Regular Meeting Agenda
Thursday, September 3, 2026
Linda Lippe Instructional Materials Center
1775 W New Hope Drive
B1001.01 and B1001.02
Cedar Park, Texas 78613
6:15 PM

The Board meeting protocols are available at **https://bit.ly/3DHAR4v**.

Doors will open to the public at 5:45 PM.
Members of the public may access this meeting via live stream at https://www.leanderisd.org/boardlivestream. Please note, this link will not be active until approximately 5 minutes before the scheduled meeting time.

Citizens wishing to address the Board of Trustees may do so in person at the meeting location noted on the agenda. In order to address the Board, individuals must sign up online at https://www.leanderisd.org/citizencommentform, between noon the day prior to the meeting and noon the day of the meeting and be present at the meeting when their number is called.

Citizens who need special accommodations or assistance with sign-up should contact the office of the Superintendent (512-570-0000) during regular business hours.

The notice for this meeting was posted in compliance with the Texas Open Meetings Act on August 28, 2026, at 3:02 PM.

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.

Communities (PLC) Implementation Guide Self-Assessment Reflection
3. Discussion of Board Committees' Plans of Work 85

B. OPERATIONS
1. Discussion of Civic Solutions Group (CSG) Work and Engagement Timeline 87

8. **CLOSED SESSION**
A. Texas Government Code 551.071: consultation with attorney regarding, pending or contemplated litigation, and/or attorney client privileged matter
B. Texas Government Code 551.074: personnel - deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers
C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed
D. Texas Government Code 551.074: deliberation and consideration of employment of Bagdad Elementary School Principal

9. **ACTION PURSUANT TO CLOSED SESSION**
A. Consider Employment of Bagdad Elementary School Principal

10. **BOARD MEETING DEBRIEF**

11. **ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E or Texas Government Code section 418.183(f). Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting. [*See* BEC(LEGAL)]

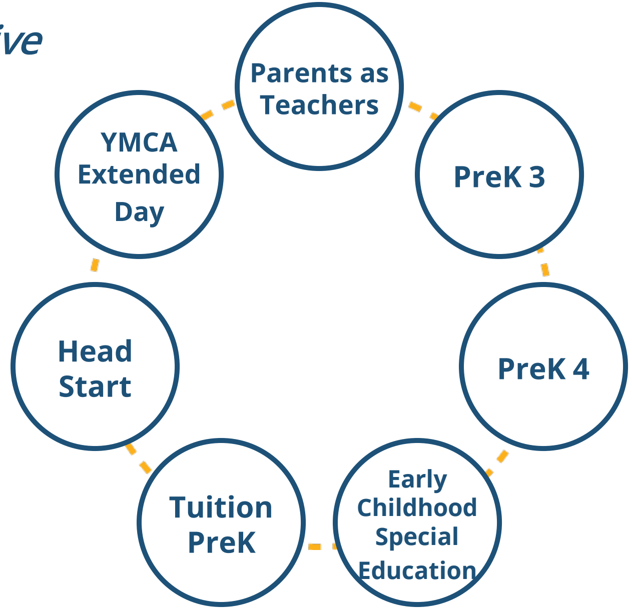
September 3, 2026

Leander ISD Early Childhood Continuum: Prenatal to Five

SPOTLIGHT ON LEARNING

Early Childhood Continuum of Services

Serving families and children prenatal to age five



4

Grounded in play-based learning, developmentally appropriate practice, brain development, and family partnership - at every single stage.

One roof. One front door.

The entire continuum, together.

FAUBION
SCHOOL *for* EARLY CHILDHOOD

5

What Makes the Faubion School for Early Childhood Different?

Designed for inclusive practices from the ground up

Parents as Teachers wing Prenatal - Age 3	PreK 3, PreK 4 & Early Childhood Special Education Classrooms	Leander ISD Head Start PreK 3 Collaboration

6

Serving families from prenatal through age five - in one building.

One Model, Seventeen Early Childhood (EC) Communities

The philosophy embedded throughout the district

17

EC Communities Across Leander ISD

Anchored by PreK 4 and Early Childhood Special Education. Inclusive classrooms embedded in neighborhood schools.

Some communities extend further, adding PreK 3 and Dual Language.

Why The Continuum Matters

Early Brain Development

- The first five years build the architecture for all future learning - these windows of opportunity are early and short.

Early & Urgent Intervention 8

- Early Childhood Special Education is embedded from the start - so needs are found and met early, when it matters most.

Family-School Partnership

- Families are their child's first and best teachers. Parents as Teachers (PAT) makes the partnership a district practice... a thread throughout the early years.

Prenatal to five. One continuum. One community.

Join Us!

- Attend a Parents as Teachers Stay & Play Class
- Visit the Faubion School for Early Childhood
- Participate in a Parents as Teachers hosted Parent Café

9

감사합니다!

¡Gracias!

धन्यवाद

Merci!

THANK YOU!

Дякую!

Спасибо!

ధన్యవాదాలు

നന്ദി!

Salamat!

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, September 3, 2026

Agenda Item:	Consider Approval of Minutes of Regular and Called Board Meetings
Purpose:	☐ Discussion Item/Report Only ☒ Action Requested
Administrator Responsible:	Chris Clark, Ed.D., Superintendent of Schools
Attachments:	08-17-26 Regular Board Meeting Minutes DRAFT

Background Information:

Board Meeting minutes are attached for your review.

Administrative Recommendation:

Administration recommends approval of the Board Meeting minutes, as presented.

Sample Motion:

I move the Board approve the minutes, as presented.

Minutes of Regular Meeting with Public Hearing

The Board of Trustees
Leander Independent School District

STATE OF TEXAS
COUNTY OF WILLIAMSON

A meeting of the Board of Trustees of the Leander Independent School District was held on Monday, August 17, 2026, beginning at 6:17 PM in Linda Lippe Instructional Materials Center, 1775 W New Hope Drive, B1001.01 and B1001.02, Cedar Park, Texas 78613. The following members were present: Anna Smith, Sade Fashokun, Nekosi Nelson, Trish Bode, Paul Gauthier (left the meeting at 6:24 pm), Gloria Gonzales-Dholakia, and Laura Marques.

1. **CALL TO ORDER AND DECLARATION OF QUORUM**
2. **OPENING CEREMONY**
   A. Pledge of Allegiance
   B. Moment of Silence
3. **CITIZEN COMMENTS**
   One citizen addressed the Board of Trustees.
4. **PUBLIC HEARING**
   A. Public Hearing on the 2026-27 Tax Rate
5. **CITIZEN COMMENTS FOR THE PUBLIC HEARING ON THE 2026-27 TAX RATE**
   No citizens signed up to address the Board of Trustees for the Public Hearing.
6. **CONSENT AGENDA**
   A. Consider Approval of Fiscal Year (FY) 27 Budget Amendments - #1
   B. Consider Approval of Grant Adjunct Staff Member Status – Travis County and Williamson County and 4-H as an Extracurricular Activity
   C. Consider Approval of Minutes of Regular and Called Board Meetings
   D. Consider Approval of a Resolution Approving List of Authorized Brokers/Dealers and a Resolution Approving List of Authorized Providers of Investment Training
   E. Consider Approval of Texas Education Agency (TEA) Certification Waiver for Teachers
   F. Consider Approval of Texas State University Teacher Fellows Program Contract

   I move the Board approve the Consent Agenda items as presented. This motion, made by Dr. Gloria Gonzales-Dholakia and seconded by Dr. Laura Marques, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

7. **SUPERINTENDENT'S REPORT**
   A. Start of School Year Update
   B. Empowered Student Learning
   C. Empowered Staff Learning
   D. Safe and Innovative Learning Environments
8. **DISCUSSION / ACTION ITEMS**
   A. GOVERNANCE
      1. Consider Approval of Order of Election for Board of Trustees Election

         I move that the Board approve the Order of Election for the Board of Trustees Election to be held in conjunction with the November 3, 2026, General Election, for the purpose of electing one trustee to each of the positions designated as Place 1, Place 2, Place 6, and Place 7. This motion, made by Dr. Laura Marques, and seconded by Sade Fashokun, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

      2. Consider All Matters Incident and Related to Calling a Special Election Ratifying a Voter-Approval Tax Rate to be Held by the Leander Independent School District, Including the Adoption of an Order Pertaining Thereto

         I move that the Board of Trustees adopt an order calling a voter-approval tax rate election to be held on November 3, 2026. This motion, made by Sade Fashokun and seconded by Dr. Gloria Gonzales-Dholakia, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

      3. Consider Approval of Travis County Election Agreement and Joint Election Agreement

         I move the Board approve the November 3, 2026, Election Agreement Between Travis County and Leander ISD and the Travis County Joint Election Agreement for the November 3, 2026 Election, as presented. This motion, made by Sade Fashokun and seconded by Dr. Laura Marques, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

      4. Consider Approval of Williamson County Joint Election Agreement and Contract for Election Services

         I move the Board approve the November 3, 2026, Williamson County Joint Election Agreement and Contract for Election Services, as presented. This motion, made by Sade Fashokun, and seconded by Dr. Laura Marques, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

   B. OPERATIONS
      1. Consider Approval of an Ordinance Adopting the 2026 Property Tax Rate

I move that property taxes be levied for the 2026 tax year by the adoption of a total tax rate of $1.1169. As outlined in the Ordinance, the tax rate includes $0.7869 for Maintenance and Operations and $0.3300 for Interest and Sinking. This motion, made by Dr. Gloria Gonzales-Dholakia and seconded by Sade Fashokun, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

2. Consider Adoption of a Resolution of Review of Investment Policy & Investment Strategies

   I move that the Board of Trustees adopt a Resolution of Review of Investment Policy and Investment Strategies as presented, reflecting no changes to policy from the 2025-2026 school year. This motion, made by Sade Fashokun and seconded by Dr. Gloria Gonzales-Dholakia, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

3. Annual Investment Report

9. **CLOSED SESSION**

The Board of Trustees went into Closed Session at 7:30 PM after the Board President announced the right to do so under:

A. Texas Government Code 551.071: consultation with attorney regarding pending or contemplated litigation, and/or attorney client privileged matter

B. Texas Government Code 551.074: personnel - deliberation regarding resignations, terminations, employment, reassignments, duties, and evaluation of personnel and public officers

C. Texas Government Code 551.0821: deliberation regarding matters whereby personally identifiable information regarding one or more students will be disclosed

D. Texas Government Code 551.074: deliberation and consideration of employment of Bagdad Elementary School Principal

E. Texas Government Code 551.074: deliberation and consideration of employment of Camacho Elementary School Principal

F. Texas Government Code 551.074: deliberation and consideration of employment of Steiner Ranch Elementary School Principal

The Board of Trustees returned to Open Session at 8:26 PM.

10. **ACTION PURSUANT TO CLOSED SESSION**

A. Consider Employment of Bagdad Elementary School Principal

No action was taken on this agenda item.

