessarily enrollment based included:
 - Central special education reductions
 - Business services positions eliminated
 - Central instruction positions reduced.
 - Campus reductions were made due to enrollment declines and paraprofessional position consolidations.

Positions Budget Category	Budgetary Effect
-37.0 Elementary/Intermediate personnel costs	\$ (1,360,640)
-72.5 Middle/High personnel costs	(5,200,152)
29.0 Special Education - campus personnel costs	1,413,400
-11.0 Special Education - central personnel costs	(485,518)
-36.0 Business Services personnel costs	(1,499,499)
-19.0 Instruction/ Supt personnel costs	(1,304,344)
-146.5 Total	\$ (8,436,753)
Family Engagement to Federal	(1,259,940)
Reduce per pupil allocation by 10%	(402,000)
Discontinue ADSY	(450,000)
CYS Program	(137,340)
Renegotiated stop loss	(350,000)
Eliminate lead teacher pay	(310,000)
Grand Total	\$ (11,346,033)

Previous Years Budget Reductions

2024-25 Review



- 2024-25 was Year 2 of the three-year plan. Additional reductions included:
 - Closure of District employee daycare
 - Year 2 AP/Counselor reductions
 - Reduced substitute budget
 - Health plan restructuring
 - Utilizing portion of health insurance fund balance
 - Additional ratio-based staffing reductions
 - Recognize salary budget underspending (reduce budget for anticipated vacant positions)
 - Reductions were partially offset by the return of many items that were temporarily funded by ESSER (ex: summer school, tutorials, software, etc).
- 2025-26 was Year 3 of the three-year plan. Additional reductions were put on hold.



Destination 2030: Ongoing resizing

Destination 2030: Ongoing resizing

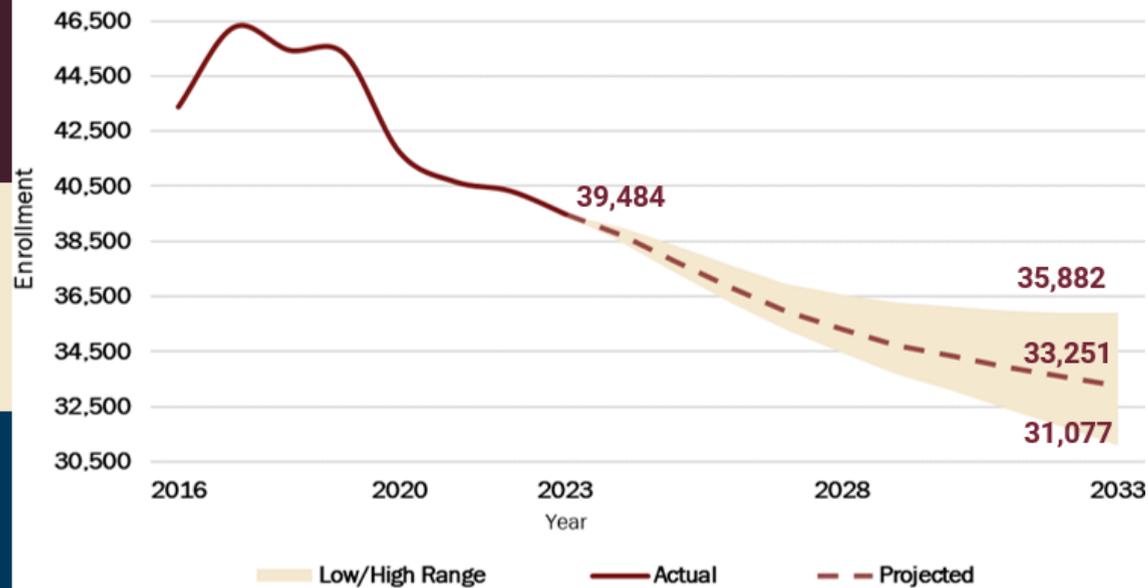
Enrollment Projections

Three Scenarios of Growth

Every year starts with a clean slate -- not impacted by previous year's accuracy

Moderate Growth Scenario is "most likely" based on all the best information available at the time

Low and High Growth Scenarios are feasible, assuming changing circumstances



31,077

2033 Enrollment

Low Growth Assumptions

- PK and KG enrollments continue to decline
- Apartment vacancies continue to increase
- 2-3 additional charters open in AISD boundaries

33,251

2033 Enrollment

Moderate Growth Assumptions

- KG declining until uptick with births in 2027
- Mortgage rates stabilize around 6.5%
- Existing home sales are flat
- Continued near-by charter expansions; none additional in-district

35,882

2033 Enrollment

High Growth Assumptions

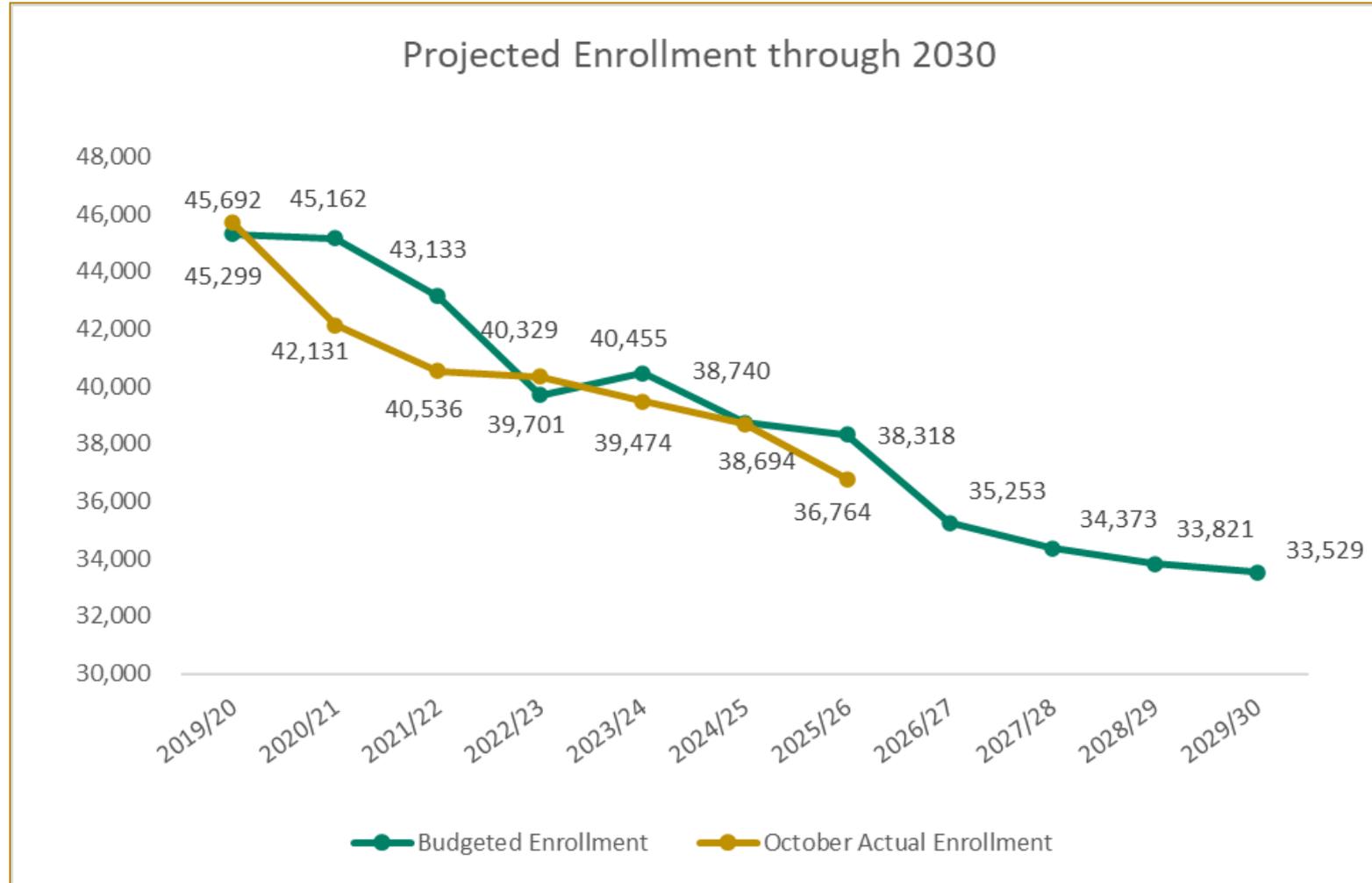
- Birth rates accelerate
- KG rebounds due to 187 birth rates accelerating
- No new charter schools expand in the area in the net 5 years
- Accelerated regeneration in existing homes
- Apartment vacancies decline

These enrollment projections are from the 2024 PASA (demographer) report on student enrollment.



Destination 2030: Ongoing resizing

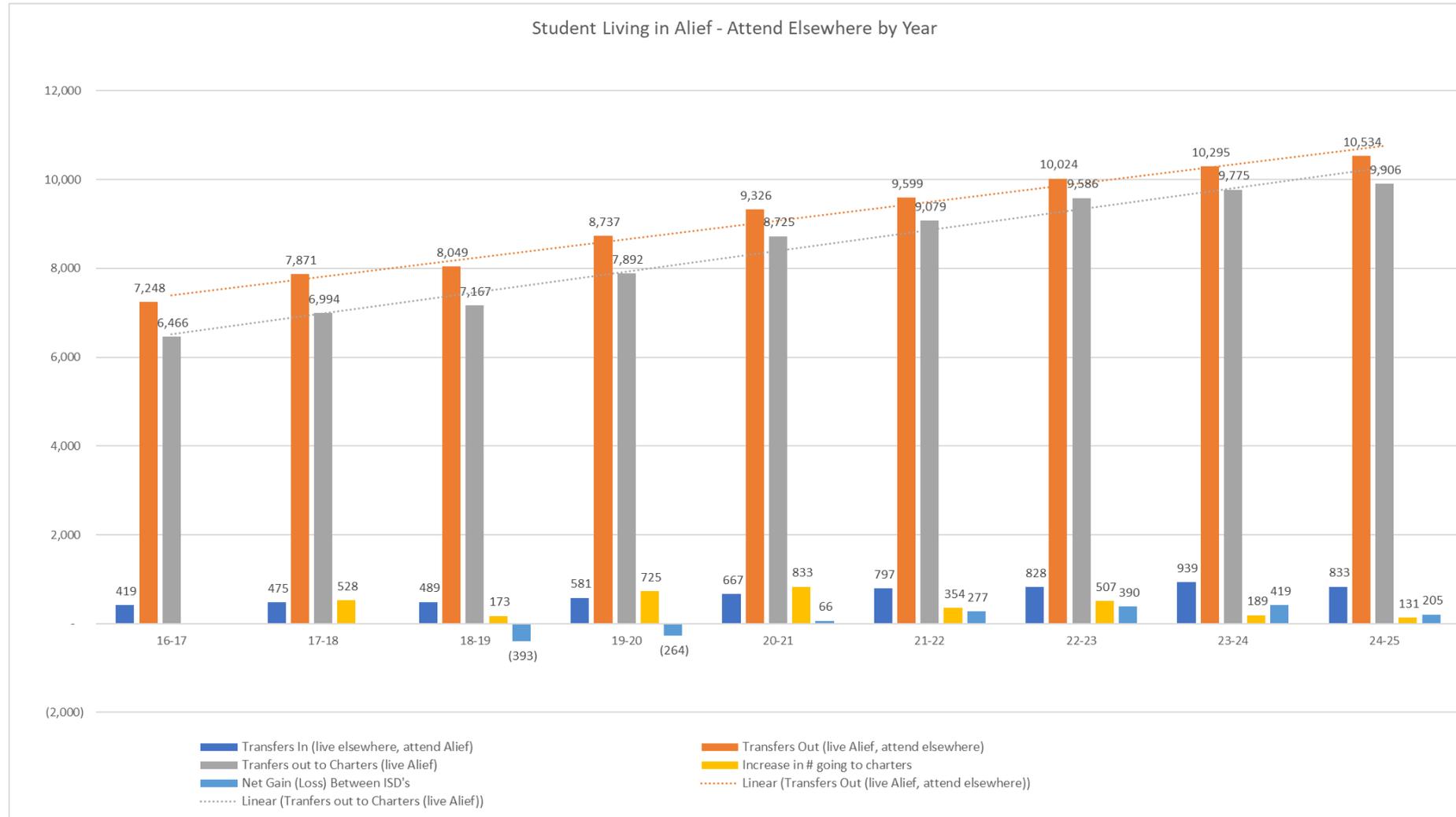
Enrollment Projections



Total decline in enrollment of 3,235 students from 25/26 actual through 29/30

Destination 2030: Ongoing resizing

Enrollment Projections



Budget Update – 2025 - 26 Charters

	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Revenue Inc/(Dec)
Transfers In (live elsewhere, attend Alief)	419	475	489	581	667	797	828	939	833	\$ 9,345,427.00
Transfers Out (live Alief, attend elsewhere)	7,248	7,871	8,049	8,737	9,326	9,599	10,024	10,295	10,534	\$ (118,180,946.00)
Tranfers out to Charters (live Alief)	6,466	6,994	7,167	7,892	8,725	9,079	9,586	9,775	9,906	\$ (111,135,414.00)
Increase in # going to charters		528	173	725	833	354	507	189	131	\$ 1,469,689.00
Net Gain (Loss) Between ISD's			(393)	(264)	66	277	390	419	205	\$ 2,299,895.00
* based on 23-24 Alief Actual Total Operating Revenue per student - Gen Fund only \$11.219										

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Budget Update – 2025 - 26 Transfers

ISD's and Charters

Net transfers +in (out) to Alief							
District (ISD)	18-19	19-20	20-21	21-22	22-23	23-24	24-25
Houston ISD (101912)	(558)	(432)	(218)	(39)	16	182	197
Katy ISD (101914)	54	53	70	83	73	61	55
Cypress-Fairbanks ISD (101907)	(3)	19	30	51	46	32	31
Lamar CISD (079901)	35	41	40	66	81	88	69
Fort Bend ISD (079907)	150	199	237	270	328	233	210
Stafford MSD (079910)	(41)	(33)	(32)	(22)	(26)	(12)	(13)
* if positive number, net increase for Alief in swap	(363)	(153)	127	409	518	584	549

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Attend these Charters	16-17	17-18	18-19	19-20	20-21	21-22	22-23	23-24	24-25	Revenue Lost	diff
Kipp Schools	2,083	2,417	2,599	2,952	3,367	3,573	3,653	3,662	3,790	\$ 42,520,010.00	128
Harmony Schools	1,524	1,560	1,603	1,700	1,782	1,792	1,978	2,003	1,964	\$ 22,034,116.00	(39)
School of Science & Tech	90	140	221	317	576	653	592	614	628	\$ 7,045,532.00	14
ILT	751	930	807	934	996	930	932	896	974	\$ 10,927,306.00	78
Yes Prep	726	671	614	620	638	608	646	615	602	\$ 6,753,838.00	(13)
Southwest School	96	93	102	93	72	85	87	87	83	\$ 931,177.00	(4)
Promise Community School (Baker Ripley)	423	427	446	450	273	338	349	332	320	\$ 3,590,080.00	(12)
ResponsiveEd virtual schools	73	54	10	40	155	184	205	240	294	\$ 3,298,386.00	54
	5,174	5,718	5,844	6,523	7,359	7,556	7,801	7,790	7,958	\$ 82,667,704.00	

Budget Update – 2026 -27 Charters

- Charter expansions didn't play as big of a role last year, but in 26-27 we have two charter expansions and two new campuses opening –
- Yes Prep Elementary (875 students EE3-5th)
 “The new campus will open with pre-K through second grade, expanding to fifth grade in the coming years.”
- Etoile Charter expansion?
 Site at Beechnut and Club Creek free lease.
- New Arcadia HS opening 9th grade with 240 students.
 (960 students by year 5)



Dear School District Leaders and Members of the Legislature,

Pursuant to 19 Texas Administrative Code §100.1035(c)(2)(A), the Texas Education Agency is required to provide notification to certain parties upon receipt of an expansion amendment request by a charter holder. This letter is to inform you that YES Prep Public Schools, Inc (CDN 101845) intends to submit an expansion amendment request for consideration to the Commissioner of Education to add a new campus.