B. Consider Employment of Camacho Elementary School Principal

I move that the Board of Trustees accept the recommendation of Sarah Elbers for Principal at Camacho Elementary School 1-year probationary employment contract for personnel addition(s) as presented in accordance with the salary scale, policies and contract of

Leander Independent School District for the 2026-27 school year. This motion, made by Dr. Gloria Gonzales-Dholakia and seconded by Dr. Laura Marques, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

C. Consider Employment of Steiner Ranch Elementary School Principal

I move that the Board of Trustees accept the recommendation of Tamara Shifrin for Principal at Steiner Ranch Elementary School 1-year probationary employment contract for personnel addition(s) as presented in accordance with the salary scale, policies and contract of Leander Independent School District for the 2026-27 school year. This motion, made by Trish Bode, and seconded by Dr. Laura Marques, passed six in favor and one absent. Trish Bode: In favor, Sade Fashokun: In favor, Paul Gauthier: Absent, Dr. Gloria Gonzales-Dholakia: In favor, Dr. Laura Marques: In favor, Nekosi Nelson: In favor, Anna Smith: In favor.

11. **BOARD MEETING DEBRIEF**
12. **ADJOURNMENT**

THE BOARD OF TRUSTEES, HAVING NO FURTHER BUSINESS, ADJOURNED THE MEETING.

Time: 8:27 PM

These minutes were read and approved by the Board of Trustees on the 3rd day of September 2026.

____________________________ ____________________________

President Secretary

Copies of Board information referred to are attached to the official minutes or filed in the office indicated.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, September 3, 2026

Agenda Item:	Consider Approval of Remote Homebound Waiver
Purpose:	☐ Discussion Item/Report Only ☒ Action Requested
Administrator Responsible:	Paige Collier, M.Ed., Assistant Superintendent of Special Programs
Attachments:	N/A

Background Information:

To be placed in the special education or Section 504 homebound instructional setting, a student aged six years or older must meet the following criteria:

- The student is eligible for special education and related services as determined by an Admission, Review, Dismissal (ARD) committee or Section 504 accommodations as determined by the Section 504 committee.
- The student is expected to be confined at home or hospital bedside for a minimum of four weeks. The weeks need not be consecutive if the student is chronically ill and the local district policy allows for such.
- The student's medical condition is documented by a physician licensed to practice in the United States.

The district is currently seeking a homebound waiver from the Texas Education Agency (TEA) for two students who have medical needs that impair their ability to have in-person homebound services due to their health condition. The waiver for remote homebound will allow for a remote instructional arrangement to generate attendance (eligible days present) according to the homebound funding provisions in 4.7.2.5 Homebound Funding and Homebound Documentation Requirements. The ARD committees and/or Section 504 recommended that the students be given a remote homebound option so that they can be supported in their coursework at their appropriate level given their needs. An individual waiver will be submitted for the students upon Board approval.

Alignment to Board Goals & Student Outcomes:

Student Experience & Pathway Access. The Superintendent shall ensure that student interest and belonging drive participation across all pathways, regardless of student background.

Administrative Recommendation:

Administration recommends the board allow administration to seek a waiver from TEA to request that remote homebound instruction be provided to two students and counted for homebound funding purposes and to count the students as in attendance when remote instruction is provided.

Sample Motion:

I move to allow LISD administration to seek a waiver from TEA to request that remote homebound instruction be provided to two students and counted for homebound funding purposes and to count the students as in attendance when remote instruction is provided, as presented.

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, September 3, 2026

Agenda Item:	Consider Approval of a Resolution by the Leander Independent School District Adopting Williamson County Voting Equipment
Purpose:	☐ Discussion Item/Report Only ☒ Action Requested
Administrator Responsible:	Shawn Swisher, J.D., General Counsel
Attachments:	A Resolution By The Leander Independent School District Adopting Williamson County Voting Equipment

Background Information:

For the November 3, 2026, General Election, administration plans to contract with Williamson County to provide election services within Leander ISD's Williamson County jurisdiction.

Under Section 61.012 of the Texas Election Code, Leander ISD is required to provide at least one accessible voting system at each polling place used in a Texas election on or after August 1, 2023.

Administration is requesting approval of a Resolution By The Leander Independent School District Adopting Williamson County Voting Equipment providing that Leander ISD shall provide at least one ExpressVote® Universal Voting System and DS200 and DS300 Digital® Precinct Scanner may be acquired by any legal means available to Leander Independent School District, including but not limited to lease or rental from the County of Williamson or from any other legal source, as authorized or required by Sections 123.032 and 123.035, Texas Election Code.

Alignment to Board Goals & Student Outcomes:

This action supports the Board's governance goals by ensuring Leander ISD's November 3, 2026, Election is conducted in accordance with applicable requirements.

Administrative Recommendation:

Administration recommends the Board approve A Resolution By The Leander Independent School District Adopting Williamson County Voting Equipment as presented.

Sample Motion:

I move the Board approve A Resolution By The Leander Independent School District Adopting Williamson County Voting Equipment as presented.

A RESOLUTION BY THE LEANDER INDEPENDENT SCHOOL DISTRICT ADOPTING WILLIAMSON COUNTY VOTING EQUIPMENT

Resolution No. _________

THE LEANDER INDEPENDENT SCHOOL DISTRICT FINDS AS FOLLOWS:

Section 61.012 of the Texas Election Code requires that Leander Independent School District must provide at least one accessible voting system in each polling place used in a Texas election on or after August 1, 2023. This system must comply with state and federal laws setting the requirements for voting systems that permit voters with physical disabilities to cast a secret ballot.

The Office of the Texas Secretary of State has certified that the ExpressVote® Universal Voting System Version 6.3.0.0 provided by Election Systems & Software (ES&S) is an accessible voting system that may legally be used in Texas elections. Early voting and election day voting, including provisional ballots will take place on the ExpressVote® Universal Voting System, ballot marking device, in conjunction with the DS200 and DS300 Digital® Precinct Scanner. The DS850 Digital® Central Count Scanner will be used to process all by mail ballots.

Sections 123.032 and 123.035 of the Texas Election Code authorize the acquisition of voting systems by local political subdivisions and further mandate certain minimum requirements for contracts relating to the acquisition of such voting systems.

THE LEANDER INDEPENDENT SCHOOL DISTRICT HEREBY RESOLVES:

As chief elections officer of the Leander Independent School District, the Leander Independent School District shall provide at least one ExpressVote® Universal Voting System and DS200 and DS300 Digital® Precinct Scanner may be acquired by any legal means available to Leander Independent School District, including but not limited to lease or rental from the County of Williamson or from any other legal source, as authorized or required by Sections 123.032 and 123.035, Texas Election Code.

PASSED BY VOTE AND APPROVED this 3rd day of September 2026.

REQUIRED:

/s/____
Leander ISD Board of Trustees Presiding Officer
Anna Smith, Board President

ADDITIONAL SIGNATURES REQUIRED: ATTEST:

/s/____City Secretary/ Clerk APPROVED AS TO

FORM:/s/____

City Attorney

September 3, 2026

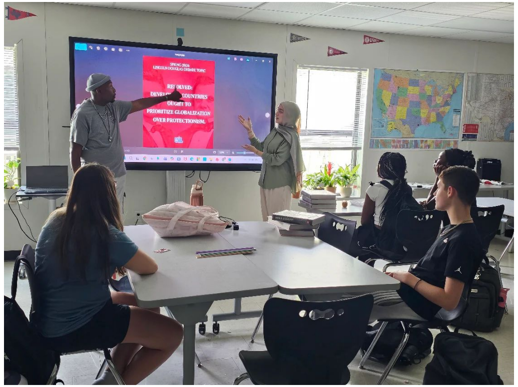
Superintendent’s Report

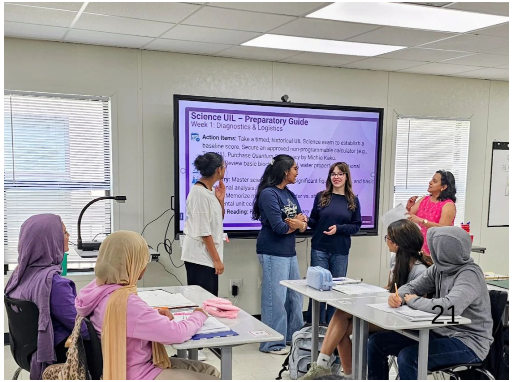
EMPOWERED STUDENT LEARNING

20

Camacho Elementary School

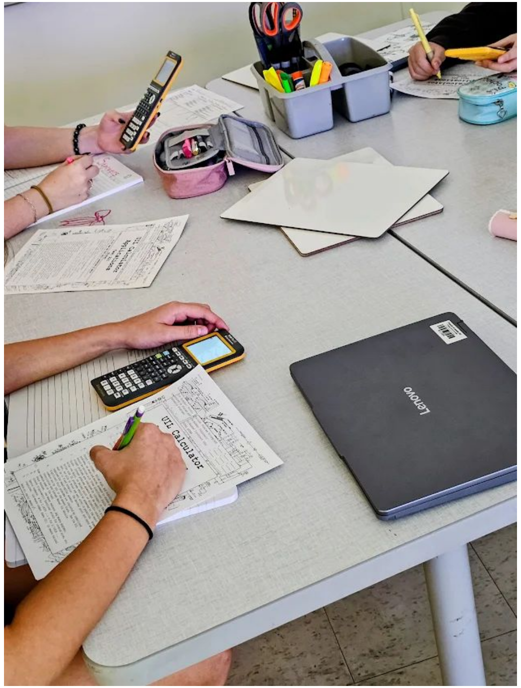
EMPOWERED STUDENT LEARNING





Early College High School UIL Academics

EMPOWERED STUDENT LEARNING



Early College High School UIL Academics

EMPOWERED STAFF

23

Leander Educational Excellence Foundation (LEEF) grant patrol

EMPOWERED STAFF

Leander Educational Excellence Foundation (LEEF) grant patrol

EMPOWERED STAFF

25

First Leadership Team meeting of 26-27

EMPOWERED COMMUNITY

Leadership LISD

EMPOWERED COMMUNITY

Leadership LISD Ambassadors

EMPOWERED COMMUNITY

28

Five Points Board of Realtors presentation

EMPOWERED COMMUNITY

29

Veterans of Foreign Wars (VFW) Post 10427 donation presentation

DISCUSSION

Leander ISD Board Meeting Agenda Item Information
Meeting Date: Thursday, September 3, 2026

Agenda Item:	Discussion of Board Operating Procedures
Purpose:	☒ Discussion Item/Report Only ☐ Action Requested
Administrator Responsible:	Chris Clark, Ed.D., Superintendent of Schools
Attachments:	Board Members Discussion Framework Presentation Recommended Updates to Board Operating Procedures September 2026 – Redline Version

Background Information:
The Board Operating Procedures serve as standard operating procedures that supplement the local policies of the School District and guide the Board of Trustees, as a body corporate, as they: ensure the creation of a shared vision that promotes enhanced student achievement; provide guidance and direction for accomplishing the vision; measure and communicate how well the vision is being accomplished; promote the vision; work with the Superintendent to lead the District toward the vision as specified and further detailed in Board Policy (BBD – EXHIBIT) and in Texas Education Code, Chapter 11, Subchapter D.

Alignment to Board Goals & Student Outcomes:
Board Operating Procedures directly support the Board Goals and Student Outcomes by establishing a consistent governance framework for setting priorities, providing direction, monitoring progress, and evaluating results. They help ensure the Board remains focused on supporting District Administration in making measurable progress toward improved student outcomes.

Administrative Recommendation:
N/A

Sample Motion:
N/A

September 3, 2026

Discussion of Board Operating Procedures

Board Members Discussion Framework

Identify the Concern

What specific concern or problem are you seeking to address?

Identify the particular language, practice, or consequence that you believe needs to change.

Propose an Alternative

What specific alternative do you recommend?

Explain how your proposed change better supports effective governance, clarity or efficient Board Operations.

Recommended Updates to Board Operating Procedures September 2026 – Redline Version

LEANDER ISD BOARD OPERATING PROCEDURES

What

Board of Trustees Operating Procedures

~~The Board Operating Procedures serve as standard operating procedures that supplement the local policies of the School District and provide guidance to the Board of Trustees, as a body corporate, as they: ensure creation of a shared vision that promotes enhanced student achievement; provide guidance and direction for accomplishing the vision; measure and communicate how well the vision is being accomplished; promote the vision; work with the Superintendent to lead the District toward the vision as specified and further detailed in Board Policy BBD (EXHIBIT) and in Texas Education Code, Chapter 11, Subchapter D. This document has been adopted by the Board at a regularly scheduled meeting and may be modified by a majority vote of the Board. The manual is divided into six (6) sections: Effective Governance, New Board Member Orientation & Board Officers, Board Meetings, Committees, Evaluations & Trainings, and Board Relationships. While these Board Operating Procedures may be amended at any time the Board deems it necessary to do so, they should be reviewed annually by the whole Board during the December Team of 8 Board Retreat. Subsequently, any changes or discussions from the December Retreat should then be compiled and reviewed by a subcommittee along with any other changes suggested throughout the year and brought to the whole Board at a regularly scheduled meeting. The Board Operating Subcommittee may continue to meet throughout the year and bring any suggestions or changes to the whole Board for possible adoption at any time based on agenda capacity.~~

Add this instead:

The Board Operating Procedures supplement District policy and provide guidance to the Board of Trustees in fulfilling its governance responsibilities. They establish a common framework for effective governance, including setting and advancing the District's vision, supporting student achievement, providing direction to the Superintendent, monitoring progress, and communicating results, consistent with Board Policy BBD and Texas Education Code, Chapter 11, Subchapter D.

These procedures are adopted by the Board at a regularly scheduled meeting and may be amended by majority vote of the Board.

The manual is organized into six sections:

1. ***Effective Governance***
2. ***New Board Member Orientation & Board Officers***
3. ***Board Meetings***

4. ***Committees***
5. ***Evaluations & Trainings***
6. ***Board Relationships***

The Board will review these procedures at the July Governance Workshop and again in September to incorporate regular legal updates, review governance best practices, and identify any needed revisions. Recommended changes may be reviewed by the Board Operating Subcommittee and presented to the full Board for consideration and adoption at a regularly scheduled meeting. The subcommittee may also bring additional recommendations forward throughout the year as needed and as agenda capacity allows.

Effective Governance

~~The purpose of the LISD Board of Trustees is to unleash the potential of each and every learner in our system by listening to and engaging with the community in order to advocate for every student's needs while continuously improving, enhancing, and optimizing the system for student success.~~

~~The Board will rely on its adopted core beliefs, vision, and mission as they deliberate with the adopted Strategic Plan in mind.~~

~~The Board will hold itself accountable for governing with excellence. This self-discipline of excellence applies to attendance, beginning meetings on time, preparation for meetings, adherence to policy-making principles, respect of roles, active participation in the monitoring process, and ensuring effective governance capability into the future.~~

~~The Board will use a system of communications and interaction that builds upon mutual respect and trust between Board Members and between Board Members and the Superintendent.~~

~~Accordingly, the Team of 8 will:~~

~~1. Listen to each other and demonstrate respect for the opinions and comments of each other.~~

~~2. Maintain honesty and transparency in all interactions.~~

~~3. Have an expectation of preparedness for all meetings.~~

~~4. Respond in a timely manner to requests and inquiries from each other and from administration employees~~

~~5. Remember, all are equal Members and have a purpose on the team.~~

~~6. Make space for each other.~~

~~7. Stay curious and engaged.~~

~~8. Acknowledge the issue, but focus on the mission.~~

~~a. Criticize privately, praise publicly~~

~~b. Maintain appropriate confidentiality~~

~~c. Maintain focus on common goals~~

~~d. Promote the positive image of the District~~

~~9. Attempts to resolve conflict will include:~~

~~a. Seek to find common ground~~

~~b. Keep away from personalities~~

~~c. Stay focused on core beliefs~~

~~d. Think - How does this impact our District?~~

~~The Board is committed to utilizing the tools of Continuous Improvement such as Plan-Do-Study-Act (PDSA) and quality tools, including but not limited to consensograms and Plus/Delta, in order to be as efficient and effective as possible. Continuous Improvement and the Board's Theory of Action is the framework by which Trustees do their work. The Board continues to use Continuous Improvement in setting and reviewing progress at the District.~~

The purpose of the Leander ISD Board of Trustees is to ***unleash the potential of each and every learner*** *by listening to and engaging with the community, advocating for student needs, and continuously improving the system to support student success.*

The Board will use the District's adopted ***mission, vision, core beliefs, and Strategic Plan*** *to guide its deliberations, decisions, and oversight responsibilities.*

The Board holds itself accountable for governing with excellence and maintaining the highest standards of effective governance. This includes:

- *Being prepared and actively engaged in Board meetings and District business.*
- *Beginning and conducting meetings in a timely and professional manner.*
- *Adhering to Board policies and the distinction between governance and administration.*
- *Respecting the roles and responsibilities of the Board, individual Trustees, and Superintendent.*
- Actively monitoring progress toward Board goals and student outcomes.
- Maintaining the knowledge, skills, and governance capacity necessary to lead effectively.

- Building a culture of mutual respect, trust, accountability, and open communication among Trustees and with the Superintendent.

Team of 8 Norms

The Board and Superintendent recognize that effective governance depends on functioning as a **Team of 8**, with each member contributing to a culture of trust, respect, accountability, and shared purpose.

1. Prioritize Mutual Respect and Inclusivity

The Team of 8 will:

- *Listen actively and respectfully to differing perspectives.*
- *Recognize the equal value, purpose, and voice of every team member.*
- *Make space for each member to participate.*
- *Assume positive intent and engage with one another professionally.*

2. Demonstrate Integrity and Accountability

The Team of 8 will:

- *Communicate honestly, transparently, and respectfully.*
- *Come prepared for meetings and fulfill individual responsibilities.*
- *Respond to necessary requests and inquiries in a timely manner.*
- *Maintain appropriate confidentiality.*
- *Hold themselves and one another accountable to Board policies, procedures, and adopted goals.*

3. Keep the Work Mission-Focused

The Team of 8 will:

- *Keep discussions and decisions focused on the District's mission, vision, strategic priorities, and student outcomes.*
- *Focus on issues rather than personalities.*
- *Seek common goals and solutions while respecting differences of opinion.*
- *Recognize that disagreement can be productive when it remains respectful and focused on the work.*
- *Criticize privately, praise publicly, and promote a positive and professional image of the District.*

4. Commit to Learning and Engagement

The Team of 8 will:

- *Remain curious and seek to understand before reaching conclusions.*
- *Ask clarifying questions and seek information needed to make informed decisions.*
- *Stay actively engaged in Board and District work.*
- *Continuously strengthen their understanding of governance, policy, legal requirements, and best practices.*

5. Resolve Conflict Productively

The Team of 8 will:

- *Address disagreements directly, respectfully, and in a timely manner.*
- *Seek common ground and solutions whenever possible.*
- *Separate issues from personalities.*
- *Focus on shared beliefs, the Board's responsibilities, and the best interests of students and the District.*
- *Respect decisions once made by the Board and continue to work collaboratively toward shared goals.*

Commitment to the Team

The Team of 8 understands that effective governance requires ***c****ollective responsibility, individual accountability, and a commitment to the District's mission. Board members and the Superintendent will work together in a manner that strengthens trust, supports student success, and maintains public confidence in Leander ISD governance.*

~~New Board Member Orientation & Election of Board Officers~~

*~~*For specific policies related to Board Member Elections, see Board Policy BBB.~~*

~~I. New Board Member Orientation~~

~~A. The Board will offer orientation and training to new Board Members in the Board's governance process.~~

~~1. New Board Members will have a meeting with District staff for their name badge and other generic, logistical information before their first Board meeting.~~

~~2. As a supplement to the information provided in relation to his/her candidacy, a District orientation for a new Board Member will be scheduled, if possible, by or around the first Board meeting a new Board Member takes the Oath of Office.~~

~~3. At a minimum, the Superintendent and Board President will participate in the orientation. Additional administrative staff also may be included to provide specific information about the District.~~

~~4. The orientation should include, but will not be limited to the following:~~

~~a. Board Operating Procedures and Board Policies~~

~~b. Superintendent's overview of District administrative organization~~

~~c. Training to access District electronic communications~~

~~d. District budget overview~~

~~e. Strategic Plan, Goals, and Guiding Documents~~

~~f. Board annual calendar and briefing of upcoming events~~

~~g. Superintendent's current contract and instrument for Superintendent Evaluation~~

~~h. List of Board and administrative committees having Trustee representation.~~

Add This:

New Board Member Orientation & Election of Board Officers

A. Pre-Election Candidate Information

Prior to the election, the Superintendent and Board President shall conduct a meeting for Board candidates to provide general information regarding the responsibilities of serving as a School Board Trustee. The meeting may include:

- *Required election filings and important election-related dates;*
- *Board policies and legal requirements applicable to candidates and Trustees, including requirements related to political advertising and campaign activities;*
- *A high-level overview of the role, responsibilities, and governance duties of a School Board Trustee;*
- *The distinction between the Board's governance responsibilities and the Superintendent's administrative responsibilities; and*
- *General information regarding the Board's Operating Procedures and governance practices.*

This meeting is intended to provide candidates with general information and shall not be considered a substitute for the formal orientation provided following election and qualification for office.