The proposed campus would be effective July 1, 2026. Its proposed location would be 9910 1/2 Sharpcrest Street, Houston, Texas 77036. YES Prep Public Schools, Inc is requesting to serve Early Education-three-year-olds (EE3) through fifth grade (5), with a projected enrollment of 875 students at this location.

Please see the enclosed "Notification of Proposed Additional Campus" form regarding the proposed expansion. The district is not required to complete the enclosed form; however, the form may be completed and submitted electronically to the Texas Education Agency Division of Charter School Authorizing at CharterAmendments@tea.texas.gov.

Sincerely,
Marian L. Schutte

Marian L. Schutte, Deputy Associate Commissioner
 Department of Authorizing and Policy

III. Enrollment Projections (Years 1-5)

Note: Maximum enrollment and grades should not exceed projections for Year 5.

Maximum Enrollment Requested: Specific Grades Requested:

Year	EE 3	PK 4	K	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Grade 6	Grade 7	Grade 8	Grade 9	Grade 10	Grade 11	Grade 12	Total
Year 1												240				240
Year 2												240	240			480
Year 3												240	240	240		720
Year 4												240	240	240	240	960
Year 5												240	240	240	240	960

Generation 30, RFA 701-25-101 New Operator Application iii

Houston Classical opening Junior High building behind existing elementary building.



Destination 2030: Ongoing resizing

Enrollment Projections



RESIDENTIAL DEVELOPMENTS				1/20/2026			
Subdivision	# Lots	# remain	Status	Cost	Zone	Schools Impacted	Notes/Location
Royal Oaks Landing	115	40?	Under construction	\$400's	69	Outley, Budewig, O'Donnell	Richmond Westpark Properties, LP
Total	115	0					

Apartment Project	# of Units	# remain	Status	Rent	Zone	Schools impacted	Notes/Location
Kirkwood Crossing	140	140	TDHCA awarded 2022	Low	571	Alexander, Holub, Mata	to be built on Sugar Hill property
Bissonnet Apartments	264	264	TDHCA awarded 2023	Low	571	Alexander, Holub, Mata	to be built on Sugar Hill property
10112 Bissonnet Living, Ltd	110	110	TDHCA awarded 2025	Low	96	Horn, Klentzman, Olle	Under application phase 110 units 98 litc
Reserves at Parkview	80	80	TDHCA proposal for 2026	Low	15	Holmquist, Miller, Albright	on West Oaks Mall Property
The Ashbourne	96	96	TDHCA proposed 2025	Low	86	Boone, Mata, Holub	Bissonnet and Kirkwood 9755 s kirkwood
Dashwood Senior Living	80	80	TDHCA waitlist 2026	Low	Seniors	Seniors only	Seniors only
Oasis Gardens	92	92	TDHCA proposed 2026	Low	49	Alexander, Youngblood, Holub	12709 Beechnut
Vista Park	120	120	TDHCA proposed 2026	Low	951	Olle, Smith, Klentzman	SE corner Bissonnet & Boone Logo
Total	982	982	Planned or Proposed				

Destination 2030: Ongoing resizing

Enrollment Projections

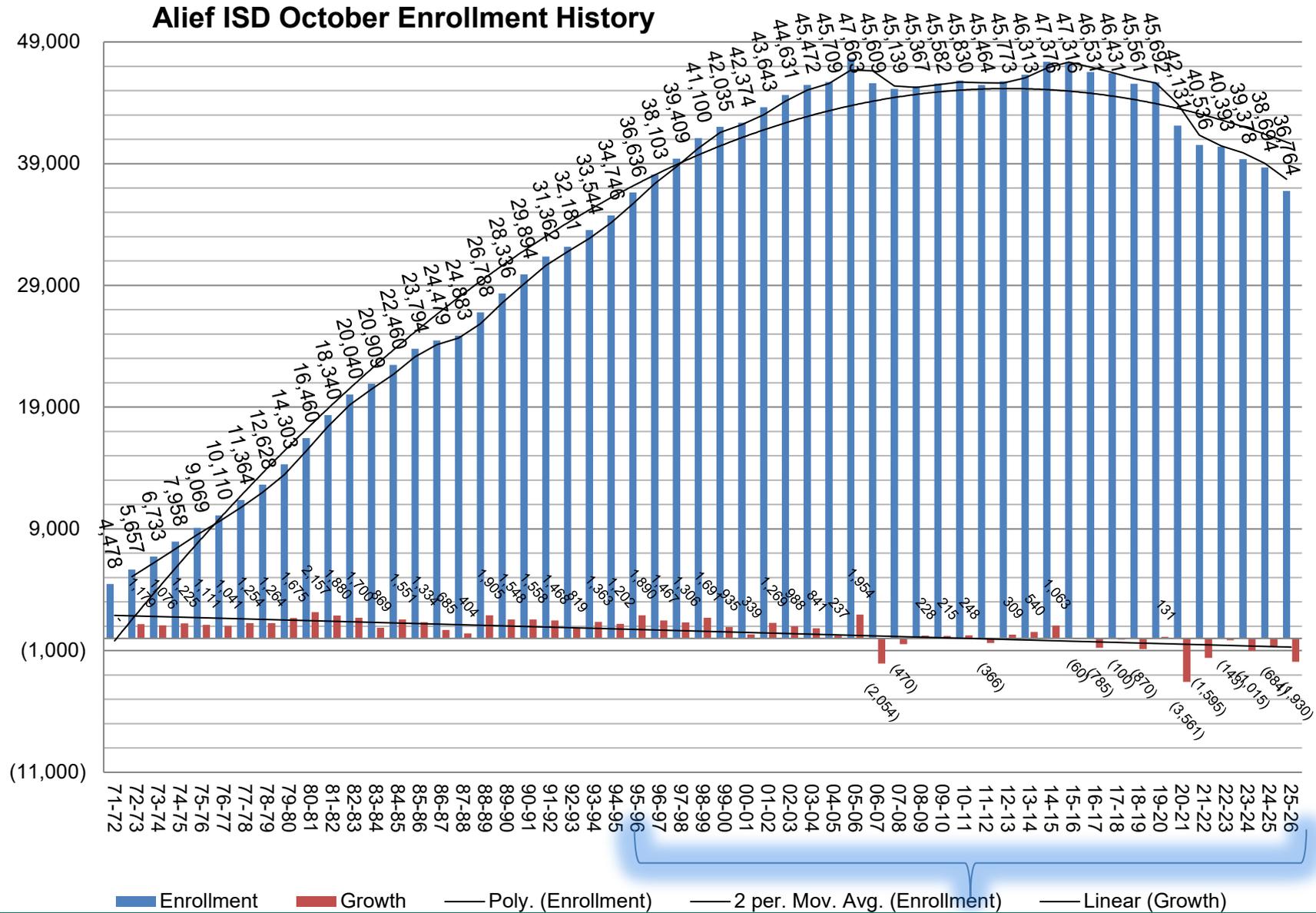
Fall Enrollment by Campus															
Campus	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2023 - 2024	2024 - 2025	2025 - 2026	10 yr chg	% chg	
101903001 - HASTINGS H S	3890	3951	3999	4103	3997	4174	4134	3966	3930	3867	3786	3508	-382	-9.8%	
101903002 - ELSIK H S	3984	4145	4210	4278	4266	4357	4224	4123	4118	4119	4057	3890	-94	-2.4%	
101903003 - TAYLOR H S	3068	3056	3223	3193	3111	3091	2975	2852	2831	2856	2838	2757	-311	-10.1%	
101903005 - ALIEF LEARNING CTR (6-12)	168	162	146	88	120	106	3	90	138	175	140	169	1	0.6%	
101903006 - KERR H S	786	809	804	806	796	791	809	790	804	806	807	810	24	3.1%	
101903011 - CROSSROADS	59	55	57	36	58	52	18	23	35	0	0	0	-59		
101903012 - ALIEF EARLY COLLEGE H S	435	430	427	402	401	403	401	412	407	408	402	399	-36	-8.3%	
101903041 - ALIEF MIDDLE	994	967	952	966	1003	1013	901	897	839	803	821	788	-206	-20.7%	
101903042 - OLLE MIDDLE	1088	1132	1147	1097	1064	1200	1122	1053	1067	1029	1025	980	-108	-9.9%	
101903043 - KILLOUGH MIDDLE	1034	994	903	991	998	889	848	802	816	769	763	702	-332	-32.1%	
101903044 - HOLUB MIDDLE	856	868	883	925	897	911	849	818	791	724	686	680	-176	-20.6%	
101903045 - ALBRIGHT MIDDLE	1267	1201	1100	1146	1187	1162	1169	1118	1058	999	945	931	-336	-26.5%	
101903046 - O'DONNELL MIDDLE	1263	1270	1251	1320	1375	1398	1328	1312	1230	1221	1214	1184	-79	-6.3%	
101903047 - ALIEF ISD J J A E P	9	8	4	9	11	15	3	6	13	16	18	11	2		
101903101 - YOUENS EL	999	981	942	916	900	864	778	734	712	680	675	628	-371	-37.1%	
101903102 - BOONE EL	913	919	866	821	802	751	654	639	545	528	511	464	-449	-49.2%	
101903103 - MARTIN EL	966	908	886	935	880	881	818	792	715	704	654	611	-355	-36.7%	
101903104 - CHAMBERS EL	794	766	736	734	699	601	502	502	563	556	559	525	-269	-33.9%	
101903105 - SMITH EL	889	885	860	842	826	773	659	650	626	633	651	595	-294	-33.1%	
101903106 - MAHANAY EL	803	709	645	651	603	606	539	547	618	576	499	449	-354	-44.1%	
101903107 - KENNEDY EL	814	784	751	700	728	740	646	643	549	521	510	471	-343	-42.1%	
101903108 - CHANCELLOR EL	853	1022	1004	958	950	908	801	749	723	693	707	698	-155	-18.2%	
101903109 - LIESTMAN EL	896	919	838	823	793	731	719	702	617	548	514	480	-416	-46.4%	
101903110 - PETROSKY EL	652	627	590	544	581	584	580	571	594	539	515	452	-200	-30.7%	
101903111 - HEFLIN EL	816	860	881	913	914	880	726	646	601	550	501	449	-367	-45.0%	
101903112 - CUMMINGS EL	640	616	616	573	554	538	511	552	545	544	513	464	-176	-27.5%	
101903113 - REES EL	722	681	613	604	581	571	502	522	563	555	526	518	-204	-28.3%	
101903114 - ALEXANDER EL	842	804	796	805	715	701	624	648	676	693	609	559	-283	-33.6%	
101903115 - HEARNE EL	1013	1012	1028	995	944	891	791	824	689	692	675	609	-404	-39.9%	
101903116 - LANDIS EL	912	914	840	803	743	736	620	606	580	528	545	474	-438	-48.0%	
101903117 - SNEED EL	1273	1142	1076	1120	1086	1067	949	1006	1033	976	922	928	-345	-27.1%	
101903118 - BEST EL	901	901	834	854	753	794	726	765	674	638	655	618	-283	-31.4%	
101903119 - OUTLEY EL	1072	1122	1188	1207	1165	1150	962	946	829	872	863	776	-296	-27.6%	
101903120 - HICKS EL	890	872	811	781	755	710	656	712	746	688	645	598	-292	-32.8%	
101903121 - BUSH EL	967	965	863	876	872	931	804	834	767	740	780	706	-261	-27.0%	
101903122 - COLLINS EL	1127	1103	1047	977	928	926	868	817	798	809	788	720	-407	-36.1%	
101903123 - HORN EL	1156	1137	1092	999	936	923	782	821	756	690	675	612	-544	-47.1%	
101903124 - HOLMQUIST EL	1198	1183	1149	1127	1160	1145	936	902	765	764	782	682	-516	-43.1%	
101903130 - MARIA DEL CARMEN MARTINEZ EARLY LEARNING CENTER									403	383	335	344	-59	-14.6%	
101903131 - DEDRE' & ELLA JEFFERSON EARLY LEARNING CENTER									393	457	388	335	-58	-14.8%	
101903140 - OWENS INT	1088	1119	1100	1079	979	1007	937	814	859	731	809	800	-288	-26.5%	
101903141 - KLENTZMAN INT	1042	1041	1050	1064	985	947	902	811	791	805	833	780	-262	-25.1%	
101903142 - YOUNGBLOOD INT	1094	1073	1109	1044	1057	1055	940	863	871	880	864	809	-285	-26.1%	
101903143 - MATA INT	809	876	836	824	875	956	876	808	778	791	753	687	-122	-15.1%	
101903144 - MILLER INT	872	926	913	942	963	963	899	824	779	780	793	748	-124	-14.2%	
101903145 - BUDEWIG INT	1189	1181	1217	1294	1337	1369	1223	1137	1085	1134	1054	1053	-136	-11.4%	
101903199 - ADMIN SERVICES	50	46	53	72	75	13	8	1	0	0	0	0	-50		
101903205 - ALIEF LEARNING CTR (K-6)	46	49	38	24	33	25	1	14	9	4	6	6	-40		
TOTAL	47199	47191	46374	46261	45456	45299	41723	40664	40329	39474	38611	36457	-10742	-22.8%	

10 year change by campus

- 4 middle schools lost 20% or more
- 3 intermediates lost 25% or more
- 18 elementary schools¹⁹⁴ lost more than 30%

Destination 2030: Ongoing resizing

Enrollment Projections



- Our enrollment is now what it was in 95/96 school year.
- Alief ISD has opened 14 schools since 1995 including 4 Intermediate schools.