B. New Board Member Orientation

Upon the election and qualification of a new Board Member, the Board President and Superintendent shall conduct an orientation as soon as reasonably practicable and, when possible, before or around the new Trustee's first Board meeting.

The orientation shall provide a comprehensive overview of the responsibilities of a School Board Trustee and the governance of the District and shall include, but not be limited to:

1. ***Governance and Board Responsibilities***
    - *Board roles and responsibilities;*
    - *Board Operating Procedures and Board Policies;*
    - *The Board's role in governance, oversight, and policy;*
    - *The distinction between Board and Superintendent responsibilities;*
    - *Board norms and expectations for Trustee conduct;*
    - *Communication protocols for interaction with the Superintendent, District administration and staff;*
    - *Information requests; and*
    - *Robert's Rules of Order and parliamentary procedures.*
2. ***Board Operations and Governance***
    - *Board annual calendar and upcoming Board business;*
    - *Strategic Plan, Board Goals, and other guiding documents;*
    - *Board and administrative committees having Trustee representation;*
    - *Superintendent's current contract and Superintendent evaluation process; and*
    - *Matters anticipated to require Board consideration during the new Trustee's first 90 days in office.*
3. ***Logistical and Technology Information***
    New Board Members shall receive necessary logistical information, including:
    - *Board identification badge and access to District facilities;*
    - *Access to District electronic communications and Board technology;*
    - *Access to the Trustee Hub and an overview of resources available to Trustees;*
    - *Expense reimbursement procedures; and*
    - *Other information necessary to support the Trustee in carrying out Board responsibilities.*
4. ***Budget and Board Priorities***
    The orientation shall include an overview of the District's budget, including the annual budget adoption process, current financial priorities, and other significant financial

matters anticipated to require Board consideration during the new Trustee's first 90 days in office.

5. ***Board Operating Procedures Acknowledgment***
   During the orientation, the new Board Member shall review and acknowledge the Board Operating Procedures and any required Trustee acknowledgments or agreements.

C. Continuing Education

Within the first year of service, each new Board Member shall complete the continuing education required by Texas law under Texas Education Code §11.159 and the Texas Education Agency, including required training regarding the Texas Open Meetings Act within the applicable statutory timelines.

New Board Members are encouraged to attend the TASB Summer Leadership Institute, including the New Board Member Workshop series, and other training opportunities appropriate to their role.

Board Members are encouraged to familiarize themselves with Robert's Rules of Order and other parliamentary procedures used by the Board.

D. Public Information and Personal Information

Board Members may exercise any rights available under the Texas Public Information Act to restrict public access to personal information, as permitted by law. Any required form shall be completed and submitted to the Superintendent's Office.

E. Election and Orientation of Board Officers

Following each Board election and as provided by law, the Board shall organize and elect its officers in accordance with applicable law and Board Policy.

The Board President shall work with the Superintendent to ensure that newly elected Trustees receive the orientation described above and that Board officers receive any additional information necessary to fulfill their respective leadership responsibilities.

II. Election of Board Officers

A. The new Board will meet at the next regularly scheduled meeting after the results are canvassed to review the selection of the following Board Officers: President, Vice-President, and Secretary. See Board Policy BDAA (LEGAL). The LISD Board typically reorganizes in June.

1. Any Board Member wanting to become an officer must complete a board officer training through TASB and must not be deficient in board training requirements.

2. Board Officers shall serve for a term of one year or until the next called Officer election. Officers may succeed themselves in office.

ADD: Any board member may be considered for the offices of president or vice president provided the member has served on the board for at least two years and is willing to hold office.

3. At any meeting at which the Board will take action on Board Officers, the agenda shall include a provision for a closed session deliberation to discuss reconstituting the Officers of the Board. During the closed meeting, the Board will deliberate the duties and qualifications of Public Officers. The current Board President will ask for nominations. ~~During this time the Board shall also consider Board Committee assignments and selection of Chairs for Internal Standing Board Committees.~~

4. When reconvened in open meeting, in compliance with the Texas Open Meetings Act, the current Board President will preside over the election of the Board Officers. The current Board President will entertain nominations. Board Members will not self-nominate from the dais. A nomination requires a second. If additional nominations are made, then each office will be voted on separately by the Board according to Robert's Rules of Order. The Board will vote for each office in turn, beginning with the Board President. If there is more than one nominee for a position, candidates will be voted on in the order of their nomination.

5. Newly elected Officers will assume responsibility for their office immediately upon election to the Board Office.

6. In the event of a vacancy in an Officer's position, the Board may by a majority action of the Board at any duly called meeting fill the vacancy.

7. The immediate past President and the newly elected President shall meet with the Superintendent after the election of Officers to review all matters pending, to ensure the newly elected President has all the information required of the office.

III. Roles and Official Duties of the Board Officers

A. The President of the Board ensures the integrity of the Board's processes and serves as the Board's official spokesperson. Accordingly, the President has the following authority and duties:

1. Monitor Board behavior to ensure that it is consistent with its own rules and policies and those legally imposed upon it from outside the organization.

    a. Conduct and monitor Board meeting deliberations to ensure that only Board issues are discussed.

    b. Ensure that the Board meeting deliberations are fair, open, and thorough, but also efficient, timely, orderly, and to the point.

c. Chair Board meetings with all the commonly accepted power of that position as described in Robert's Rules of Order, and with voting rights.

d. Conduct periodic self-assessments to ensure process improvement.

e. Facilitate communication between Board Members.

f. Facilitate agenda planning (including consent agenda items), development, and ordering of agenda items during meetings.

g. Act as the Board's spokesperson to the media.

2. Compile and facilitate the summative evaluation of the Superintendent.

3. Represent the Board to outside parties in announcing Board-stated positions and in stating decisions and interpretations with the areas assigned to the President, delegating this authority to other Board Members when appropriate, but remaining accountable for its use.

4. Sign contracts, resolutions, and legal documents authorized by the Board.

B. Board Vice President:

1. Act in the capacity and perform the duties of the President of the Board in the event of the absence, disability, or resignation of the President.

2. Have the opportunity to participate in agenda planning and development, including consideration of items for the consent agenda. If the Board Vice President is unavailable to participate in an agenda planning meeting, another Trustee will have the opportunity to participate in the agenda planning meeting with the Board President and Superintendent.

3. Become President only upon being elected to the position by the Board.

C. Board Secretary:

1. Ensure that accurate records of Board meetings are kept.

2. Act in the capacity and perform the duties of the President of the Board in the event of the absence, disability, or resignation of the President and Vice President.

3. Sign contracts, resolutions, and legal documents authorized by the Board.

4. The Secretary shall work with administration to prepare discussions with Trustees and compile Trustee response, if they are available, throughout the year to complete the Superintendent's evaluation.

D. For specific policies related to Duties and Requirements of Board Officers, see Board Policy BDAA.

Board Meetings

~~**ADD**~~

~~**I. Developing Board Meeting Agendas**~~

~~A. To accomplish its stated objectives, *the Board President with the Superintendent* follows, its adopted purpose and *board* goals, and develops and follows an Annual Agenda Planning Calendar that includes a schedule for significant aspects of the Board's upcoming work, including monitoring of District performance, board goals, matters related to the District budget, bond and facility work, contracts, *Board Guardrails, Operations* , policies, *Board Policy* personnel, evaluation of the Superintendent, and other items pertaining to major business of the Board. This Calendar may be adjusted for administrative purposes.~~

~~B. Not later than June 30 of each year, the Board President, in cooperation and consultation with the Superintendent, will develop a draft of the Board's Annual Planning Calendar of Board Meetings. The Annual Planning Calendar will serve as a template for agenda and activity planning purposes. The Board's Annual Planning Calendar provides a general planning guideline and can, at a minimum, include the following items:~~

~~1. Items in the strategic plan, Board goals, District goals, and superintendent goals;~~

~~2. Items legally required annually but not at specific times;~~

~~3. Items required by Board Policy;~~

~~4. Desired Board Reports;~~

~~5. Student Performance Reports;~~

~~6. Program Evaluation;~~

~~7. Instructional Programs and District Initiatives to review in the upcoming year;~~

~~8. Activities not related to Board meetings, to include District activities/events, major campus events, meetings of District-related organizations/committees, Board training opportunities/ workshops/ conventions, business meetings of local governmental entities, and advisory group meetings. *Change this to board governance*~~

~~**II. Placing Items on the Agenda**~~

~~1. The Board President and Superintendent shall prepare the agenda for each Board meeting in accordance with the Annual Agenda Planning Calendar. Agenda items may be added by the Superintendent through appropriate consultation with the Board President.~~

~~2. Any Board Member may propose a subject for consideration by the Board. Ideally, such requests should be made before the Board at a Board meeting or proposed in writing to the Board President no later than 7 calendar days before the meeting is posted. If two Board Members (the Board President may be one of the two Members) agree to have an item placed on the agenda, the Board President shall place the item on the agenda of the next regular Board meeting or a subsequent meeting. Notwithstanding, the Board President may refuse to place an item on the agenda if it is not time to discuss the subject per the Board's Annual Planning Calendar and the item has already been discussed on two or more agendas within the preceding quarter. In accordance with the Texas Open Meetings Act, no Member can place an item on the agenda less than 72 hours in advance of a meeting, except in an emergency as per Texas law.~~

~~3. Board agendas and corresponding documents when possible will be uploaded to Board Book 6 calendar days prior to the regular Board meeting.~~

~~4. The Superintendent's office is responsible for the posting of the agenda, no later than 72 hours before the meeting in accordance with Chapter 551 (Open Meetings Act) of the Texas Government Code.~~

~~5. The order in which posted agenda items are taken may be changed by the presiding officer at any meeting.~~

~~6. Should a Member wish to remove an item from the consent agenda, that item will be discussed as a separate action item. See Board Policy BE (LOCAL).~~

Add This

Board Meeting Agendas and Annual Planning

A. The Board President, in consultation with the Superintendent, will develop and maintain an Annual Board Governance Planning Calendar aligned with the Board's adopted goals, priorities, governance responsibilities, and annual work. The calendar will guide the Board's work throughout the year and may be adjusted as needed.

The Annual Board Governance Planning Calendar may include, but is not limited to:

1. *Board and District goals and student outcome monitoring;*
2. *Superintendent evaluation and goals;*
3. *Board self-evaluation and governance effectiveness;*

4. *Board policy and Board Operating Procedures review;*
5. *Board guardrails and governance matters;*
6. *Required annual legal, financial, and compliance matters;*
7. *Budget, bond, and long-range financial planning;*
8. *Student performance and program evaluation reports;*
9. *Long-range planning and major District initiatives requiring Board oversight;*
10. *Board training, governance development, and required trustee education; and*
11. *Other matters necessary to fulfill the Board's governance responsibilities.*

B. No later than June 30 of each year, the Board President, in cooperation and consultation with the Superintendent, will develop a draft Annual Board Governance Planning Calendar for the upcoming school year.

C. Board Workshops are scheduled by the Board President in consultation with the Superintendent to provide additional time for presentations, governance discussions, strategic planning, and other matters requiring extended Board discussion. Special Called Meetings may be scheduled by the Board President in consultation with the Superintendent.

Placing Items on the Agenda

A. The Board President and Superintendent will develop the agenda for each Board meeting consistent with the Annual Board Governance Planning Calendar and the Board's adopted goals and priorities. Agenda items may be added by the Superintendent following appropriate consultation with the Board President.

B. Any Board Member may propose a subject for consideration by the Board. Requests should be made in writing to the Board President, ideally no later than seven (7) calendar days before the meeting is posted.

If two Board Members, including the Board President, agree that an item should be considered by the Board, the Board President will place the item on the agenda of the next regular Board meeting or a subsequent meeting, consistent with legal requirements and the Board's Annual Governance Planning Calendar.

The Board President may defer an item when it is not timely, is already scheduled for consideration, or has been substantially addressed in recent Board agendas.

C. Board agendas and corresponding documents will, when reasonably possible, be uploaded to Board Book approximately six (6) calendar days before the regular Board meeting.

D. The Superintendent's office is responsible for posting Board agendas in accordance with the Texas Open Meetings Act. Agendas will be posted on the Leander ISD website at least three business days before the meeting, as required by law.

E. The order of posted agenda items may be changed by the presiding officer during the meeting as permitted by law.

F. A Board Member wishing to remove an item from the Consent Agenda may request that the item be considered separately. See Board Policy BE (LOCAL).

Board Preparation and Agenda Review

A. The Board strives to conduct meetings efficiently and effectively. Trustees are expected to prepare for Board Agenda Review meetings, Regular Business Meetings, Board Workshops, and Special Called Meetings by reviewing documents in BoardBook and other relevant information provided by the administration in advance.

B. The Administration will post the agenda Friday of the week preceding the Thursday Board Meeting or at least three business days before the meeting.

C. Trustees should submit questions regarding agenda items by noon on the Tuesday preceding the Board Meeting. The Administration will provide responses in that week's Board Update, when practicable, before the Board Meeting.

D. Additional questions arising from the Board Update should be submitted by midnight Sunday preceding the Thursday Board Meeting. The Administration will strive to provide responses by 12:00 p.m. on the day of the Board Meeting.

E. The Board and Administration will strive to adhere to these timelines to support meaningful preparation and informed discussion. The timelines may be adjusted when unforeseen circumstances, late-breaking information, legal requirements, or other circumstances make compliance impractical.

Closed Sessions

A. In accordance with the Texas Open Meetings Act, the Board may meet in closed session to discuss matters permitted by law, including personnel, student discipline, security, land acquisition, and consultation with legal counsel.

B. No final action, decision, or vote may be taken in closed session. Any action required of the Board must occur in an appropriately posted open meeting and in accordance with applicable law.

Trustee Attendance and Videoconference Participation

A. Trustees are expected to regularly attend Board meetings in person.

B. State law permits, but does not require, a trustee to participate in a public meeting by videoconference under certain circumstances and subject to applicable legal requirements.

C. A Trustee who wishes to participate by videoconference should submit a written request to the Board President and Superintendent at least three business days before the meeting. The request should include the reason the Trustee is unable to attend in person.

D. Approval of videoconference participation will be determined by the Board President in accordance with applicable law and Board policy. The Board President will make reasonable efforts to consult with the other Board Officers before making the determination.

8. For more information about agenda preparation, see Board Policy BE (LOCAL).

III. Conducting Board Meetings

A. The Leander ISD Board of Trustees typically will meet twice each month with meetings normally beginning at 6:15 p.m., but times may vary. The Board President may call a special or emergency meeting at the request of two or more Board Members and/or by the Superintendent as provided in Chapter 551 (Open Meetings Act) of the Texas Government Code.

B. Four Members present constitute a quorum for a meeting.

C. The Board solemnizes its proceedings by beginning regular monthly Board meetings with a recitation of the pledge of allegiance to the United States, the pledge of allegiance to the state flag, and a moment of silence.

D. Board Members shall refrain from electioneering and political advertising from the dais. See BBBD (LEGAL).

E. Board Members shall refrain from conversing at the dais with community members where confidential or personal documents may be observed.

F. The Board shall observe the parliamentary procedures as outlined in Robert's Rules of Order Newly Revised, except as otherwise provided in Board procedural rules or by law.

1. All discussions shall be directed solely to the business currently under deliberation.

2. The presiding officer has the responsibility to keep the discussion to the motion at hand and shall halt discussion that is not germane to the business before the Board.

3. The presiding officer shall recognize a Board Member wishing to comment. Board Members shall be respectful of time to allow other Trustees an opportunity to ask questions or make comments.

4. Questions and comments must be germane to the current agenda item.

5. Board Members shall respect the right of individual Members to express their viewpoints and vote their convictions and honor the decisions of the majority.

G. For the most updated information on meetings, visit the LISD Board of Trustees website and click on the Board Meetings & Live Stream drop-down box. *Upcoming meeting, visit the LISD Board of Trustee Hub for more information about the upcoming meetings.*

H. For specific policies related to Board meetings, see Board Policy BE.

IV. Citizen Comments/Public Participation during Board Meetings

1. Although not the only way citizens can reach out to the Board, the Board encourages citizens to make their comments, concerns and ideas known to the Board during the Citizen Comments segment of the meeting. Persons may address the Board on agenda or non-agenda items at regular Board meetings. At specially called meetings, the public may comment only on items on the agenda.

2. Citizen Comments will normally be held after the call to order, Pledge of Allegiance, and recognitions. A person wishing to address the Board shall sign up prior to the beginning of the meeting. For meetings that start at the usual time of 6:15 p.m., the sign-up form for Citizen Comments will be available online from 12:00 p.m. the day before through 12:00 p.m. the day of the meeting. The deadline for signing up to speak will be 12:00 p.m. preceding the Board meeting. For meetings with a different start time, the sign-up window will be specified at the top of the meeting agenda. Each citizen should sign up for themselves. Citizens who need special accommodations or assistance with sign-up should contact the office of the Superintendent (512-570-0000) during regular business hours. The LISD Board seeks to conduct its meetings in a polite, professional manner, and would appreciate Citizen Comments being shared in a similar fashion. The LISD Board's standard expectation will be that the Board Book will be complete prior to the deadline for Citizen Comment sign-up to ensure that citizens have an awareness of the items the Board will be considering.

3. Each speaker will be given up to 1.5 minutes. The presiding officer may modify this time at his/her discretion based on the number of citizens who signed up to speak unless additional time is needed for translation in accordance with Board Policy BED (LEGAL). Speakers may not "donate" their time to other speakers. Citizens will miss their speaking time if they are not present when their number is called.

4. After the sign-up deadline, speakers will be notified via email of their speaking order and the amount of time they will have to address the Board. Current LISD students will be placed at the top of the speaking order during Citizen Comments.

5. The request to address the Board form shall ask for the speakers:

a. Name,

b. Address,

c. Phone,

d. If they are a Parent/Guardian, Student, Teacher/Staff, Resident of LISD, Community Member that works or shops in the District, or Other,

e. Name of your topic: General Information, Complaint (not specific to student or staff member), Complaint (specific to the student or staff member)- if you select this option a staff member will follow up and provide you details on the grievance process,

f. What item on the agenda will you be addressing,

g. Briefly state the issue you wish to discuss,

h. What would you suggest the remedy or appropriate response to your issue?

6. The Board does not allow the use of video, slide, or other electronic presentations. Speakers must address the Board from a speaker podium/table. No speaker may approach the dais without the permission of the presiding officer.

7. If citizens bring a written statement or support materials, they should provide enough copies for the seven Board Members and the Superintendent.

8. Specific complaints about individual District personnel shall be processed through the District's grievance policies DGBA (Employee), FNG (Parent/Student), and GF (Public) (LOCAL). See Leander ISD Complaint Form (FNG Exhibit) for sample parent/student grievance form.

9. The Board requests that citizens not refer to individual students or employees by name during Citizen Comments.

10. The Board will not engage in dialogue with the speaker during the Board meeting. However, the Board or Superintendent may provide specific factual information or recite existing policy to clarify some inquiries or issues.

11. The Board shall not deliberate or make decisions regarding any subject that is not on the posted agenda. The presiding officer shall recognize Board Members prior to any Member asking clarifying questions or making statements to the Board. Board Members may direct the Superintendent to investigate item(s) and report back to the Board as appropriate.

12. The Board President shall maintain decorum, so that the Board may conduct the business of the District. Outbursts and demonstrations that disrupt a Board Meeting are prohibited. The Board shall not tolerate disruption of the Board Meeting by members of the public. If, after one warning from the presiding officer, any person continues to disrupt the meeting by words or actions, the person shall be removed from the meeting. All individuals attending meetings are expected to comply with applicable guidelines from the District regarding emergency procedures and/or in accordance with executive orders issued by duly authorized local, state, and/or federal authorities. A single outburst or incident may be so disruptive that an individual may be removed without an initial warning.

13. Signs or placards brought to a Board meeting shall not block the vision of those attending the meeting.

14. For specific legal policies related to public participation at Board meetings, see Board Policy BED.

<u>V. Closed Meetings</u>

~~A. The Board must convene in open session with proper posting prior to the presiding officer announcing a recess into closed meeting. The reason/exception for a closed session must be read aloud indicating the items to be discussed in closed session under Chapter 551 (Open Meetings) of the Texas Government Code. During a closed meeting, the Board can deliberate properly posted items but may not take any actions related to those items. All Board actions, including voting, must occur in open session.~~

~~B. Discussions and information shared during closed session shall remain confidential. Board Members must always be mindful of their fiduciary duty to the District and protect information provided to them in trust during closed meeting. Trustees who reveal matters discussed in closed meeting are subject to censure in accordance with these procedures. If a Board Member has questions about the confidentiality of information shared in closed meeting, they are encouraged to confer with the Board's Counsel.~~

~~C. The Board Secretary shall prepare a certified agenda of the proceedings of each closed session and file it with the Executive Assistant to the Board or designee. Only Members of the Board (whether present at the closed session or not) can review the minutes of a closed session without a court order. A Board Member wishing to review the certified agenda of a closed session should contact the Superintendent's office. A copy may not be made. Certified agendas are to be sealed,~~

~~kept confidential, and stored in a locked place in accordance with retention schedules and Board policy.~~

Add This

The Superintendent, in consultation with the Board President, may include items on an agenda for discussion in closed session. Items must be listed on the agenda in accordance with the Texas Open Meetings Act.

All discussion and information shared in the Closed Session shall remain confidential in accordance with the Texas Open Meetings Act.