Age	Building	Year Built
30	Hicks	1996
30	Youngblood	1996
29	Bush	1997
27	Collins	1999
27	Mata	1999
27	Ninth Grade Centers	1999
26	Miller	2000
25	Taylor	2001
23	Budewig	2003
21	Horn	2005
19	Holmquist	2007
4	Jefferson ELC	2022
4	Martinez ELC	2022

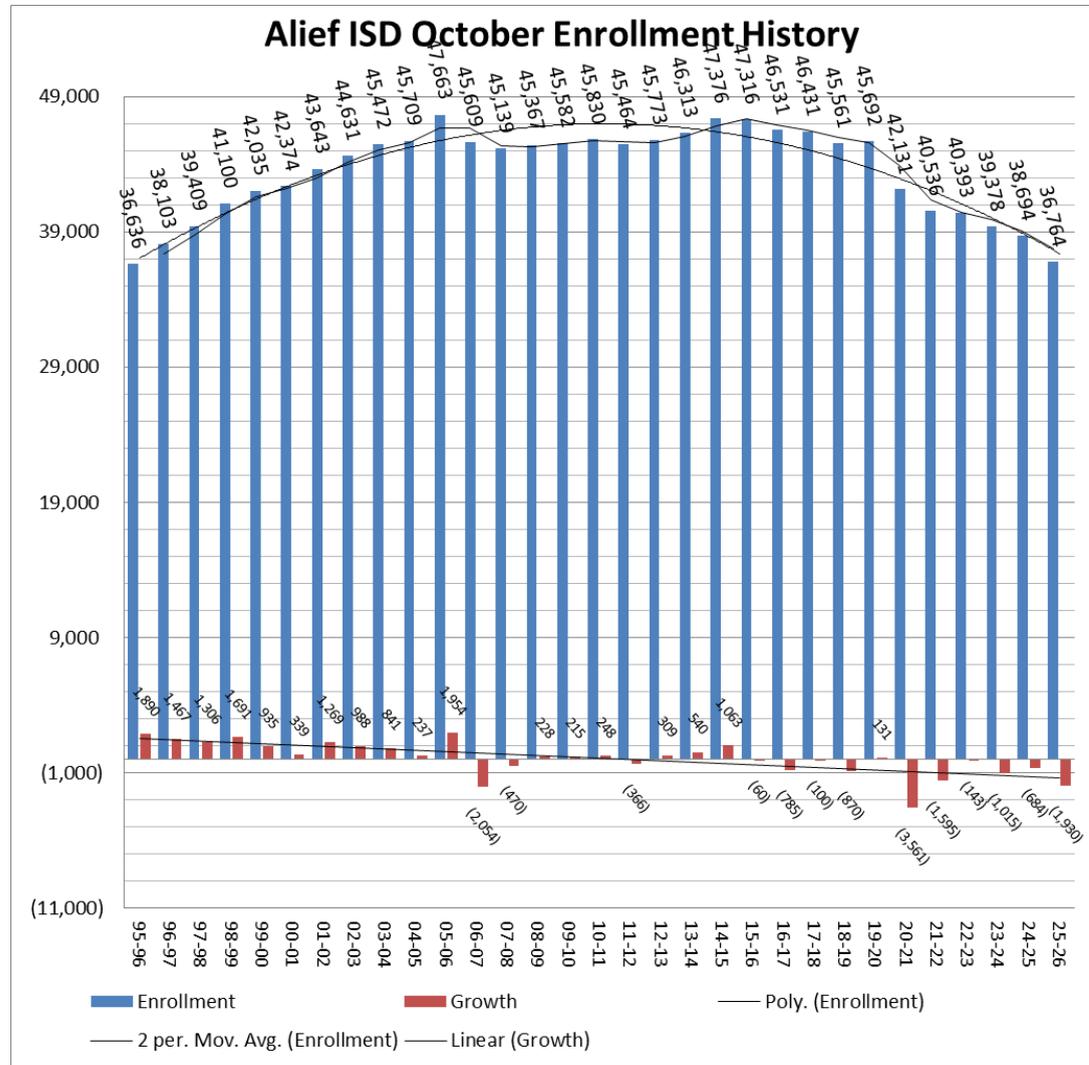
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Independent School District
THE SMART CHOICE

Destination 2030: Ongoing resizing

Enrollment Projections



- 30 years rise and fall of 10,800 students peaked during Katrina and again in 14-15, then back to 95/96 size.
- 9 Elementary schools with < 500 students
- Last attendance boundary change was 2014/15.

Age	Building	Year Built
30	Hicks	1996
30	Youngblood	1996
29	Bush	1997
27	Collins	1999
27	Mata	1999
27	Ninth Grade Centers	1999
26	Miller	2000
25	Taylor	2001
23	Budewig	2003
21	Horn	2005
19	Holmquist	2007
4	Jefferson ELC	2022
4	Martinez ELC	2022

Destination 2030: Ongoing resizing

Enrollment Projections

Projections for 26-27 and beyond														Projection				
GRADE	13-14	14/15	15/16	16/17	17/18	18/19	19/20	20/21	21/22	22/23	23/24	24/25	25/26	26/27	27/28	28/29	29/30	30/31
Pre-K	2,463	2,364	2,197	2,220	2,312	2,166	2,208	1,647	1,789	1,780	1,772	1,550	1,374	1,468	1,551	1,630	1,701	1,786
Kinder	3,651	3,732	3,533	3,163	3,193	3,200	3,144	2,765	2,774	2,733	2,413	2,474	2,201	2,281	2,171	2,097	2,054	2,025
Grade 1	3,974	4,107	4,133	3,774	3,494	3,443	3,497	3,061	2,952	3,036	2,835	2,564	2,460	2,396	2,331	2,237	2,202	2,167
Grade 2	3,738	3,845	3,872	3,871	3,550	3,379	3,333	3,097	2,941	2,977	2,944	2,812	2,489	2,556	2,417	2,348	2,272	2,231
Grade 3	3,624	3,638	3,754	3,650	3,759	3,353	3,292	3,024	2,954	2,923	2,852	2,895	2,633	2,589	2,489	2,286	2,222	2,173
Grade 4	3,254	3,548	3,516	3,519	3,511	3,556	3,287	2,974	2,852	2,871	2,819	2,821	2,762	2,694	2,554	2,444	2,241	2,164
Grade 5	3,186	3,310	3,448	3,305	3,320	3,337	3,376	2,874	2,795	2,673	2,698	2,676	2,590	2,558	2,401	2,278	2,274	2,170
Grade 6	3,056	3,105	3,084	3,213	3,187	3,145	3,178	3,090	2,644	2,682	2,536	2,596	2,499	2,532	2,528	2,419	2,240	2,254
Grade 7	3,085	3,090	3,049	2,918	3,118	3,051	3,104	2,954	2,916	2,640	2,639	2,569	2,498	2,466	2,513	2,534	2,368	2,130
Grade 8	2,992	3,168	3,077	2,980	3,009	3,140	3,121	2,972	2,811	2,890	2,666	2,666	2,568	2,504	2,470	2,491	2,526	2,370
Grade 9	3,625	3,934	3,945	3,997	3,911	3,573	4,034	3,719	4,010	3,850	3,762	3,715	3,357	3,333	3,398	3,447	3,408	3,509
Grade 10	3,173	3,156	3,314	3,415	3,316	3,274	3,344	3,282	3,040	3,257	3,089	3,032	2,887	2,675	2,626	3,006	3,091	3,058
Grade 11	2,895	2,975	2,956	3,048	3,166	3,170	3,127	3,082	2,854	2,812	2,916	2,767	2,827	2,763	2,538	2,482	2,835	2,921
Grade 12	2,361	2,269	2,352	2,402	2,497	2,584	2,613	2,714	2,185	2,245	2,260	2,371	2,367	2,428	2,365	2,107	2,081	2,387
SOAR																		
Spec. Ed.	1,236	1,135	1,086	1,056	1,088	1,190	1,034	876	1,019	1,024	1,177	1,186	1,252	•	•	•	•	•
Total	46,313	47,376	47,316	46,531	46,431	45,561	45,692	42,131	40,536	40,393	39,378	38,694	36,764	35,243	34,352	33,806	33,515	33,345
increase	540	1,063	-60	-785	-100	-870	131	-3,561	-1,595	-143	-1,015	-684	-1,930	-1,521	-891	-546	-291	-170
%Incr/Decr	1.18%	2.30%	-0.13%	-1.66%	-0.21%	-1.87%	0.29%	-7.79%	-3.79%	-0.35%	-2.51%	-1.69%	-4.99%	-4.14%	-2.53%	-1.59%	-0.86%	-0.51%



Independent School District
THE SMART CHOICE

Destination 2030: Ongoing resizing

Enrollment Projections

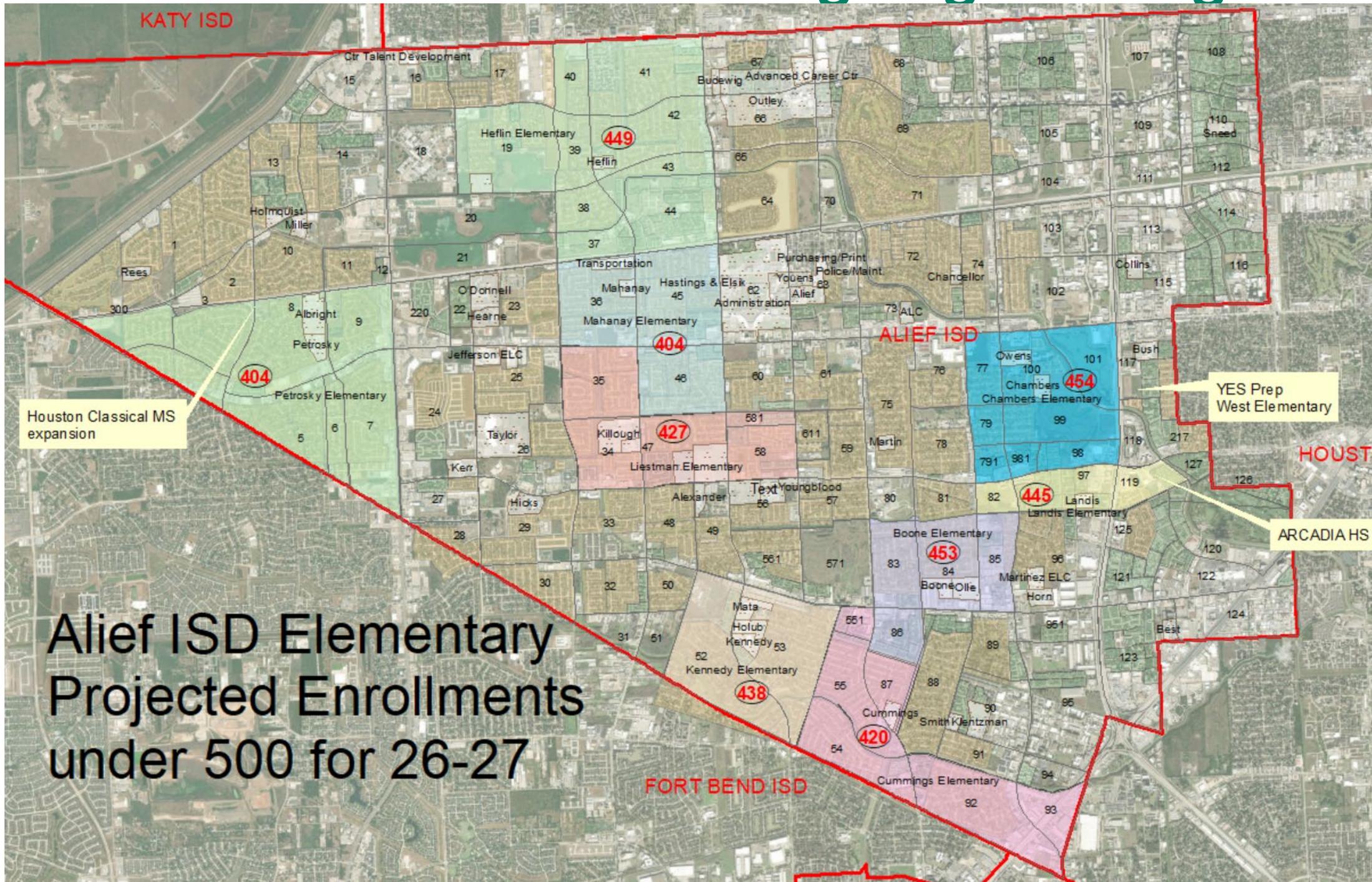
GRADE	19/20	20/21	Change grade to grade	21/22	Change grade to grade	22/23	Change grade to grade	23/24	Change grade to grade	24/25	Change grade to grade	25/26	Change grade to grade
Pre-K	2,208	1,647		1,789		1,780		1,772		1,550		1,374	
Kinder	3,144	2,765		2,774		2,733		2,413		2,474		2,201	
Grade 1	3,497	3,061		2,952		3,036		2,835		2,564		2,460	
Grade 2	3,333	3,097	-400	2,941	-120	2,977	25	2,944	-92	2,812	-23	2,489	-75
Grade 3	3,292	3,024	-309	2,954	-143	2,923	-18	2,852	-125	2,895	-49	2,633	-179
Grade 4	3,287	2,974	-318	2,852	-172	2,871	-83	2,819	-104	2,821	-31	2,762	-133
Grade 5	3,376	2,874	-413	2,795	-179	2,673	-179	2,698	-173	2,676	-143	2,590	-231
Grade 6	3,178	3,090	-286	2,644	-230	2,682	-113	2,536	-137	2,596	-102	2,499	-177
Grade 7	3,104	2,954	-224	2,916	-174	2,640	-4	2,639	-43	2,569	33	2,498	-98
Grade 8	3,121	2,972	-132	2,811	-143	2,890	-26	2,666	26	2,666	27	2,568	-1
Grade 9	4,034	3,719	598	4,010	1,038	3,850	1,039	3,762	872	3,715	1,049	3,357	691
Grade 10	3,344	3,282	-752	3,040	-679	3,257	-753	3,089	-761	3,032	-730	2,887	-828
Grade 11	3,127	3,082	-262	2,854	-428	2,812	-228	2,916	-341	2,767	-322	2,827	-205
Grade 12	2,613	2,714	-413	2,185	-897	2,245	-609	2,260	-552	2,371	-545	2,367	-400
SOAR													
Spec. Ed.	1,034	876		1,019		1,024		1,177		1,186		1,252	
Total	45,692	42,131		40,536		40,393		39,378		38,694		36,764	
increase	131	-3,561		-1,595		-143		-1,015		-684		-1,930	
%Incr/Dec	0.29%	-7.79%		-3.79%		-0.35%		-2.51%		-1.69%		-4.99%	

- Note consistently higher change/loss from 4th->5th and 5th->6th

Destination 2030: Ongoing resizing

Enrollment Projections

- 9 Elementary Schools projected < 500 students for the year 26-27



Destination 2030: Ongoing resizing

Financial Impact of declining enrollment

	2025-26	2026-27	2027-28	2028-29	2029-30	Total
Average Revenue per student	9,900	9,900	9,900	9,900	9,900	
Enrollment under projections	(1,554)					
Continued enrollment declines		(1,511)	(880)	(552)	(292)	
	<u>(15,384,600)</u>	<u>(14,958,900)</u>	<u>(8,712,000)</u>	<u>(5,464,800)</u>	<u>(2,890,800)</u>	<u>(47,411,100)</u>

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Destination 2030: Ongoing resizing

Cost Per Student

General Fund Cost per Student									
	Enrollment	% decline	Original Budget	Cost per student	Year over		Year over		\$ Increase times # of students
					Year % inc	Cumulative % inc	Year \$ Inc	Cumulative \$ inc	
2015-16	47,316		425,915,224	9,002					
2016-17	46,531	-1.7%	426,143,609	9,158	2%	2%	157	157	7,294,567
2017-18	46,348	-0.4%	427,154,842	9,216	1%	2%	58	215	9,953,075
2018-19	45,616	-1.6%	428,187,706	9,387	2%	4%	171	385	17,575,041
2019-20	45,692	0.2%	457,616,403	10,015	7%	11%	628	1,014	46,319,624
2020-21	42,131	-7.8%	461,650,809	10,958	9%	22%	942	1,956	82,408,390
2021-22	40,536	-3.8%	458,500,560	11,311	3%	26%	353	2,309	93,615,542
2022-23	40,329	-0.5%	447,981,350	11,108	-2%	23%	(203)	2,107	84,959,643
2023-24	39,484	-2.1%	453,714,630	11,491	3%	28%	383	2,490	98,299,195
2024-25	38,694	-2.0%	456,278,800	11,792	3%	31%	301	2,790	107,974,555
2025-26	36,764	-5.0%	485,610,000	13,209	12%	47%	1,417	4,207	154,678,660
Projected									
2026-27 *	35,243	-4.1%	469,336,526	13,317	1%	48%	108	4,316	152,096,475
2027-28	34,373	-2.5%	462,354,452	13,451	1%	49%	134	4,450	152,945,711
2028-29	33,821	-1.6%	465,428,839	13,762	2%	53%	310	4,760	160,988,929
2029-30	33,529	-0.9%	461,562,770	13,766	0%	53%	5	4,765	159,751,299
2025-26 % Change									
from 15-16		-22%	14%	47%					
2029-30 % Change									
from 25-26		-9%	-5%	4%					
* reduction of at least 1,500 for 4 new charter schools opening in 26-27									
Student Decline %		0.015							

PASA 2033 Enrollment Projection:
 High growth – 35,882
 Moderate growth – 33,251
 Low growth – 31,077

If enrollment declines continue with a 1.5% decline (avg from 15-16 through 26-27 is 3%), projected enrollment is²⁰¹ expected to be near the 2033 moderate growth number by 29-30 – 3 years ahead of PASA's estimate.

Destination 2030: Ongoing rightsizing

Building Capacity

- There are seven elementary campuses that are below 50% capacity as of 10/2/25.
- Excess seats at elementary = 10,493
- Excess seats at middle = 2,300
- Intermediate enrollment 5th = 2,432
- Intermediate enrollment 6th = 2,341

	Capacity	Enrollment 10/2/2025	Percent of Capacity
Elementary			
Youens (1965)	990	625	63.1%
Boone (1969)	1,012	468	46.2%
Martin (1970)	1,012	614	60.7%
Chambers (1971)	924	526	56.9%
Smith (1972)	1,100	604	54.9%
Mahanay (1973)	990	442	44.6%
Kennedy (1975)	1,012	468	46.2%
Chancellor (1977)	1,078	697	64.7%
Liestman (1978)	968	481	49.7%
Petrosky (1979)	1,034	451	43.6%
Heflin (1981)	902	449	49.8%
Cummings (1983)	902	472	52.3%
Rees (1984)	968	525	54.2%
Alexander (1984)	990	558	56.4%
Hearne (1987)	990	625	63.1%
Landis (1989)	902	481	53.3%
Sneed (1990)	1,100	910	82.7%
Best (1991)	924	635	68.7%
Outley (1994)	1,122	798	71.1%
Hicks (1996)	1,210	598	49.4%
Bush (1997)	1,210	713	58.9%
Collins (1999)	1,166	712	61.1%
Horn (2005)	1,100	616	56.0%
Holmquist (2007)	1,040	685	65.9%
Average	24,646	14,153	57.4%

	Capacity	Enrollment 10/2/2025	Percent of Capacity
Intermediate			
Owens (1994)	1,250	806	64.5%
Klentsman (1995)	1,250	787	63.0%
Youngblood (1996)	1,250	803	64.2%
Mata (1999)	1,100	690	62.7%
Miller (2000)	1,300	752	57.8%
Budewig (2003)	1,250	1,056	84.5%
Average	7,400	4,894	66.1%
Middle School			
AMS (1968)	1,272	793	62.3%
Olle (1974)	1,225	986	80.5%
Killough (1976)	1,280	705	55.1%
Holub (1981)	1,230	678	55.1%
Albright (1983)	1,272	932	73.3%
O'Donnell (1993)	1,345	1,208	89.8%
Average	7,624	5,302	69.5%
High School			
Hastings (1973)	3,500	2,724	77.8%
Elsik (1981)	3,500	3,003	85.8%
Taylor (2001)	2,800	2,792	99.7%
Kerr (1994)	800	812	101.5%
HNGC (1999)	1,800	821	45.6%
ENGCC (1999)	1,800	902	50.1%
Average	14,200	11,054	77.8%

Destination 2030: Ongoing resizing

Base Cost of Intermediate Campus - Local Staff

Consolidation of Intermediate Campuses

	#	Midpoint Salary	Total	
Principal	1	120,144	120,144	
AP	2	80,937	161,874	if enrollment inc at other campus - positions could stay
Counselors	2	76,657	153,314	if enrollment inc at other campus - positions could stay
Specialists *	3	69,000	207,000	3 is after Specialist Reimagined Plan
Block	7	69,000	483,000	potential need to follow kids so assume stay, but could be a reduction
Librarian	1	69,000	69,000	
Nurse	1	69,000	69,000	
ESL Staff	2	69,000	138,000	if enrollment inc at other campus - positions could stay
Dyslexia Teacher	1	69,000	69,000	
Resource Officer	1	55,500	55,500	budgeted for - even if multiple vacancies
Campus Paras - avg # at int	11	26,000	286,000	
Crossing Guard 4 hr	1	11,785	11,785	estimated 1 - could be more at a campus
Custodians	2	29,765	59,530	
Asst Head	1	36,670	36,670	
Head Custodian	1	41,954	41,954	
Total Salaries	37		1,961,771	
Health Ins		6,600	195,360	assume 80% take benefits
TRS/Medicare		4.2%	82,394	
Total Benefits			277,754	
Per Pupil allotment		-		no savings as these students would go to another campus
Utilities - avg @ int			175,000	
Total Base Cost of Intermediate			2,414,525	X 6 schools <u>14,487,150</u>
IF ALL Ratio Based Staff Stayed	13		(936,188)	X 6 schools <u>(5,617,128)</u>
Extreme Conservative Number	24		1,478,337	X 6 schools <u>8,870,022</u>

This does not include any ratio-based classroom or special education staff. It is assumed all of these positions will follow the students.

There could be some reductions in AP, Counselors, Block Teachers and ESL staff, but again we assume those positions will follow the students, so those \$\$ are subtracted out of the projected savings to be conservative.

Utilities savings assumes buildings not used for alternative purpose.

Additional savings: fed funded liaison, or other federal funded positions

Destination 2030: Ongoing resizing

Consolidation of Elementary Campuses

Base Cost of Elementary Campus - Local Staff

	#	Midpoint Salary	Total	
Principal	1	120,144	120,144	
AP	1	80,937	80,937	if enrollment inc at other campus - positions could stay
Counselors	1	76,657	76,657	if enrollment inc at other campus - positions could stay
Specialists *	3	69,000	207,000	3 is after Specialist Reimagined Plan
Block	4	69,000	276,000	potential need to follow kids so assume stay, but could be a reduction
Librarian	1	69,000	69,000	
Nurse	1	69,000	69,000	
ESL Staff	2	69,000	138,000	if enrollment inc at other campus - positions could stay
Dyslexia Teacher	1	69,000	69,000	
Resource Officer	1	55,500	55,500	budgeted for - even if multiple vacancies
Campus Paras - avg # at int	6	26,000	156,000	
Crossing Guard 4 hr	1	11,785	11,785	estimated 1 - could be more at a campus
Custodians	2	29,765	59,530	
Asst Head	1	36,670	36,670	
Head Custodian	1	41,954	41,954	
Total Salaries	27		<u>1,467,177</u>	
Health Ins		6,600	142,560	assume 80% take benefits
TRS/Medicare		4.2%	61,621	
Total Benefits			<u>204,181</u>	
Per Pupil allotment		-		no savings as these students would go to another campus
Utilities - avg @ int			<u>175,000</u>	
Total Base Cost of Elementary			<u>1,846,358</u>	X 4 schools <u>7,385,432</u>
IF ALL Ratio Based Staff Stayed			<u>(571,594)</u>	X 4 schools <u>(2,286,376)</u>
Extreme Conservative Number			<u>1,274,764</u>	X 4 schools <u>5,099,056</u>

This does not include any ratio-based classroom or special education staff. It is assumed all of these positions will follow the students.

There could be some reductions in AP, Counselors, Block Teachers and ESL staff, but again we assume those positions will follow the students, so those \$\$ are subtracted out of the projected savings to be conservative.

Utilities savings assumes buildings not used for alternative purpose.

Additional savings: fed funded liaison, or other federal funded positions

Destination 2030: Ongoing resizing

Consolidation of Elementary Campuses

Staffing considerations at elementary campuses with low enrollment:

- The enrollment is so small in each grade level, that we often have 28-40 kids splitting 2 teachers, so we are staffing at very low ratios.
- Example campus is Rees. Monolingual PK has 28 kids, which requires 2 teachers, same theory for the other highlighted classes. 25-26 budgeted enrollment $408 / 22 = 18.5$ ratio.
- Consolidating elementary campuses would alleviate some of this problem - more classes should allow for more staffing flexibility.

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	OWDL PK	PK	OWDL KN	KN	OWDL 1ST	1ST	OWDL 2ND	2ND	OWDL 3RD	3RD	OWDL 4TH	4TH	OWDL 5TH	5TH	Total	
REES 113																
Teachers 24/25	1.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	1.0	2.0	1.0	2.0			21.0	
Teachers 25/26	1.0	2.0	2.0	2.0	2.0	1.0	2.0	2.0	2.0	2.0	2.0	2.0			22.0	
STUDENTS 24/25	20	39	28	24	25	41	31	30	22	43	16	33				352
STUDENTS 25/26	22	28	33	30	37	23	43	39	47	28	42	36				408
RATIO	22.0	14.0	16.5	15.0	18.5	23.0	21.5	19.5	23.5	14.0	21.0	18.0				
REES 113 DUAL																
Teachers 24/25			1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	0.0	1.0			9.0	
Teachers 25/26			1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0		1.0			9.0	
STUDENTS 24/25			19	17	15	24	16	16	16	11		25				159
STUDENTS 25/26			22	22	19	17	15	24	16	16		27				178
RATIO			22.0	22.0	19.0	17.0	15.0	24.0	16.0	16.0		27.0				

Destination 2030: Ongoing resizing

Campus Closures



- Recommendation is to hire in March '26 – Demographer, Boundary expert professional to redesign boundaries affected by potential closures and update facility assessment with architectural firm on potential buildings affected to compare conditions. Total cost could be \$200K-300K.
- Timeline and Communications:
 - April '26 – hire consultants
 - May '26 – start communications with public on reasons and survey
 - Aug '26 – have recommendations for implementation
 - Aug '26 - communicate plans in town halls
 - October '26 – begin staffing process of combined schools
 - December '26 – hold boundary change meetings
 - January '27 – roll out tentative staffing budgets
 - January '27 – identify leaders for combined schools
 - March '27 – layout and begin mobilization plans
 - Summer '27 – execute moves and comms regarding bus runs, open houses etc.

Destination 2030: Ongoing resizing

Other Potential Considerations

- Review of offerings with low enrollment/master scheduling
- Nursing and Clinic Aide reductions for smaller campuses
- ALC staffing adjustments/evaluation
- Non-classroom instructional staffing, i.e. facilitators, coordinators, interventionists
- High School AP and AP secretaries
- PreK aides
- Further reduction of transportation late-runs/consolidate routes
- Increase MS/HS counselor staffing ratio
- Review effectiveness of CIS in current and future configurations
- Special Education model of in class support
- Efficiency Audits of Programs/staffing
- Health Insurance – additional premium increase
- Converting health plan to TRS ActiveCare – est \$13.5M savings
- Continued review of federal expenditures and reductions to allow general fund costs to be moved to federal



Destination 2030: Ongoing resizing

Other Potential Considerations

TRS Active Care



Comparison of Salary and Benefits Cost to Area Districts

District	Type of Insurance	2025-26 Starting Salary	Monthly Insurance Premium (Emp Only)	Annual Insurance Premiums Most Common Plan*	Starting Salary Less Annual Insurance Premiums	Difference from Alief
Alief	Blue Cross Blue Shield TX	\$ 66,500	\$ 108	\$ 1,296	\$ 65,204	\$ -
Humble	UBC - Cigna	66,000	70	840	65,160	(44)
Lamar	United Healthcare	66,700	146	1,753	64,947	(257)
Katy	Aetna	66,180	120	1,440	64,740	(464)
Pasadena	Aetna	65,205	140	1,680	63,525	(1,679)
Galena Park	TRS Active Care Primary +	66,575	260	3,120	63,455	(1,749)
Houston	United Healthcare	64,000	85	1,024	62,976	(2,228)
Alvin	United Healthcare	65,800	275	3,300	62,500	(2,704)
Spring Branch	TRS Active Care Primary +	65,550	276	3,312	62,238	(2,966)
Conroe	Blue Cross Blue Shield TX	64,000	184	2,208	61,792	(3,412)
Aldine	Aetna	64,000	193	2,322	61,678	(3,526)
Clear Creek	TRS Active Care Primary +	64,000	218	2,616	61,384	(3,820)
Texas City	TRS Active Care Primary +	64,400	253	3,036	61,364	(3,840)
LaPorte	TRS Active Care Primary +	63,000	153	1,836	61,164	(4,040)
Pearland	TRS Active Care Primary +	64,250	259	3,108	61,142	(4,062)
Fort Bend	United Healthcare	63,000	177	2,128	60,872	(4,332)
Cy-Fair	TRS Active Care Primary +	65,000	346	4,152	60,848	(4,356)
Goose Creek	Blue Cross Blue Shield TX	64,475	333	3,996	60,479	(4,725)
Spring	Blue Cross Blue Shield TX	62,750	242	2,904	59,846	(5,358)
Deer Park	TRS Active Care Primary +	63,000	271	3,252	59,748	(5,456)

Highlighted Districts have TRS Active Care Insurance which has 3 plan options. Primary + is the plan with the most closely aligned benefits levels to the BCBS Blue Essentials HMO plan that most Alief employees have.



Independent School District
THE SMART CHOICE

Destination 2030: Ongoing resizing

Other Potential Considerations TRS Active Care

Active Care Participants Have Three Options

	BCBS - Blue Essentials HMO	TRS Active Care Primary +	TRS Active Care - Primary	TRS - Active Care HD	
Premium	658	596	507	521	
District Contribution	550	550	550	550	
Employee Only Cost	108	46	-43	-29	
	In-Network Coverage Only	In-Network Coverage Only	In-Network Coverage Only	In-Network	Out of Network
Individual / Family Deductible	\$2,000 / \$4,000	\$1,200 / \$2,400	\$2,500 / \$5,000	\$3,300 / \$6,600	\$6,600 / \$13,200
Coinsurance	20% after deductible	20% after deductible	30% after deductible	30% after deductible	50% after deductible
Indiv/Family Out of Pocket Max	\$6,000 / \$12,000	\$6,900 / \$13,800	\$8,050 / \$16,100	\$8,300 / \$16,600	\$20,500 / \$41,000
Network	Statewide	Statewide	Statewide	Nationwide	
PCP Required	Yes	Yes	Yes	No	
Doctor Visits	\$30 copay	\$15 copay	\$30 copay	30% after deductible	50% after deductible
Specialists	\$40 copay	\$70 copay	\$70 copay	30% after deductible	50% after deductible
Urgent Care	\$40 copay	\$50 copay	\$50 copay	30% after deductible	50% after deductible
Emergency Care	\$250 copay & 20% after deductible	20% after deductible	30% after deductible	30% after deductible	
Drug Deductible	none	\$200 deductible (brand only)	Integrated with medical	Integrated with medical	
Generics Drugs (30/90 day)	generic, formulary, non formulary \$15 / \$20 / \$70 or \$20 / \$60 / \$100	\$15 / \$45 copay	\$15 / \$45 copay; \$0 for certain generics	20% after deductible; \$0 for certain generics	

93% emp on this plan

- Active Care has 3 plan options. Active Care Primary + is the closest to the BCBS HMO plan.
- If the monthly District contribution remained at \$550/month, the employee cost would be negative for two of the TRS plans.
- If we were to switch, the recommendation would be to reduce the District contribution by \$50 month to \$500. The employee cost of Primary Care+ would still be \$12/mo less than the current monthly cost of the BCBS HMO.
- The \$50 month reduction for 4,131 general fund covered employees would be a \$2.5M annual savings which could be used to fund the majority of a 1% salary increase – essentially shifting the cost from benefits to salary.



Bond Program Review

Roof Replacement and Repairs

Scope of Work

- Replacement and repairs of aging roof systems and skylight to address leaks and improve long-term performance.

Project Cost

- Total Project Budget: \$ 17,145,000
- Current and Projected Cost: \$ 18,352,976
- Projects are over budget (Youens increased scope)

Locations of Completed Work

- Elementary and Intermediate campuses with 8-classroom additions (19 locations)
- Holub – Partial roof replacement
- Skylight replacement
 - Albright, Alexander, Elsik

Ongoing/Upcoming Activities

- Warehouse Replacement or Coating – Spring 2026
- Olle – Partial Replacement – Spring 2026
- ALC – Summer 2026
- Heflin – Summer 2026
- Crossroads – Summer 2026
- Administration Building – Summer 2026
- Youens – Fall 2026

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Roof Replacement and Repairs



Youens – Roof Replacement
at 8-classroom addition



Alexander – Skylight
Replacement



Elsik – Skylight
Replacement

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HVAC - Roof Top Unit Replacements

Scope of Work

- Replacement of older rooftop HVAC units replaced with newer, more efficient systems to improve comfort and reduce maintenance issues.