If, during closed session, the Board engages in consultation with its attorney regarding a matter in which a Trustee is in an adverse position to the District, the Board may exclude the adverse Trustee from the portion of the Closed Session in which the Board consults with its attorney regarding the matter to preserve attorney-client privilege.

The Board Secretary shall keep minutes of closed sessions and, after signature of the Board President, shall be sealed in an envelope and provided to the Executive Assistant to the Board of Trustees or designee.

D. For more information on closed meetings, see Board Policy BEC.

~~**VI. Voting**~~

~~A. No item shall be acted upon by the Board unless the item is posted in the public notice for the meeting.~~

~~B. When an item for action on the agenda is reached, the following procedure will apply:~~

~~1. The presiding officer shall announce the item for action.~~

~~2. The Superintendent or appropriate staff member may make a comment, statement, recommendation, or presentation regarding the item.~~

~~3. The Board may discuss the item and raise questions.~~

~~4. Action is taken by means of a motion and a second, followed by a hand vote of Board Members present. The Board also has the option of not taking action on an item.~~

~~5. The Board President may vote on all action items.~~

~~6. In case of a tie vote, a motion fails.~~

~~7. Dissenting and abstaining votes shall be recorded in the minutes of the Board Meeting.~~

Add this

A. After discussion has concluded on a particular item, the presiding officer may request a motion on the item.
B. When a motion has been duly made and seconded, the presiding officer shall call for a vote on the motion.
C. All Trustees, including the Board President, may make and second motions, and vote on motions.
D. Trustees shall cast a vote on every motion, except when the Trustee chooses to abstain and explains the reasoning for the abstention.
E. Trustees shall vote by show of hands, by voice, or by remotely.Trustees participating remotely shall remain visible on camera during the voting process.
F. The presiding officer may conduct a roll call vote, if necessary, to ensure that each Trustee's vote is accurately recorded.

G. For more information about voting, see Board Policies BDAA(LOCAL) and BE(LOCAL).

Committees

~~**I. Board Committees**~~

~~A. In accordance with Board Policy BDB (LEGAL), the Board has created standing committees to facilitate the efficient operation of the Board.~~

~~Those committees are reviewed annually and consist of up to three members and work with a Staff/Board Attorney liaison in an advisory capacity. These committees serve purely in an advisory function, with no power to supervise or control District business. Each standing committee shall consist of up to three Trustees, one serving as Chair and two serving as Members.~~

~~C. The Board may create additional committees as necessary.~~

~~D. The Chair of the committee, in consultation with the staff liaison, shall determine the number and frequency of meetings each year and keep meeting minutes as well as attendance.~~

~~E. The Chair of the committee shall provide regular reports to the Board regarding the work of the committee. Reports shall be provided to the Executive Administrative Assistant to the Superintendent for inclusion in a board memo.~~

~~F. When possible, committee member terms will be staggered to minimize the impact of member turnover. The committee members will typically be agreed to annually by the Board, along with the designation of a chair of that committee. Trustees will work with one another to ensure a smooth transition across committee assignments by transferring all written materials to their~~

~~successors, meeting with them to discuss pending committee matters, and assisting in other ways as needed.~~

~~I. The current standing committees are:~~

~~1. Legislative - A member from this committee shall be selected as the District's TASB Legislative Delegate~~

~~The purpose of the Board Legislative Committee is to cultivate relationships with elected officials to open lines of communication and increase opportunities to advocate for the interests of Leander ISD; to unify the messages individual trustees convey to legislators; and to monitor and review legislative actions to inform advocacy efforts. The Committee will also bring together the Legislative Priorities for Board action.~~

~~2. Board Operating Procedures~~

~~The purpose of the Board Operating Procedures Committee is to establish an annual, or as needed review, of the Board Operating Procedures. The Committee shall make recommendations for Board action on the Board Operating Procedures.~~

~~3. Policy~~

~~The purpose of the Board Policy Committee is to establish policy review and adoption priorities; make recommendations for Board action on policies including the creation and amendment of policies; and review policy concerns raised by stakeholders to ensure compliance and fairness.~~

~~4. Audit~~

~~The purpose of the Board Audit Committee is to serve in an advisory role to review internal and external audit processes and reports.~~

~~5. Grievance~~

~~The purpose of the Board Grievance Committee is to review and address Level III grievances in accordance with the procedures and timelines in Board Policies DGBA, FNG, and GF(LOCAL). The Board hereby delegates final decision making authority on behalf of the whole Board to the Grievance Committee. Accordingly, Board Grievance Committee meetings will be posted in accordance with the Texas Open Meetings Act. Records of Grievance Committee meetings will be preserved as required by the Texas Open Meetings Act and Texas Public Information Act. The committee will consist of three Board members assigned on a rotating basis. Any Board member named in the grievance will recuse himself or herself from the committee for that grievance, unless recusal would prevent the Board from exercising its statutory obligations to hear grievances.~~

Board Committees

A. In accordance with Board Policy BDB (LEGAL), the Board may establish standing committees to support the efficient operation of the Board. Standing committees are advisory in nature and have no authority to supervise, direct, or control District business, except as specifically authorized by law or Board policy.

B. Each standing committee shall consist of up to three Trustees, including a Chair and up to two Members. Committees shall work with a designated staff and/or Board Attorney liaison in an advisory capacity.

C. The Board shall review committee assignments annually and may create additional committees as needed. When practicable, committee terms may be staggered to minimize the impact of Trustee turnover.

D. The committee Chair, in consultation with the staff liaison, shall establish the committee's plan of work that will include the meeting schedule and maintain meeting minutes and attendance records, as appropriate.

E. The Chair shall provide regular updates to the full Board regarding committee activities. Reports shall be submitted to the Executive Assistant to the Superintendent for inclusion in a Board memo.

F. Trustees shall support continuity when committee assignments change by providing successors with relevant written materials, discussing pending matters, and assisting with the transition as needed.

II. Standing Committees

1. Legislative Committee

The Legislative Committee shall:

- *Cultivate relationships with elected officials and strengthen communication regarding the interests of Leander ISD.*
- *Coordinate consistent messaging among Trustees regarding legislative issues.*
- *Monitor and review legislative actions and their potential impact on the District.*
- *Develop legislative priorities for consideration and action by the full Board.*
- *Recommend a member of the committee to serve as the District's TASB Legislative Delegate.*

2. Board Operating Procedures Committee

The Board Operating Procedures Committee shall:

- *Review the Board Operating Procedures annually and as needed.*
- *Recommend revisions and updates to the full Board for consideration and action.*
- *Monitor changes in law, Board policy, and governance best practices that may warrant revisions to the procedures.*

3. Policy Committee

The Policy Committee shall:

- *Establish priorities for policy review and adoption.*
- *Review and recommend new or amended policies for Board consideration.*
- *Review policy concerns raised by stakeholders and recommend appropriate action to ensure policies are applied consistently, fairly, and in compliance with applicable law.*

4. Audit Committee

The Audit Committee shall serve in an advisory capacity to review internal and external audit processes, findings, and reports and make recommendations to the full Board as appropriate.

5. Grievance Committee

The Grievance Committee shall review and address Level III grievances in accordance with the procedures and timelines established in Board Policies DGBA, FNG, and GF(LOCAL).
The Board delegates final decision-making authority for Level III grievances to the Grievance Committee, as permitted by law and Board policy. Grievance Committee meetings shall be posted and conducted in accordance with the Texas Open Meetings Act, and records shall be maintained as required by applicable law.
The committee shall consist of three Trustees assigned on a rotating basis. A Trustee named in a grievance shall recuse himself or herself from consideration of that grievance unless recusal would prevent the Board from fulfilling its statutory obligations.

III. Committee Plan of Work

Each standing committee shall develop and maintain a Plan of Work for each planning period. The Chair, in consultation with the staff liaison, shall maintain the Plan of Work and share it with the full Board.

Committee Information

Add this:

Committee Name:

- ***Chair:***

- ***Members:***
- ***Planning Period:***

Purpose

1.
2.
3.

Goals

1.
2.
3.

Success Criteria

1.
2.
3.

Key Priorities and Activities

1.
2.
3.

Meeting Schedule

- ***Meeting Frequency/Time:***
- ***Meeting Dates:***

End-of-Period Review

- ***Achievements:***
- ***Challenges:***

• Recommendations for Next Period:

~~**III. District Citizen Advisory Committees**~~

~~A. Board Member appointments to certain District administrative committees, created by Board policy or established through administration, may be conducted annually or as specified by administration. Beginning with appointments for each school year, the Board shall instruct the District to include on the committee webpage each Board appointee's name and the name of the~~

~~Board Member who nominated them, as well as details regarding the time frame during which appointments shall be made. Community members must be residents of Leander ISD, unless otherwise prohibited by statute. The Board reserves the right to replace committee members who miss more than two consecutive meetings.~~

~~B. The Board shall consider each committee requirement composition when submitting appointees including but not limited to parents with students in the District, the feeder pattern, as well as a commitment of attendance. The Board will only approve committee member appointments/nominations if required by policy or statute. If Board approval of the entire committee is required by policy or statute, appointments shall be reviewed and voted on by the Board at the same time of approval as the entire committee membership.~~

~~C. The function of the committees, unless otherwise stated in statute, shall be fact-finding, deliberative, and advisory. The District shall consider the Board appointments when determining the remaining composition of the committee so that selection of the remaining members provide for an adequate representation of the community's diversity and geography.~~

~~D. These committees are directed and run by district administration, and the Board does not have a participating role on these committees, unless otherwise required by statute or a memorandum of understanding (MOU). While Board members may attend (in numbers less than a quorum) and observe advisory meetings, they may not participate or become a member of the committee. When a statute or MOU requires Board member participation, the number of Board members on a committee shall not exceed the minimum required by statute.~~

Add this:

II. District Citizen Advisory Committees

*A. **Appointments and Composition***
Board appointments to District administrative committees established by Board policy, statute, or administration shall be made annually or according to the timeline established by the District. The District shall maintain a committee webpage identifying each Board appointee, the Board Member who nominated the appointee, and the applicable appointment timeline. Unless otherwise required by statute, committee members must be residents of Leander ISD.
In making appointments, the Board shall consider applicable committee composition requirements, including parent representation, feeder patterns, geographic representation, community diversity, and the appointee's ability to attend meetings. The Board may replace an appointee who misses more than two consecutive meetings.
*B. **Board Approval***
The Board shall approve individual committee appointments only when required by Board policy or statute. When Board approval of the full committee membership is required, the Board shall review and approve the membership as a whole.

*C. **Committee Role and Administration***

Unless otherwise provided by statute, District citizen advisory committees are fact-finding, deliberative, and advisory in nature. The committees are directed and administered by District staff and do not have authority to supervise, direct, or control District operations.