Project Cost

- Total Project Budget: \$ 5,286,500
- Current and Projected Cost: \$ 3,832,016
- Projects are under Budget

Locations of Completed Work

- Boone, Collins, Mahanay, Owens, Youngblood



HVAC – District Wide Upgrades

Scope of Work

- Replacement of aging HVAC systems including air handlers, chillers, cooling towers and boilers

Project Cost

- Total Project Budget: \$17,665,500
- Current and Projected Cost: \$12,512,205
- Projects are under Budget

Locations of Completed Work

- Alexander – Chiller and Cooling Tower
- Taylor – Chiller and Boiler
- Mahanay – Chiller
- AMS – Chiller and Cooling Tower
- Miller – Chiller
- Olle – Chiller
- Kennedy – HVAC Replacement & Fire Alarms
- ALC – Air Handlers
- Maintenance – Air Handlers
- Bush – Boiler
- Liestman - RTU

Ongoing/Upcoming Activities

- Annex Chiller – Summer 2026
- Hastings Chiller – Summer 2026

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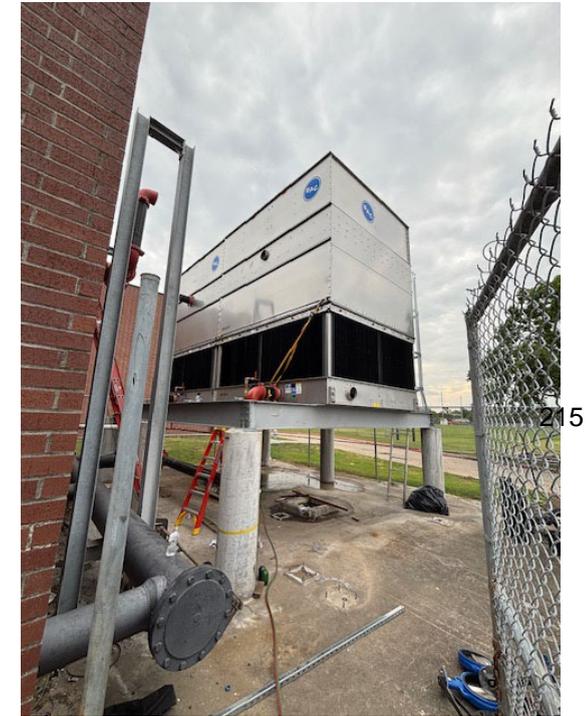
HVAC – District Wide Upgrades



Miller – Chiller Replacement



Olle - Chiller Replacement



AMS – Cooling Tower Replacement

Pavement Replacement and Repairs

Scope of Work

- Replacement and repairs for worn pavement in parking lots and bus drives

Project Cost

- Total Project Budget: \$ 4,905,000
- Current and Projected Cost: \$ 4,507,113
- Projects are under Budget

Locations of Completed Work

- Holub, Hastings, Elsik, ASF, Smith

Ongoing/Upcoming Activities

- Synott Transportation, Smith

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Pavement Replacement and Repairs



ASF – Parking Lot Repairs



Hastings – Parking Lot Repairs



Holub – Parking Lot Repairs

Carpet and Flooring Replacement

Scope of Work

- Replacement of carpet in classrooms, offices and common areas.

Project Cost

- Total Project Budget: \$ 2,983,000
- Current and Projected Cost: \$ 1,966,312
- Projects are under Budget

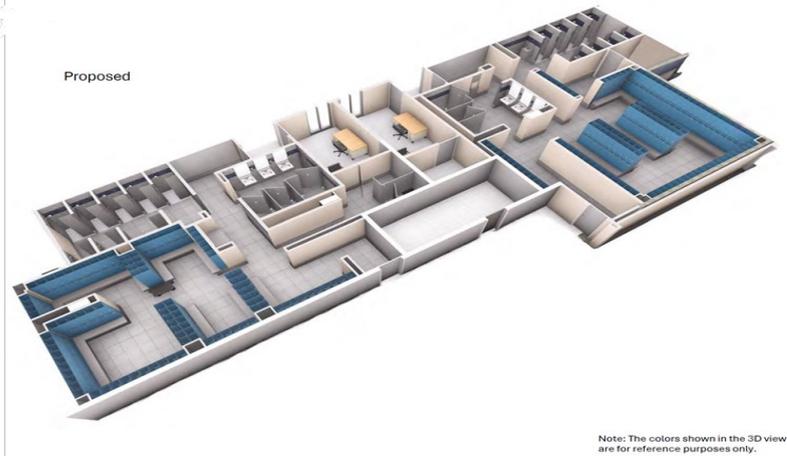
Locations of Completed Work

- Albright – Carpet
- Budewig – Carpet
- Holub – Carpet
- Horn – Carpet
- Miller – Gym floor



Construction Projects

Ness Natatorium



Total Project Budget: \$ 7,000,000
2015 Unassigned Savings

Status: Final stages of design with plans to present to Board in March.

Planned Construction: Feb 2027 – Aug. 2027

Crump Press Box



Total Project Budget: \$ 9,000,000
Project Cost to Date: \$10,060,365
2015 Unassigned Savings

Status: Demolition complete; Foundation pad and underground utility work in progress. On schedule for August 2026 completion.

Ag. Science Center



Total Project Budget: \$ 12,000,000
Current and Projected Cost: \$12,176,449
2021 Bond Referendum

Status: Underground water and sanitary complete. On schedule for October 2026 completion.

2026 Bond Major Projects

HVAC

- Chancellor – 8-Classroom addition RTU replacement
- Hicks, Holmquist, Youngblood – Chiller replacement
- Holmquist, Smith – Boiler replacement

Paving and Foundation Repairs

- Mahanay – Parking lot replacement with concrete
- NGC – Parking lot replacement with concrete
- Landis – foundation repairs at rear

Carpet and Flooring

- 8-classroom addition carpet replacement –
Alexander, Bush, Hearne, Hicks,
Kennedy, Liestman, Martin, Miller, Outley,
Petrosky, Rees, Youens
- 9th Grade Centers – Vinyl tile replacement at
main corridor with porcelain
- Landis – Carpet replacement

Roofing

- AMS – Roof replacement
- Elsik – Metal roof replacement
- Holmquist – Roof replacement
- Maintenance – Roof replacement
- Boone – Partial replacement
- Hastings – Partial replacement

Restrooms and Locker Rooms

- Restroom Upgrades –
Elsik, Albright, Boone, Heflin, Holub
- All Middle Schools – Locker room remodels

Building Management Controls

- Kerr and Killough – Pneumatic valve replacement
- Control Migration Upgrades –
Holub, Albright, MIS, Crump, Olle, Budewig

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Bond Program Review

2021 Authorization

Alief Independent School District
Bond Sales - 2021 Referendum

Project	F1	F2	F3	May, 2025	May, 2026	May, 2027	May, 2028	May, 2029	May, 30	Total
	May, 2022 2021-22	May, 2023 2022-23	May, 2024 2023-24	2024-25	2025-26	2026-27	2027-28	2028-29	2029-30	
Facility Assessment Projects	\$ 29,000,000	\$ 31,220,000	\$ 13,965,000	\$ 33,840,000	\$ 19,285,000	\$ 45,970,000	\$ 41,810,000			\$ 215,090,000
Tennis Courts		2,310,000								2,310,000
Baseball & Softball fields			-							-
Unallocated Savings - Prop B										-
Synthetic Turf-Auxillary & Taylor Fields			4,770,000							4,770,000
Scoreboards at Outdoor Fields			280,000							280,000
Dugouts at Hastings Softball Field			115,000							115,000
Devices - Students, Teachers, Testing				3,500,000	3,500,000	3,500,000	3,690,000			14,190,000
Strategic Tech. Replacement Cycle				4,100,000	4,100,000	4,100,000	4,100,000			16,400,000
School Buses	1,700,000	2,400,000	2,300,000	2,400,000	2,600,000	2,600,000	-			14,000,000
Security cameras for buses		675,000								675,000
Smart Tag Tablets & Hardware	300,000									300,000
Transportation Facilities Upgrade			3,650,000							3,650,000
Police Vehicles & Equipment		500,000								500,000
Expand Police Department						800,000				800,000
Transportation cameras & fencing			1,900,000							1,900,000
Secure Open Libraries		19,500,000	-							19,500,000
Secure Cafeterias		900,000								900,000
Secure Entries - Video Intercom		1,200,000								1,200,000
Secure Entries - Cross Corridor Walls		3,280,000								3,280,000
Network Infrastructure Replacement							13,200,000			13,200,000
Interactive Boards-Classrooms/Libr.				6,000,000	6,000,000	6,000,000	6,000,000			24,000,000
Sound Amplification Systems						9,000,000	9,800,000			18,800,000
Telephone System Replacement						3,250,000				3,250,000
Scoreboards at MS/HS Gyms			-							-
Music - Equipment & Instruments		2,500,000	2,050,000							4,550,000
Dance Flooring & Equipment		850,000								850,000
Sound Proof Practice Rooms		150,000								150,000
Theater Stage Lighting Upgrade				1,330,000						1,330,000
Art Equipment		600,000								600,000
CTE Equipment		300,000	350,000							650,000
Updated Bookcases/Furniture-Libraries		800,000	800,000							1,600,000
Chambers Elementary Rebuild								51,300,000		51,300,000
Youens Elementary Rebuild									47,300,000	47,300,000
Entry Canopies		5,200,000								5,200,000
Agriculture Science Center		7,500,000								7,500,000
Unallocated Savings									41,910,000	41,910,000
Total	\$ 31,000,000	\$ 79,885,000	\$ 30,180,000	\$ 51,170,000	\$ 35,485,000	\$ 75,220,000	\$ 78,600,000	\$ 51,300,000	\$ 89,210,000	\$ 522,050,000
Change in Sale					\$ (29,920,000)	\$ 17,370,000	\$ (3,390,000)		\$ 15,720,000	\$ 522,050,000
Original Sale					\$ 65,405,000	\$ 57,850,000	\$ 81,990,000	\$ -	\$ 73,490,000	



Alief ISD

Board Retreat February 7, 2026

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Independent School District
THE SMART CHOICE

Board Workshop

February 7, 2026

Dr. Charles Garcia

Deputy Superintendent Curriculum, Instruction,
& School Leadership



Objective

01

Innovation Context and Strategic Rationale

- **Defining and Naming** Innovation Long Term Vision in Alief ISD

02

Current Innovation Investments and Impact

- **What has been completed?**

03

Future-Focused Innovation Opportunities

- **What is upcoming?**

04

Governance Framework for Balancing Priorities

- **Statewide Landscape, Current Governance Context for Alief Schools, & Timeline**

05

Outcomes, Accountability, and Measures of Success

- **How will we progress measure?**

06

Next Steps and Board Considerations

- **Feedback from the Board and Next Steps**



Innovation Context and Strategic Rationale

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01

Innovation Defined

1. Academic Achievement:

- **Creating New Programs:** Develop initiatives that address emerging student needs and enhance learning outcomes.
- **Innovating Existing Programs:** Refresh and improve current instructional models to increase effectiveness.
- **Advancing Instructional Practices:** Introduce cutting-edge teaching strategies and technology integration.

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2. Organizational Strength:

- **Strategic Planning Ahead/Optimization:** Prepare for anticipated changes in policy, demographics, and resources.
- **Enhancing Systems and Processes:** Streamline operations for efficiency and accountability. Being Pro-active to accountability changes.
- **Sustaining Innovation:** Create structures that support continuous improvement and adaptability.

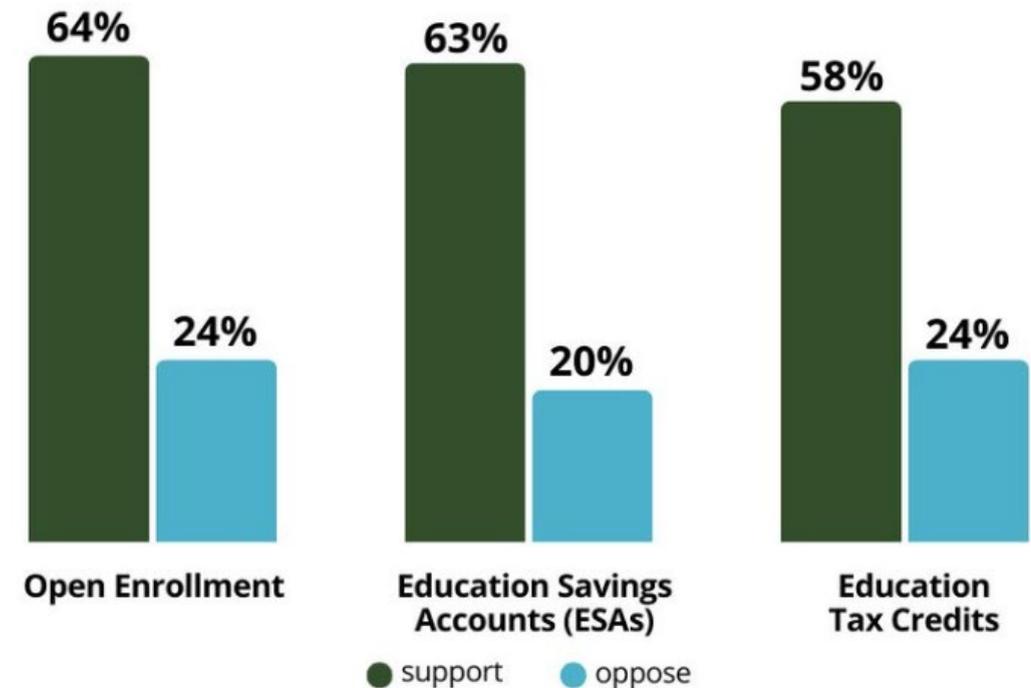
Innovation Drives Success

Innovation is Essential

By the numbers:

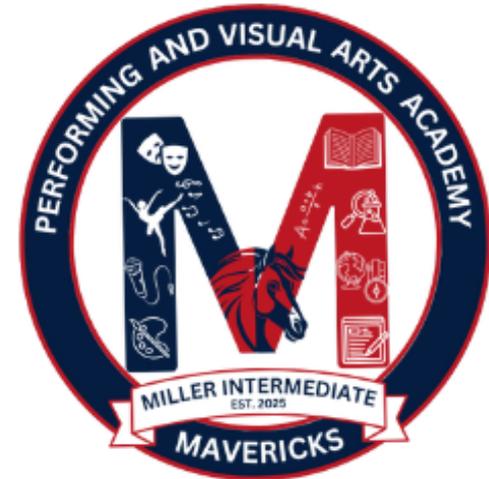
- ❑ 76% say K-12 schools need to be more accountable to parents and 72% believe families should be able to customize their children's education.
- ❑ 64% support empowering every kid to access any public school in their state, regardless of their family's address.
- ❑ 63% support giving families access to education savings accounts (ESAs).
- ❑ 58% support funding families directly via education tax credits.

Americans Support Education Freedom Policies



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Why Innovation?



Why Innovation?

District Reality

- The district is currently rated a C, with:
 - Multiple campuses facing persistent challenges
 - Enrollment decline
 - Achievement gaps that cannot be closed through traditional strategies alone
 - Families actively seeking alternatives outside the district

Alignment to District Priorities

Innovation supports:

- Improved student outcomes
- Equity through access to specialized programs
- Family choice without leaving the district
- Long-term system improvement, not quick fixes

Current Innovation Investments and Impact

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02

Current Innovation Investments and Impact

Conversion Model vs Start-Up Model vs Academy (within a school)

Conversion School

- Entire existing campus transitions to a specialized model
- Model embedded across all students and systems

Start-Up School

- New school or program built from the ground up
- Full control of staffing, schedule, culture, and enrollment
- Model drives the entire experience

Academy (within a school)

- Specialized pathway housed inside an existing campus
- Serves a subset of students
- Shares staff, schedule and systems with the comprehensive school

Current Innovation Investments and Impact

Data and Outcome-Based Expectations for Conversion Schools/Academies (Years 1-2)

What Early Data Tells Us

- Student participation and engagement in the academy
- Quality of model-aligned instruction and experiences
- Teacher capacity building and influence beyond the academy
- Evidence of implementation fidelity

What Comes With Time

- Academic outcome gains
- Retention of Alief families
- Broader campus impact
- Positive Stakeholder Feedback

Current Innovation Investments and Impact

AECHS and Kerr HS

#1

Standout High School in Texas

NICHE®

2024

AECHS National Blue Ribbon School 2024



#2

Standout High School in Texas

NICHE®

#7

in Houston Metro Area high schools



Current Innovation Investments and Impact

Alief Early College HS: Profile of a Learner

Future-Focused Pioneer

Dual-Credit Advantage Seeker

Experience Seeker

Motivated Change Agent

Current Innovation Investments and Impact

Kerr HS: Profile of a Learner at Kerr High School

Self-Directed Student

Future-Focused Learner

Collaborative Thinker

Ready for What Is Next

Current Innovation Investments and Impact

K-8 Performing & Visual Arts Pathway (Years 1 and 2)



Current Innovation Investments and Impact

K–8 Performing & Visual Arts Pathway (Years 1 and 2)

Why This Matters in Our Context:

The arts provide:

Multiple entry points for success

Identity, belonging, and motivation

A reason for families to choose and stay in Alief

Strategic Value

Creates a distinct, visible option for families

Strengthens feeder patterns and continuity

Improves engagement—often a leading indicator before achievement rises

Early Indicators

Increased student interest and participation

Positive family response

Improved attendance and school culture signals

Current Innovation Investments and Impact

National Perspective and Validation for Performing and Visual Arts

- Arts Schools Network Conference – Sarasota, Florida
- Feedback from national arts education leaders
- Comparison to schools with 20+ years of implementation



Current Innovation Investments and Impact

New PVAA Partnership 2025-2026

- **Performing Arts Houston**

- Student Art Contests
- Mobile Performing Arts Concert Truck: Performed for 200+ PVAA Students
- Collaborative Arts Project: 10-Week Residencies
- Open Rehearsals to Professional Productions
- H-E-B Performance Preludes
- Every Tenth Seat Program 100 **FREE** seats:
 - Alvin Ailey American Dance Theatre
 - Blue Man Group
 - Step Afrika and many more!



Current Innovation Investments and Impact

PVAA Experiences



Camden Park Performance



Theatre Winter Debut Show



Holiday Market

Current Innovation Investments and Impact

PVAA Experiences



Houston Symphony Visit



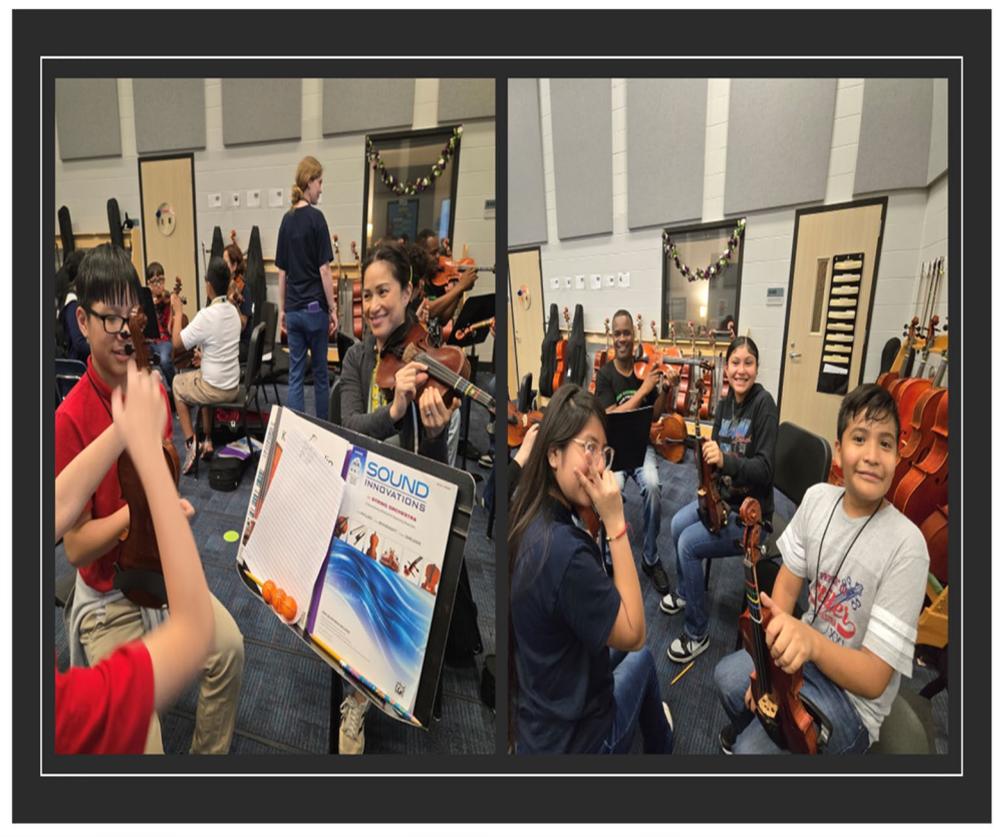
Step Afrika Show at Jones Hall



National Art Honor Society Field Experience

Current Innovation Investments and Impact

PVAA Experiences



Teach a Teacher Day



Houston Symphony Master Class



Houston Symphony Visit

Current Innovation Investments and Impact

PVAA Experiences



Kerr Theater Training



Hung Dance Company
Masterclass



Open Rehearsal Houston Ballet

Current Innovation Investments and Impact

PVAA Experiences



Houston Ballet Donation



Alief Proud



Step Afrika Show

Current Innovation Investments and Impact

PVAA Experiences



PVAA Dance Masterclass



Choreographers and PVAA Dance Staff



All PVAA Dancers

Current Innovation Investments and Impact

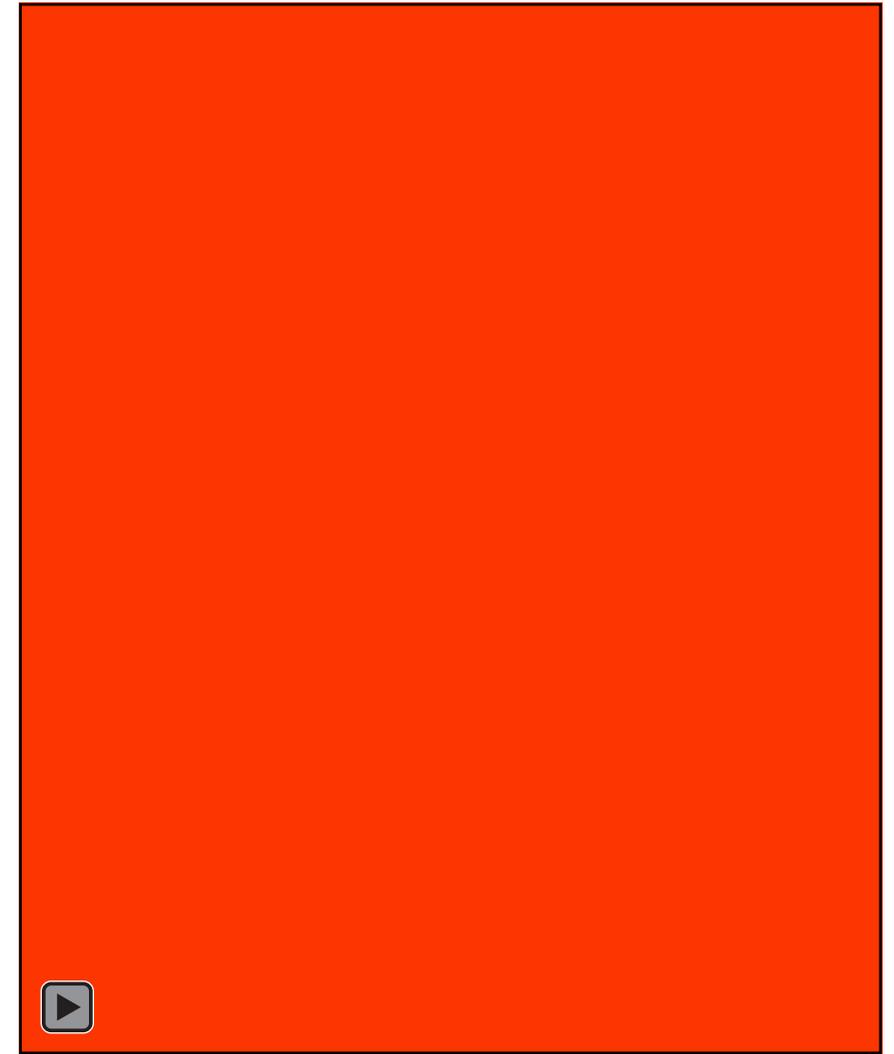
PVAA Experiences



Parent Perspective #1



Parent Perspective #2



Dance Teacher Perspective

Current Innovation Investments and Impact

Early Indicators of Success (Year 2) - Rees

- Average Daily Attendance (ADA) Fall 2025: 95.73%
- Family engagement indicators: Through Fall 2025: 93% (+7 increase from 24-25)

Early Indicators of Success (Year 1) - Miller

- Average Daily Attendance (ADA): 95.6%
- Family engagement indicators: Through Fall 2025: 78% (+8 increase on track to surpass 24-25)

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Early Indicators of Success (Year 1) - Albright

- Average Daily Attendance (ADA): 94.9%
- Family engagement indicators: Through October 2025: 59.49% (on track to surpass 24-25)

Current Innovation Investments and Impact

Horn STEM Elementary School (Year 1)



**MEET THE TEACHER
STEM STATIONS**



Current Innovation Investments and Impact

Horn STEM Elementary School (Year 1)

Why This Matters in our context:

Waiting until middle or high school to introduce advanced STEM is too late
Early exposure prevents later remediation and tracking

Strategic Value

Positions the district as forward-thinking despite overall challenges
Attracts families who might otherwise leave
Builds a pipeline for advanced coursework

Early Indicators

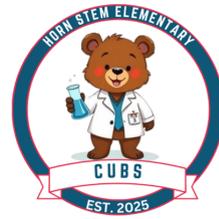
Strong enrollment interest
Instructional shifts toward inquiry and problem-solving
Student engagement and persistence

Current Innovation Investments and Impact

STEM Elementary School (Year 1)

[HORN STEM Model](#)

[HORN STEM Playbook](#)



HORN STEM PLAYBOOK



STEM Ticket



CALENDARS



STEM PD



PBLs & EDCs



Field Trips



Engagement



Partnerships

Horn STEM Model

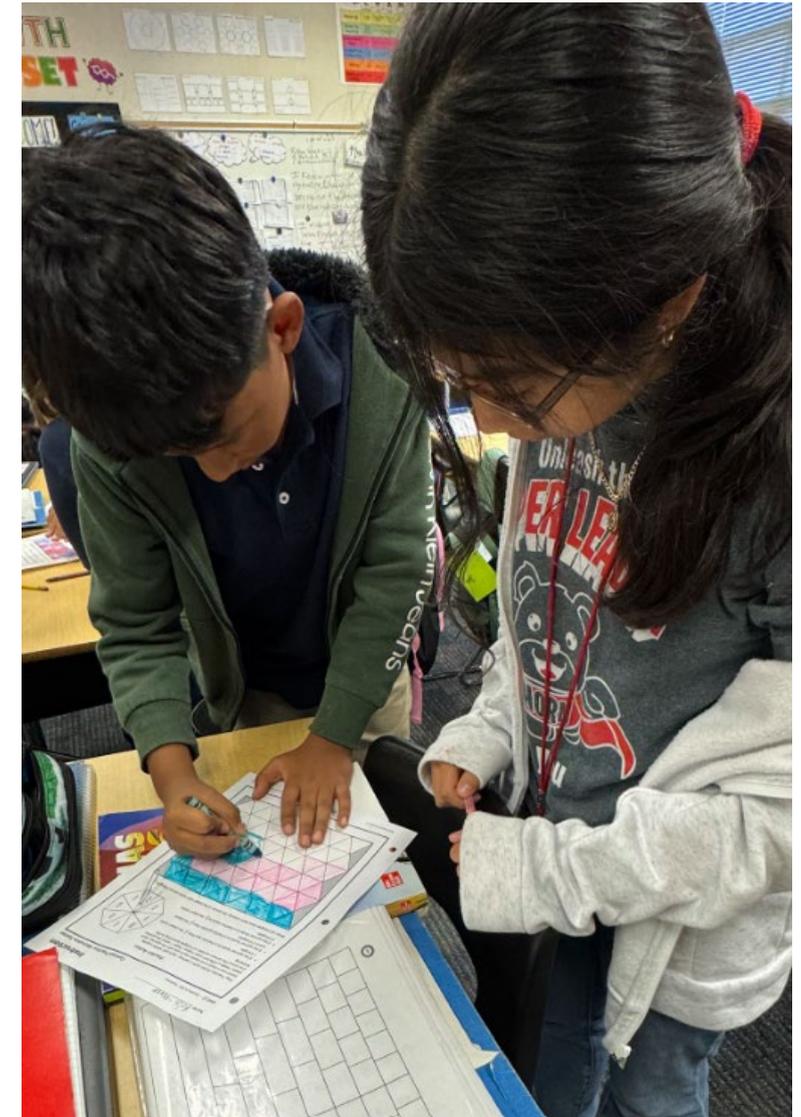
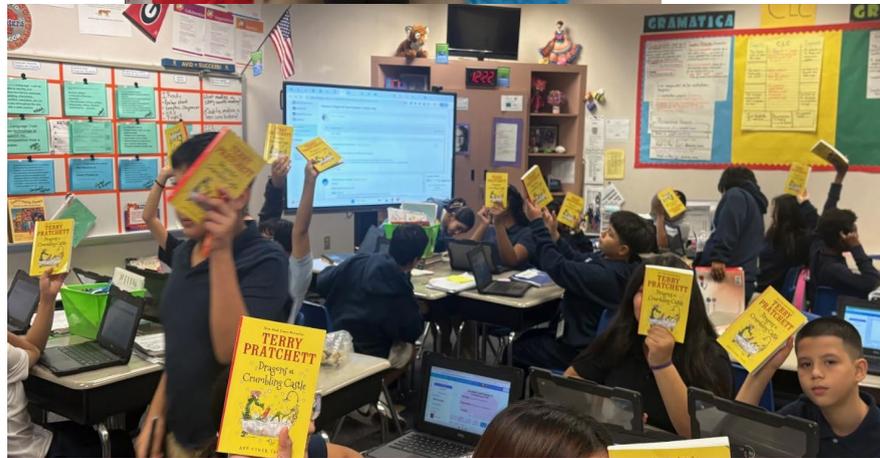
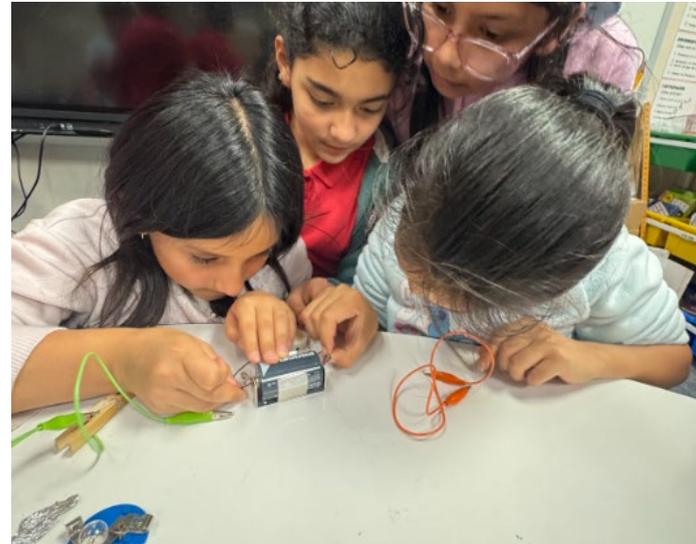
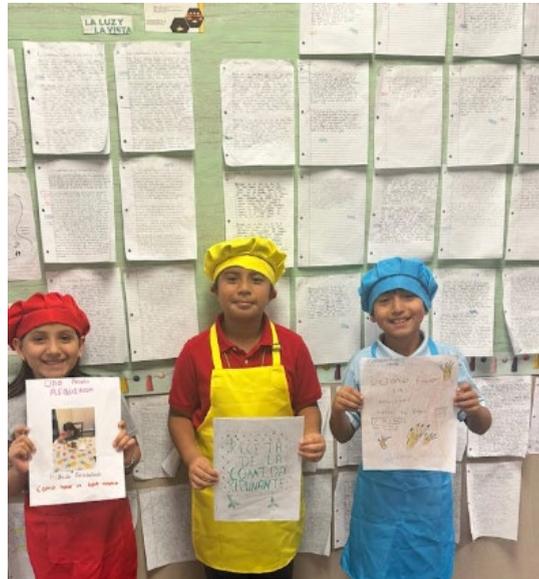
Current Innovation Investments and Impact

Early Indicators of Success (Year 1) - Horn STEM Elementary

- Average Daily Attendance (ADA): 94.1%
- Family engagement indicator: Through Fall 2025: 63.27% (on track to surpass engagement from 24-25)

Current Innovation Investments and Impact

Young Innovators Summer Academy: Year 2



Current Innovation Investments and Impact

Young Innovators Summer Academy: Year 2

Why This Matters

In a district experiencing enrollment decline, our highest-performing students are the most likely to leave for magnet programs, charters, or private options once advanced opportunities are not clearly visible.