*D. **Board Member Participation***

Board Members may attend and observe committee meetings, provided their attendance does not constitute a quorum of the Board. Board Members may not participate as members of the committee unless Board participation is specifically required by statute or a memorandum of understanding (MOU). When Board participation is required, the number of Board Members serving shall not exceed the minimum required.

Evaluations and Training

I. Evaluation of the Superintendent

A. The Superintendent formative evaluation will be conducted on a periodic basis and the summative evaluation on an annual basis. New Board members will receive training on how to evaluate the superintendent.

B. The evaluation will be conducted in closed meeting.

C. The Board shall evaluate and assess the Superintendent's performance in writing at least once each year. The Board's evaluation and assessment of the Superintendent shall be reasonably related to the duties of the Superintendent as outlined in the Superintendent's job description and shall be based on the District's progress towards accomplishing the District Goals. If the Board cannot reach consensus on the results of the Superintendent's performance review, the Board Officers will finalize the performance review. The evaluation format and procedure shall be in accordance with the evaluation instrument selected by the Board in accordance with the Board's policies, and state and federal law. In the event the Board deems that the evaluation instrument, format, and/or procedure is to be modified by the Board and such modifications would require new or different performance expectations, such modifications must be adopted with input from the Superintendent and the Superintendent shall be provided a reasonable period of time to demonstrate such expected performance before being evaluated.

D. For more information on Superintendent evaluations, see Board Policy BJCD (LOCAL).

II. Evaluation of the Board

A. The Board shall perform a self-review or evaluation at a properly called Board meeting using the adopted State Board of Education Framework for School Board Development.

B. That review shall take place annually

C. Additional reviews shall include performing an evaluation on reaching Board goals and aligning to Board Purpose Statement as well as guiding documents.

D. During the ~~December~~ Team of 8 Retreat, the Board Operating Procedures, effective governance, and Board Member Code of Ethics shall be reviewed. For information about Board Member ethics, see Board Policy BBF (LOCAL).

E. Additional evaluations can be included as needed by the Board President.

F. For more information about Board self-evaluations, see Board Policy BG (LEGAL).

III. Board Training Development

A. Board Members must meet minimum annual requirements for training. Based on our November Trustee election cycle, Leander ISD is required to announce at the last Board meeting in October, each Board Member who has completed, exceeded, or is deficient in meeting the required continuing education hours. However, the requirements for training are measured as of the first anniversary of the date of the Trustee's election or appointment, or two-year anniversary of his or her previous training, as applicable.

B. At the last regular October Board meeting, the Board President must announce the name of each Board Member who has completed/exceeded/or is deficient in the required continuing education as required by 19 Tex. Admin Code 61.1 (j).

C. Each spring, the Board will identify and prioritize the focus of Board Trainings for the year based on the results of the annual Board evaluation, the School Board of Education (SBOE) Board Training Framework, and alignment with the District's strategic plan.

It is the desire of the Board that all Board Members will attend the prioritized trainings/conferences identified by the Board in order to maximize the benefits to the District.

The Board will generally give priority to conferences and training opportunities held in Texas; however, the Board may also approve training opportunities at national conferences occurring outside the state based on identified Board priorities.

The Board may also set a maximum annual amount for the Board, as a whole, or for individual Board Members to attend Board Training.

~~D. Additional training or educational seminars may be requested by individual Board Members and approved by a majority of the Board through Board action.~~

~~E. Exceptions to the above that will require reimbursement must be approved by a majority of the Board Members.~~

F. For specific legal policies related to Board Member training, see Board Policy BBD (LEGAL).

IV. Travel Reimbursement

A. Reimbursement to Board Members for reasonable travel expenses* attendance at regional, state, or national conventions, conferences, and workshops shall be made by the District when attendance is authorized and deemed by the Board to be necessary to conducting the business of schools. Board Members have two weeks to turn in travel expenses to the Superintendent's Office for reimbursement.

B. Recognizing that Board Members serve the Leander Independent School District without compensation for their service as Trustees while also maintaining separate employment, Board Members are permitted to engage in limited work on private or personal matters while travelling on school business, so long as the work or personal/private matter does not interfere with the Board Member's ability to attend to the business of LISD.

C. The District may not pay the travel expenses of spouses and other persons who have no responsibilities or duties to perform for the Board when they accompany a Board Member to Board related activities.

D. For specific policies related to Board Member Travel Reimbursement, see Board Policy BBG.

*Reasonable expenses are defined to mean:

1. Hotel: Not to exceed the standard negotiated rate available through the conference sponsor. If no standard negotiated rate has been established, the reimbursement rate shall not exceed the rate for key officials as stated by the Texas Comptroller for the current fiscal year.

2. Meals: Without receipts for overnight travel, Board Members may claim per diem in the same manner and at the same rates as specified for employees in the Leander ISD Business Operating Guidelines. With receipts, meals for overnight and non-overnight travel may be reimbursed up to the rate for key officials as stated by the Texas Comptroller for the current fiscal year.

3. Parking: Hotel self-parking is highly recommended in the hotel in which the Board Member is a guest, unless no self-parking is available or if it is not safe.

4. Mileage: Not to exceed the allowable IRS rates (or the District approved rate if lower) for use of a personal car or the actual cost of the lowest fare for commercial transportation plus parking.

No reimbursement will be made for:

1. Non-District facsimiles or phone calls

2. Entertainment or in-room movies

3. Alcohol

4. Souvenirs

5. Spouse/family expenses

Cancellation of conference registration, hotel, travel accommodations, etc. must be completed within the allowable “cancellation” timeline established by the vendor or sponsoring entity. Every attempt must be made by the Board Member to notify the Board's or Superintendent's Executive Assistant of such cancellation plans as soon as plans need to be changed. For cancellations not completed within the designated timeline, the loss of reimbursement eligibility and/or monetary commitment of the District shall be borne by the individual Board Member responsible for the cancellation, unless the cancellation is the result of personal illness or a family emergency or natural disaster.

Accounting records shall accurately reflect that no state or federal funds were used to reimburse travel expenses beyond those authorized for state employees.

A statement shall be submitted for all authorized expenses incurred, including receipts to the extent feasible, documenting actual expenses and in accordance with procedures applicable to employee expense reimbursement.

Board Relationships

I. The Leander ISD Board of Trustees are committed to ensuring that all trustees act in a fair and ethical manner, upholding our guiding documents and direction of the Strategic Plan and that no trustee uses their position for personal gain or to exert undue influence over others.

1. Trustees shall not use their position or access to confidential information to benefit themselves, their family members, or any other person or organization with which they have a financial or personal interest.

2. Trustees shall not use their position to coerce or intimidate school staff, students, or members of the community.

3. Trustees shall not use their position to interfere with the day to day operations of the school District. Trustees who violate this policy will be subject to disciplinary action, up to and including censure.

<u>II. Conflicts of Interest</u>

A. Board Members are expected to avoid conflicts of interest involving any matter pending before the Board. A conflict of interest is deemed to exist when a Member is confronted with an issue in which the Member has a personal or pecuniary interest or an issue or circumstances that could render the Member unable to devote complete loyalty and singleness of purpose to the public interest. Accordingly:

1. If a Board Member has a substantial personal or private interest in any matter pending before the Board, the Member shall disclose such interest to the Board and shall not vote on the matter.

2. A Member of the Board shall not also be an employee of the District, nor shall a Member receive any compensation for services rendered to the District. This provision shall not prohibit Members from receiving reimbursement for authorized expenses incurred during the performance of Board duties.

3. The Board shall not enter into any contract with any of its Members or with a firm in which a Member has a financial interest unless one or more of the following conditions apply:

a. The contract is awarded to the lowest responsible bidder based upon established competitive bidding procedures; or

b. The Board Member is the highest bidder for merchandise sold at a public auction.

4. Board Member is expected to avoid conflict of interest in the exercise of the Member's fiduciary responsibility. Accordingly, a Board Member may not:

a. Disclose or use confidential information acquired during the performance of official duties as a means to further the Board Member's own personal financial interests or the interests of a Member of the Board Member's immediate family;

b. Accept a gift of substantial value or economic benefit which would tend to improperly influence a reasonable person, or which the Board Member knows or should know is primarily for the purpose of a reward for official action;

c. Engage in a substantial financial transaction for private business purposes with a person whom the Board Member directly or indirectly supervises;

d. Perform an official act, which directly confers an economic benefit on a business in which the Board Member has a substantial financial interest or is engaged as a counsel, consultant, representative or agent.

B. Board Members are encouraged to file an affidavit disclosing a substantial interest in a business entity or real property to identify potential conflicts of interest to the public and vendors. See Board Policy BBFA (LEGAL FRAMEWORK).

C. For specific policies related to Board Member Ethics and Conflicts of Interest, see Board Policies BBFA (LEGAL and LOCAL).

III. Board Member Visits to District Facilities

A. Prior to any visitation to a District facility in their official capacity, Board Members will complete a full background check through LISD's Volunteer Application Process as detailed in Board Policy GKG (LEGAL).

B. Board Members may be invited to attend public events, receptions, groundbreakings, dedications, ribbon cuttings, and other campus events. I~~n such cases, notifying the Superintendent is not necessary; however, Board Members must be cognizant of whether a quorum attends the event and Open Meeting Act requirements and must notify the Superintendent's Office of any events they have been invited to as Trustees.~~

Add in

Board Members shall provide advance notice to the Board's Executive Administrative Assistant when attending events in their official capacity to help prevent an inadvertent quorum.

C. Board Members who wish to visit District facilities to view a program or activity in their official capacity shall notify the Superintendent. and the Superintendent's Office will coordinate the visit with the principal or appropriate personnel. At no time will Board Members visit District offices, campuses or other school programs in an attempt to evaluate personnel.

D. These guidelines do not pertain to visits as a parent or as a spectator to school events. Board Members with children enrolled in the school District are entitled to the same rights, privileges, and courtesies as all other parents or guardians. However, when engaging in conferences or interactions with school personnel as a parent, a Board Member shall not let his/her official position interfere or dictate decisions that should be fair and impartial.

E. Board Members who wish to visit a campus in any capacity other than their official capacity shall do so in accordance with Board Policy GKC (LOCAL).

IV. Individual Board Member Requests for Information or Reports

~~A. An individual Board Member, acting in his or her official capacity, has the right to seek information pertaining to District fiscal affairs, business transactions, governance, school operations, and personnel matters, including information that properly may be withheld from members of the general public in accordance with the Public Information Chapter of the Government Code. Written responses to information requests from the Board will be distributed to all Board Members in a timely manner.~~

~~B. Individual Members shall not have access to confidential student records unless the Member is acting in his or her official capacity and has a legitimate educational interest in the records. In such cases, individual Members shall seek access to the records from the Superintendent. At the time access to the records is provided, the Board Member shall be advised of his or her responsibility to comply with confidentiality requirements.~~

~~C. Individual Board Members shall not issue formal written or oral requests for information directly to campus principals or other administrators not designated as Board contacts. Board Members may e-mail or call the Superintendent to ask questions or request information.~~

~~D. For more information about Board Members' access to information, see Board Policy BBE (LEGAL).~~

Add in

Individual Trustee Requests for Information and Communications with Staff
Requests for Information and Meetings

An individual Trustee, acting in his or her official capacity, has the right to seek information pertaining to District fiscal affairs, business transactions, governance, school operations, and personnel matters, including information that may properly be withheld from members of the general public in accordance with the Public Information Chapter of the Texas Government Code. See Board Policy BBE (LEGAL).