Young Innovators:

Identifies and nurtures advanced learners early (Meets & Masters on STAAR)

Prevents talent loss by giving families a reason to stay before critical exit points

Builds readiness for advanced coursework in 4th and 5th grade, rather than remediating later

Creates continuity within a feeder pattern, reducing disruption and academic mismatch

Strategic Value

Young Innovators is not a standalone program – it is a pipeline strategy.

Feeder-pattern specific, ensuring alignment between elementary preparation and upper-grade expectations

Bridges students into advanced curriculum, rather than assuming readiness later

Uses objective data (Meets & Masters) to identify students and ensure equity in access

Strengthens advanced programming from within, instead of outsourcing high-performing students to external options

Positions the district as intentional about excellence, not just intervention

Current Innovation Investments and Impact

Young Innovators Summer Academy: Year 2

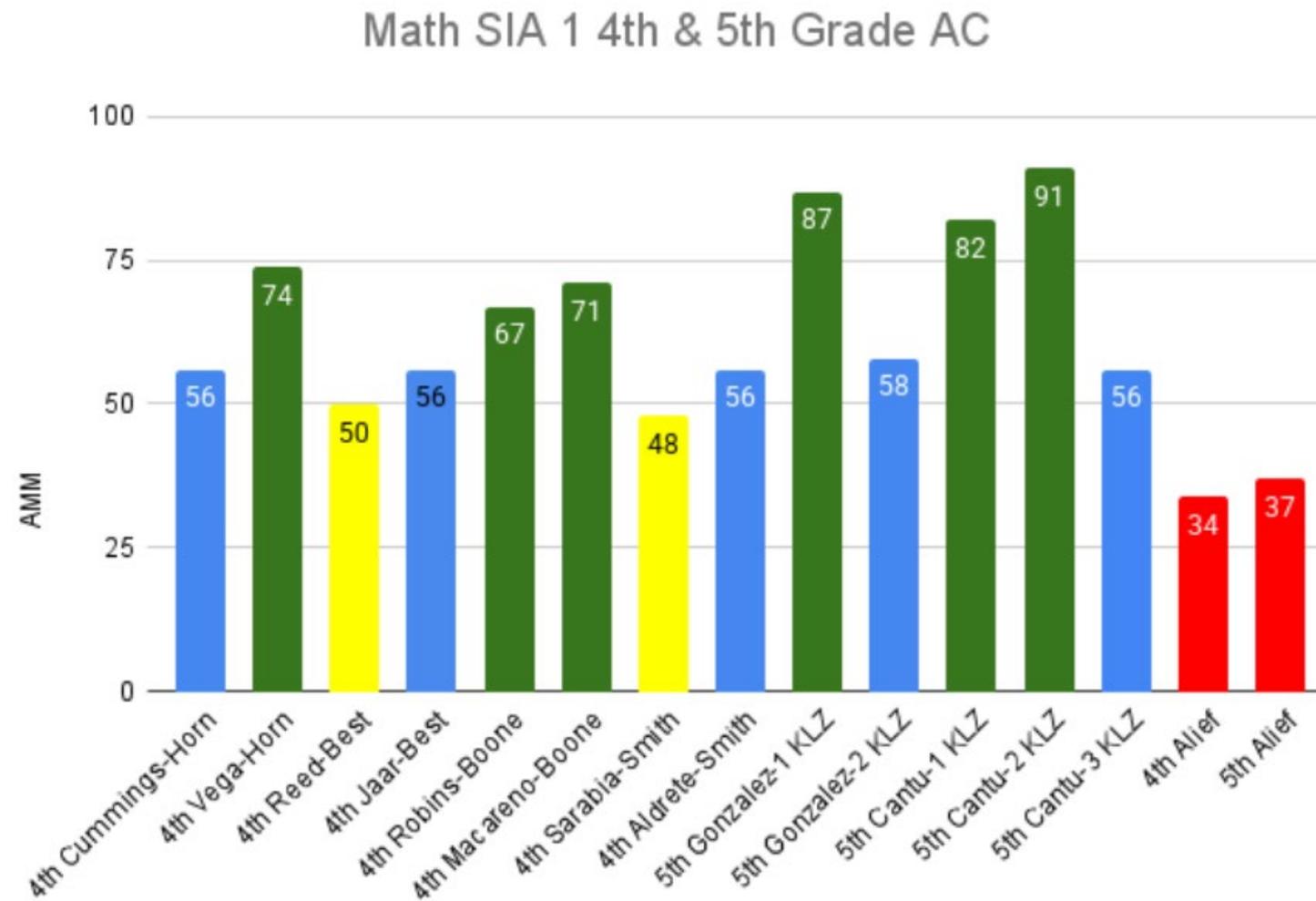
Why This Matters

Impact

- Increased number of students successfully accessing advanced coursework in grades 4–5
- Stronger academic confidence and problem-solving skills among high-performing students
- Improved retention of advanced learners within the feeder pattern
- Clear, visible pathway for families seeking rigor – without leaving the district
- Long-term lift in advanced participation, readiness, and performance

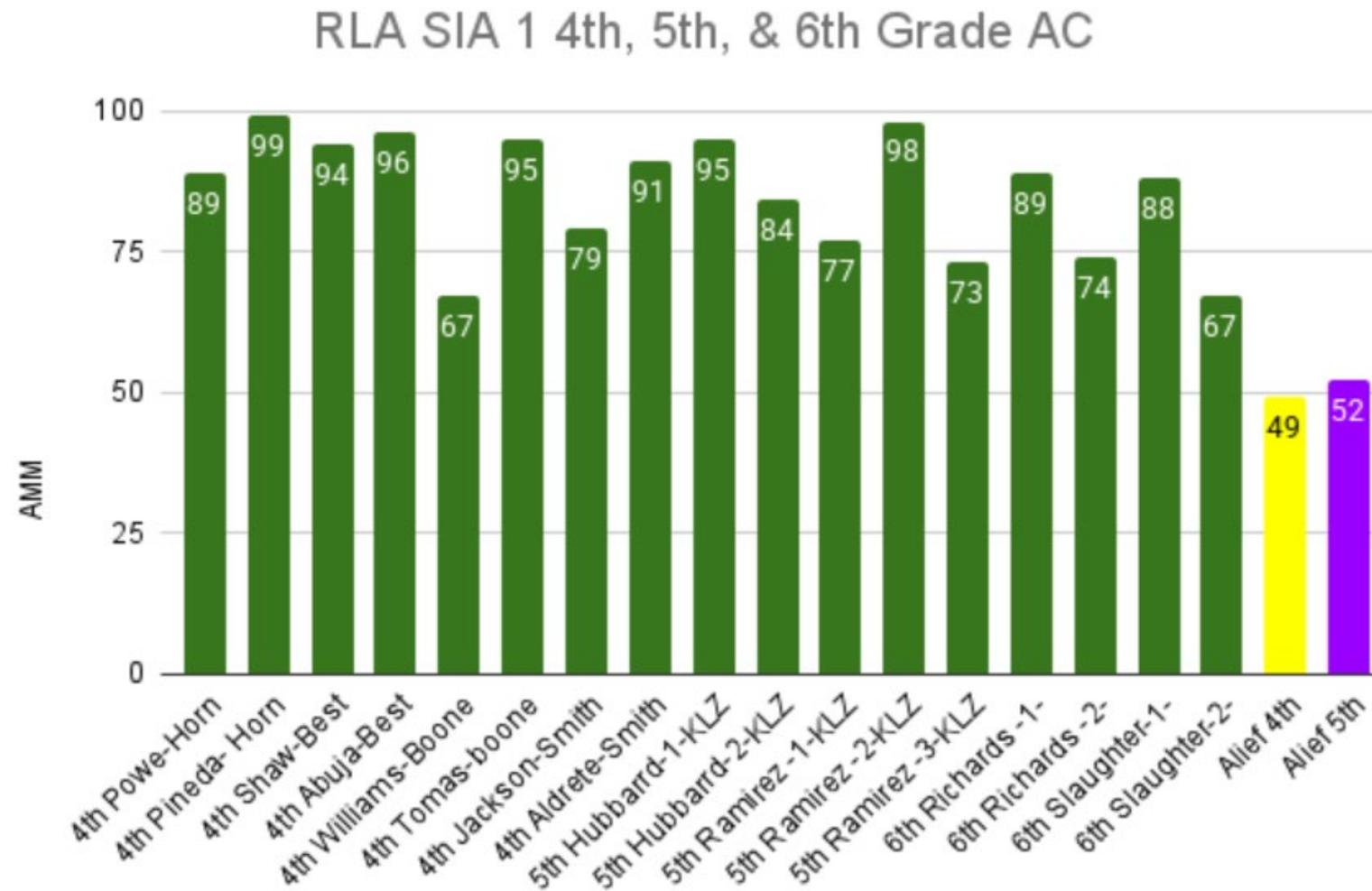
Young Innovator Academy Data

Young Innovators Summer Academy Data (Year 2)



Young Innovator Academy Data

Young Innovators Summer Academy Data (Year 2)



Current Innovation Investments and Impact

Olle Middle School – CITGO Innovation Academy



Current Innovation Investments and Impact

Olle Middle School – CITGO Innovation Academy

Long-standing academy –one of the district's early innovation investments
Provides continuity and access to STEM and career-connected learning opportunities
Primary feeder campus for students coming from Horn, Smith, Best and Boone

Expanded Opportunities (1st year)

LOTC (JROTC pathway exposure)

Robotics Club and STEM aligned extracurricular programming

Increased access to hands-on applied learning experiences

Current Innovation Investments and Impact

The Young Women's Leadership School: (Year 0)



The Young Women's Leadership School

IN ALIEF IN THE STATE OF TEXAS

CERTIFICATE OF ACCEPTANCE

Be it known that

[Student Name]

is hereby accepted as a member of the Class of 2032 of The Young Women's Leadership School,
with all the rights, privileges, and honors appertaining thereto.

With this honor comes the charge to lead with integrity, to uplift others with compassion, and to carry forward the enduring legacy of excellence upon which this sisterhood is built.



Tamara V. Albury,
FOUNDING PRINCIPAL



Current Innovation Investments and Impact

The Young Women's Leadership School: (Year 0)

Why this matters in our context:

In a district facing enrollment decline and accountability challenges, strategic choice models are not a luxury – they are a stabilization strategy.

- Retains students and families who might otherwise leave for charters, private schools, or neighboring districts
- Attracts new enrollment by offering a distinctive, high-performing option not widely available in the region
- Improves district outcomes by anchoring innovation in a model with proven college-going results (100%)
- Demonstrates urgency and action in a C-rated system – not waiting for improvement, but designing it
- Signals belief in our students, especially young women, through high expectations and intentional support

Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**



Future-Focused Innovation Opportunities

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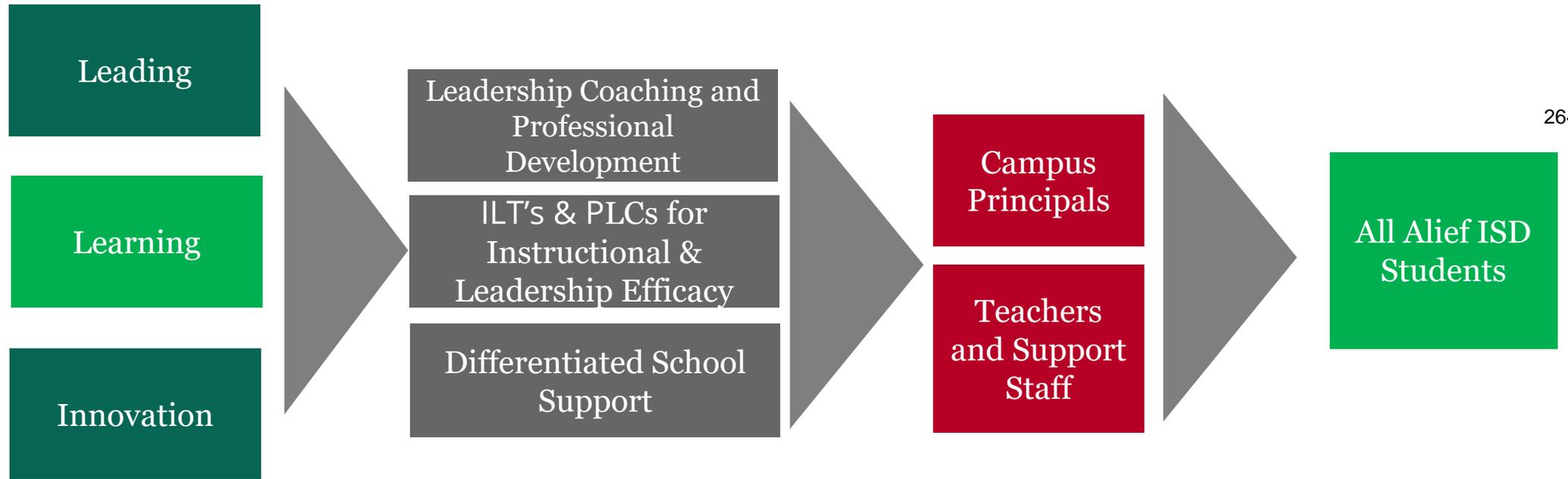
Curriculum, Instruction, and Leadership

We Lead By Design, Not by Default

Aligning instructional, curriculum, and leadership teams

Transparent roles & responsibilities

Shared ownership for student outcomes



STRATEGIC PRIORITIES



STUDENT ACHIEVEMENT

Young Innovators Academy (YIA)
Ag Center
University of Houston
New Math Adoption
Gifted & Talented
Advanced Math Curriculum



WORLD CLASS EMPLOYMENT

Specialist Reimagined



ORGANIZATIONAL STRENGTH



ALIEF FAMILY

Virtual School
UH Partnership

Young Innovators Academy (YIA)

The Young Innovators Academy (YIA) was designed to prepare students for advanced, rigorous instruction by engaging them in hands-on STEM learning.

- ❑ Summer 2025 - 60 rising 4th and 5th grade students
- ❑ Summer 2026 - Rising 6th grade students (Expansion)

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ALIEF ISD YOUNG INNOVATORS 'STEM' SUMMER ACADEMY



Agricultural Science Center

Innovating What's Possible

- ❑ TEKS-aligned, hands-on STEM rooted in Texas agriculture and environmental systems
- ❑ Real-world ag technology (drones, water/soil monitoring, data science)
- ❑ Clear Texas career pathways through CTE and local industry partnerships



Virtual School – Community Feedback

Innovating What's Possible

- ❑ Community Feedback: Virtual School Interest & Considerations
- ❑ Strong interest in virtual schooling: 55% of respondents expressed interest; 90% were parents/family members, indicating high family engagement.
- ❑ Key drivers of interest: Flexible scheduling, student safety and health, and personalized learning experiences.
- ❑ Academic opportunity appeal: Families value access to advanced coursework and learning pathways not always available in traditional settings.
- ❑ Notable concerns: 45% not interested, citing social interaction, student engagement, and distractions at home as primary challenges.
- ❑ Critical design considerations: Need for intentional socialization opportunities, strong engagement and attendance structures, and reliable internet and device access.

Virtual School

Innovating What's Possible

- ❑ Texas virtual schools are rapidly expanding, with enrollment growing more than tenfold over the past decade
- ❑ Over 62K+ Texas students are currently enrolled in full-time public virtual schools
- ❑ New state policy (SB 569) enables districts to operate virtual schools with full funding
- ❑ Houston-area districts are expanding options, including Cy-Fair ISD, Katy ISD, and Houston ISD
- ❑ Virtual schools provide flexibility, acceleration, and access to specialized courses
- ❑ District-run virtual models offer an opportunity to retain enrollment while expanding student choice
 - Do we pursue a third-party vendor with lower financial return, or build in-house with significant short-term capacity demands?

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K-12 EDUCATION

Texas Virtual Schools See Enrollment Grow 1,200% in 10 Years

As of last year, Texas had 24 full-time, public virtual schools in operation serving nearly 62,200 students. In 2014, the state had only a few virtual schools and less than 5,000 students in them.

August 12, 2025 • Elizabeth Sander, Houston Chronicle

University of Houston

Alief ISD–University of Houston Public Health Dual Credit Pathway

- ❑ Seamless public health pathway
- ❑ Public Health Dual Credit Cohort launching at Hastings HS (2026–27)
- ❑ 30+ transferable UH credits aligned to the B.S. in Public Health
- ❑ Automatic admission to UH and reduced time and cost to degree

New Math Curriculum

- ❑ Elementary–secondary math adoption process completed through a comprehensive review
- ❑ STEMscopes highlighted for its applied,²⁷⁰ inquiry-based math model and real-world problem solving
- ❑ Diverse adoption committee reviewed nine vendors and gathered parent input
- ❑ STEMscopes selected for Grades K–8 (~70% first-choice support)
- ❑ Savvas selected for high school
- ❑ **Additional adoptions coming – RLA is next**

Gifted & Talented

Strategic Improvement of the Alief ISD Gifted and Talented Program

- ❑ Districtwide effort to standardize and strengthen elementary GT services
- ❑ Texas Performance Standards Project (TPSP) curriculum adoption (2026–27) to ensure TEKS-aligned rigor and consistency
- ❑ Spring 2026 professional learning for GT teachers and campus leaders
- ❑ Equitable, high-quality GT experiences across all campuses

Advanced Math Curriculum

- ❑ Accelerated math pathway begins in 6th grade to prepare students for Algebra I in 8th grade.
- ❑ 6th–7th grade AAC Math compresses 6th–8th grade TEKS and leads to the 8th-grade STAAR in 7th grade.
- ❑ 8th graders take Algebra I, enabling access to advanced high school math (Geometry, Algebra II, Pre-Cal, AP).
- ❑ Benefits: earlier advanced coursework, stronger college/career readiness, more flexible HS schedules, improved SAT/ACT prep.
- ❑ Traditional pathway remains available for students needing a non-accelerated sequence.

2026-2027 Academic Year

Year 1: Based off of Klein ISD Advanced Science Pathway

Major Science Instructional Shifts

Grade 6 Science

- The creation of an AAC Science 6 course
- 6-8 TEKS Combination by Strands:
Earth and Space & Organisms and Environments TEKS

Grade 7 Science

- All 8th Grade Science TEKS with the additional 6th and 7th grade TEKS that will be tested on STAAR (May 2027)
- Same model from current Grade 8 Science curriculum to reduce instructional gaps from the new TEKS.



2027-2028 Academic Year

Year 2: Based off of Klein ISD Advanced Science Pathway

Major Science Instructional Shifts

Grade 6 Science

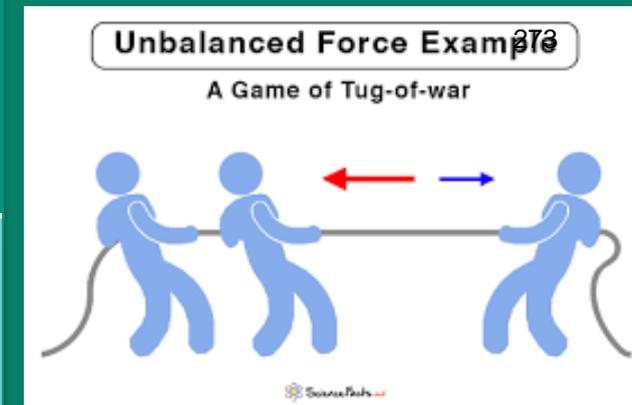
- 6-8 TEKS Combination by Strands: Earth and Space & Organisms and Environments TEKS
- Intervention Plan: MRKP 4 to preview the periodic table for Grade 7 with STEM Fair requirement
- Notable Activities: Science Fair, NASA field trip, Human centered PBL, STEM Clubs such as Girls in STEM, Girl Start, Urban STEM, summer STEM camps, NSBE Jr., etc.

Grade 7 Science

- 6-8 TEKS Strands Combination by Strands: Matter and Energy & Force, Motion, and Energy (FME) with Science Fair
- Intervention Plan: STAAR Blitz during the 2nd semester
- MRKP 4 to preview Biology for upcoming year
- Notable Activities: Science Fair, I- Fly, Robotics Clubs, STEM Clubs such as Girls in STEM, Girl Start, NSBE Jr. Urban STEM, Summer STEM camps, etc.

Grade 8 Science

- AAC Biology with the Science and Engineering Fair project requirement
- Interventions: STAAR Biology EOC Blitz, Science Fair, Robotics Competitions, Summer STEM camps, etc.



Specialist Reimagined

Innovating What's Possible

- ❑ Core Content Specialists transition to Model Classroom Teachers (MCTs) beginning 2026–2027, aligning instructional leadership with direct classroom impact.
- ❑ MCTs teach at least 50% of the day to qualify for Teacher Incentive Allotment (TIA) while maintaining coaching and support responsibilities.
- ❑ Primary focus on high-quality Tier 1 instruction, using a daily direct teaching model to strengthen foundational learning and reduce downstream interventions.
- ❑ Structured daily role includes direct instruction, planning, PLCs, small-group support, and intervention, ensuring consistent campus-level impact.
- ❑ Embedded coaching and feedback model, with regular walkthroughs, side-by-side coaching, and data-driven action planning across content areas.
- ❑ Flexible implementation guided by campus needs, with schedules collaboratively designed and documented through the master schedule.

Reimagined Plus



Innovating What's Possible

- ❑ This work continues to align with the Alief Profile of a Leader, emphasizing high expectations, instructional excellence, and results-driven leadership.
- ❑ Continue to explore stabilization of staff; similar to Specialist Reimagined.
- ❑ Next phase focuses on strengthening Assistant Principal instructional leadership, with targeted support to deepen classroom observation, coaching, and feedback skills.
- ❑ Build AP capacity as lead instructional drivers, ensuring consistent Tier 1 instructional quality across campuses.
- ❑ Explore an incentive framework for principals and campus leaders that recognizes high performance and sustained improvement.
- ❑ **Align leadership incentives directly to student outcomes, instructional growth metrics, and overall campus performance.**
- ❑ Reinforce a culture of accountability and continuous improvement, rewarding leaders who demonstrate measurable impact on teaching and learning.

Alief
Independent School District

The Alief ISD Leader is the key to a safe, productive, and engaging learning environment for all students, teachers, and stakeholders. The Alief ISD Leader is...or is a(n):

Effective Communicator
who is a skilled listener, articulate speaker, fosters collaboration with empathy and professionalism, and creates a respectful environment where clear and timely communication is the cornerstone for success.

People Oriented
who fosters open communication, builds positive relationships with students, staff and the community, and creates a supportive and inclusive environment.

Systems Thinker
who solves problems strategically, makes data informed decisions, communicates clearly and utilizes protocols and creates processes to achieve expectations.

Data Driven
who consistently collects and analyzes data for continuous improvement to inform decisions, sets clear goals, monitors progress, and makes instructional adjustments as needed.

Strategic Visionary
who encompasses abilities and knowledge necessary to effectively create and implement design strategies to impact student achievement.

Preparing Students for Tomorrow
Caring for them Today

Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**



Governance Framework for Balancing Priorities

3:3 Opportunity Zone Schools

	2023	2024	2025	2026 (Ds)	2026 (Fs)
Best	F	F	D	D	F
Unacceptable count	1	2	2 (D1)	2 (D2)	3 (D1)
Collins	C	F	F	D	F
Unacceptable count	0	1	2	2 (D1)	3
Klantzman	D	F	F	D	F
Unacceptable count	0 (D1)	1 (D1)	2 (D1)	2 (D2)	3 (D1)

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In 2025, Best received a forced D and Collins received a forced F. Campuses receive an overall D/F rating when three out of four domain scores are at a D/F, respectively.

- Best, Collins, and Klantzman are required to develop a Turnaround Plan (TEA Approved 1/23/2026)
- Boone, Owens, and Olle are in Year 1 Unacceptable Status. Owens and Olle are required to develop a Targeted Improvement Plan (TIP)
- Targeted Improvement Plans: Bush Comprehensive Progress, Sneed Overall D & Grant

3:3 Opportunity Zone Schools: Ongoing Support

School	2023	2024	2025	Consecutive Years	If 2026 Consecutive	2027
Best	F	F	D	Year 2 out of 5	Year 3 out of 5	Risk of Year 4
Collins	C	F	F	Year 2 out of 5	Year 3 out of 5	Risk of Year 4
Klantz.	D	F	F	Year 2 out of 5	Year 3 out of 5	Risk of Year 4

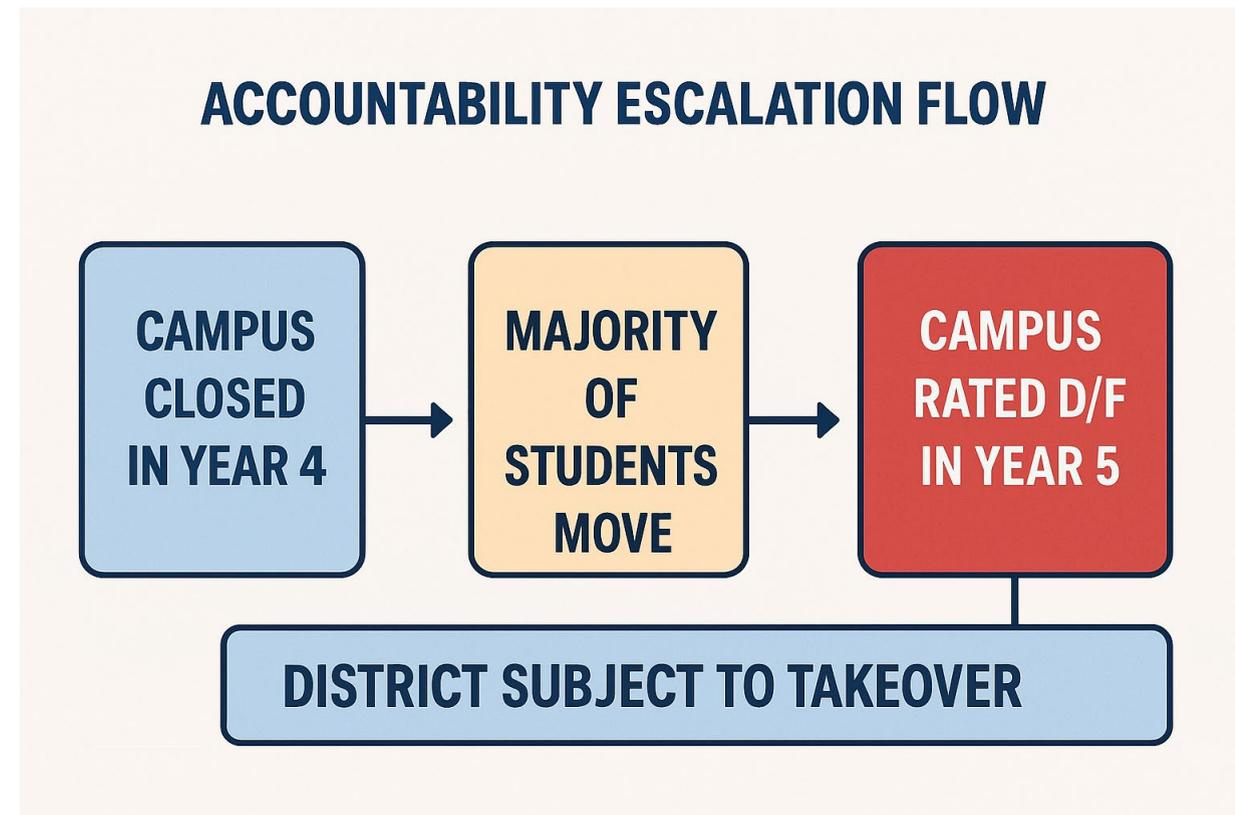
- Facilitate weekly Oversight Committee meetings with district leadership and principals
- Monitor implementation fidelity and elevate key trends, risks, and successes for timely decision-making
- Coordinate cross-departmental supports to remove implementation barriers
- Regularly review student performance and implementation data to adjust supports
- Provide additional scripted lesson plans for STAAR-tested grades to strengthen Tier 1 instruction
- Deliver additional professional development directly to teachers
- Provide additional coaching support to principals and instructional specialists
- Assign Tier 1 and small-group instructional supports from Central Office aligned to campus improvement goal

State Interventions - Update

Under Texas Education Code, a campus that receives an unacceptable academic performance rating for **five** consecutive school years triggers mandatory state intervention. At that point, the Commissioner of Education must either:

- Order the closure of the campus, or
- Appoint a Board of Managers to govern the district in place of the elected board.

This applies regardless of whether the district voluntarily closes the campus before the fifth rating is issued.



What If

- ❑ Goal: Best, Collins, and Klentzman to reach a C or above in 2026

What If:

- ❑ Optimization & Consolidation
 - Grade Reconfiguration: Moving Grade 5 to Elementary and Grade 6 to Middle School to Support Enrollment and Resources
- ❑ Third Party Partnerships (temporarily pauses the "unacceptable count")

	2023	2024	2025	2026 (Ds)	2026 (Fs)
Best	F	F	D	D	F
Unacceptable count	1	2	2 (D1)	2 (D2)	3 (D1)
Collins	C	F	F	D	F
Unacceptable count	0	1	2	2 (D1)	3
Klentzman	D	F	F	D	F
Unacceptable count	0 (D1)	1 (D1)	2 (D1)	2 (D2)	3 (D1)

Decision Is Needed

Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**



*Outcomes,
Accountability, and
Measures of Success*

Outcomes, Accountability, and Measures of Success

- ❑ Initial impact data has already been collected at the district level for current innovation projects
- ❑ Data collection and analysis will continue as implementation time increases and additional data becomes available
- ❑ Ongoing monitoring will allow for refinement and scaling of effective practices
- ❑ Future reporting will include additional outcome-based measures to assess impact on student achievement, implementation fidelity, and sustainability

Next Steps and Board Considerations

Curriculum & Instruction Presentation ThoughtExchange
Alief ISD Board Retreat 2026



<https://tejoin.com/scroll/534797169>



Feedback to Inform Next Steps



**EXCELLENCE
IS THE GOAL**





Alief ISD

Board Retreat February 7, 2026

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Closed Executive Session

Board Retreat
February 7, 2026



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Adjournment

Board Retreat
February 7, 2026



Alief ISD

Board Retreat February 7, 2026

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