Trustees shall direct requests for information, reports, and Board questions and requests for information should be submitted through the designated ***Google Form*** *located on the* ***Board of Trustees Hub****. Trustees should not direct or require District employees to provide information, conduct research, create reports, or perform analysis without the Superintendent's knowledge.*

Board Questions and Requests for Information

To ensure that requests are appropriately tracked, coordinated, and communicated to the Board, Board questions and requests for information should be submitted through the designated ***Google Form*** *located on the* ***Board of Trustees Hub****.*
In rare instances when email communication is necessary, Trustees should communicate with the appropriate Cabinet member and copy the Board President and Superintendent.
District staff receiving a request from an individual Trustee should consult with their appropriate Cabinet representative and the Superintendent before responding, providing information, or arranging a meeting, unless otherwise required by law or Board policy.

Communications with District Staff

Trustees should respect the Superintendent's role as the District's chief executive officer and follow the established chain of command. Trustees should not communicate with District staff during work hours regarding District business without the Superintendent's knowledge and consent, except when communicating as a parent or guardian regarding their own child or when otherwise authorized by law or Board policy.

Trustees shall refrain from communications that circumvent, undermine, or interfere with the Superintendent's authority, including directing staff, assigning work, or soliciting information without the Superintendent's knowledge and consent.

Trustees should be mindful of staff members' primary responsibilities and should make reasonable efforts to avoid placing unnecessary demands on staff time or resources.

Written Responses and Distribution

Written responses to information requests made by an individual Trustee in his or her official capacity shall be provided in a timely manner and distributed to all Board Members when appropriate.

Trustees shall make requests for information in a timely manner and allow the Superintendent and District staff a reasonable amount of time to respond.

Requests Determined to Be Unduly Burdensome

If the Superintendent determines that responding to a Trustee's request for information would be unduly burdensome, the Superintendent shall communicate that concern to the Board President.

The Board President shall discuss the request with the requesting Trustee to determine whether the scope of the request may be reasonably modified while still satisfying the Trustee's need for information.

This operating procedure shall not be used to deny or unreasonably restrict a Trustee's lawful right to information. See Board Policy BBE (LEGAL).

Confidential Student Information

Individual Trustees shall not have access to confidential student records unless acting in their official capacity and having a legitimate educational interest in the records. Trustees seeking access to confidential student records shall do so through the Superintendent. When access is *provided, the Trustee shall be advised of the applicable confidentiality requirements and shall comply with all legal requirements governing the information.*

Exceptions

Nothing in this operating procedure shall prohibit a Trustee from communicating with District employees as otherwise permitted or required by law, Board policy, or an expressly authorized Board role, including service as a Committee Chair or Board Liaison.
This operating procedure shall be administered consistently with applicable law and Board Policy BBE (LEGAL).

V. Citizen or Employee Request/Complaint to Individual Board Member

A. If parents, students, or other members of the public bring concerns or complaints to an individual Trustee, the Board Member should listen to the complaint to better understand the critical issues, unless it relates to a formal complaint or grievance already filed under Board Policies DGBA, FNG, or GF and upon which the Board may be requested to take action. The Board Member should take the following steps:

1. Refer the parent, student, employee, citizen to the administrator who is in the best position to assist in addressing the concern or complaint.

2. Make the citizen aware of the District's policies and procedures in place to address citizen concerns or complaints and remind them that Board Members must remain impartial in case the matter requires Board action in the future.

~~3. Notify the Superintendent's office if the situation warrants .~~

Add: Notify the Superintendent and Deputy Superintendents if the situation warrants.

B. For more information about access to the LISD's grievance procedures, see Board Policies DGBA (Employee), FNG (Parent/Student), and GF (Public).

~~**VI. Media Inquiries to the Board**~~

~~A. The Board President generally serves as the official spokesperson for the Board. However, under special circumstances, the Board President may select to appoint a different spokesperson for the Board.~~

~~B. A Board Member who receives calls from the media should notify the Superintendent and the Chief Communications Officer.~~

~~C. Individual Board Members who are asked for individual comments or opinions by the media are to qualify those statements as being the opinion of the individual Board Member and not~~

~~representative of the Board as a whole or the school District. Board Members must be mindful that comments to the media or on social media in their individual capacity may be perceived as statements on behalf of the District. See BBF(LOCAL).~~

Add in

Trustee Communications and Media Inquiries

A. ***Authority to Speak on Behalf of the Board or District***

1. *Except for the Board President, individual Trustees do not have the authority to speak on behalf of the Board or the District without prior authorization from the Board.*
2. *The Board President generally serves as the official spokesperson for the Board. Under special circumstances, the Board President may designate another Trustee to serve as spokesperson on behalf of the Board.*
3. *Individual Trustees who provide comments or opinions in their individual capacity shall make clear that they are speaking only for themselves and not on behalf of the Board or the District. Trustees should remain mindful that comments made in their individual capacity, including comments made to the media or on social media, may be perceived as statements on behalf of the Board or District. See BBF(LOCAL).*

B. ***Questions from the Public***

1. *Individual Trustees may provide factual information in response to questions from members of the public but shall not speculate about, predict, or represent what the Board's position or future action may be on a particular issue.*
2. *Trustees shall not attempt to answer questions when they do not know the answer. Instead, they should direct the inquiry to the appropriate District staff member or contact District staff to obtain accurate information.*
3. *Trustees should be mindful that direct communication with a District stakeholder regarding a matter that later becomes the subject of a formal grievance may require the Trustee to recuse themselves from deliberation or action on the grievance to ensure fairness and objectivity in the grievance process.*

C. ***Media Inquiries***

1. *A Trustee who receives a media inquiry regarding Board or District business should notify the Superintendent and Chief Communications Officer.*
2. *Trustees responding to media inquiries in their individual capacity shall clearly identify their comments as their personal opinion and not as a statement on behalf of the Board or District, unless the Trustee has been authorized to speak on behalf of the Board.*

3. *Trustees should coordinate with the Board President and District communications staff, as appropriate, when responding to media inquiries concerning Board actions, District operations, or matters of significant public interest.*

VII. Communications

A. Board/Superintendent Communication: In order to build and maintain productive and effective relationships between the Board and the Superintendent, both the Board and the Superintendent will maintain a system of communication and interaction that builds upon mutual respect and trust.

To meet TEA reporting requirements, prevent confusion among Board Members, ensure equitable access to information for all Board Members, and respect the schedules and workload of District staff, Board communication with the Superintendent and Cabinet shall follow these guidelines:

1. Board questions and requests for information shall be submitted via the Google Form on the Board of Trustees Hub.

2. In the rare instance that email communication is needed, Board Members shall communicate with the appropriate Cabinet Member and copy the Superintendent's Office *and Board President.*

3. Staff will check with their Cabinet representative and the *Superintendent's Office* before responding to Board inquiries, arranging meetings, or taking related action.

4. The Board of Trustees Hub is the single point of entry for Board Members to submit questions to the administration.

5. Board Members shall not reach out directly to Cabinet members, directors, or other staff regarding an issue, question, or concern. Board Members shall bring such concerns to the Board President and Superintendent.

B. With respect to providing information and counsel to the Board, the Superintendent shall not fail to give the Board as much information as necessary to allow Board Members to be adequately informed.

C. The Superintendent will communicate information in a timely fashion to all Board Members through:

1. Board meetings and executive sessions;

2. Board correspondence;

3. Telephone calls;

4. One-on-one meetings.

D. Board Members will keep the Superintendent informed via telephone calls, voicemails, e-mails, personal visits, dialogue meetings, and requests for executive session or open meeting discussions.

E. Correspondence related to formal complaints or grievances, as described in Board Policies DGBA, FNG, and GF (LEGAL and LOCAL) will not be forwarded to Board Members in order that they may maintain their objectivity pertaining to matters that may require Board action in the future. The sender will be notified with an explanation of the decision not to forward the communication.

F. Board Response to Contacts/Correspondence

1. Individual Board Members may communicate with members of the community as they deem appropriate. However, Board Members should not try to solve complaints or grievances individually or outside established procedures for complaints or grievances. While Board Members strive to be responsive to stakeholders, it is not possible for them to respond to every inquiry due to the volume of correspondence. When responding to members of the community via email or letter, Board Members are encouraged to cc the Board President or Vice President.

2. Letters and faxes addressed to individual Board Members and received in the Superintendent's office are delivered to that Board Member at the next Board meeting. If an item is urgent or time-sensitive, the Board Member is contacted by email or telephone before the meeting.

3. Citizens may contact the Board of Trustees by email at: governance.team@leanderisd.org. The Superintendent's office will acknowledge receipt of the email and inform the sender that the message has been forwarded to individual Board Members and to the appropriate administrator(s). The administration will ensure that an appropriate response within a reasonable time is provided on behalf of the Board of Trustees.

4. If a Board Member responds to an inquiry in writing, he or she will copy the Superintendent's office *and board President* w~~ho will determine whether information needs to be added to the Superintendent's weekly memo to the Board.~~

5. The Board of Trustees encourages input, and the confidentiality of reports will be maintained when possible and requested. Anonymous calls or letters will not receive a response and will not result in directives to the administration.

G. Administration Response to Contacts/Correspondence

1. All correspondence addressed to the Superintendent or administration will be routed to the appropriate staff members.

2. The appropriate staff members will investigate the issues raised in the correspondence and will respond in a reasonable and appropriate manner. It is the goal of the administration to respond to correspondence within ten working days.

3. The LISD administration encourages input. Anonymous calls or letters, however, will not receive a reply from the administration. If requested, the confidentiality of the person writing the correspondence will be maintained when possible.

H. Social Media

1. The Board recognizes that social media can be a positive tool for fostering community engagement with the school District; however, Board Members must operate within appropriate guidelines when they are communicating online about school District business.

2. In using social media to communicate about school District business, the Board Member shall:

a. Clarify that he/she is communicating as an individual Member of the Board and not as an official District spokesperson;

b. Avoid deliberating school District business with a quorum of the Board;

c. Direct complaints or concerns presented online to the appropriate administrator;

d. Avoid posting content that indicates that the Board Member has already formed an opinion on pending matters or matters that may come before the Board;

e. Not solicit input from the community by polling or surveying friends or connections and not allow social media to direct decisions as a Trustee;

f. Post only content that the District has already released to the public;

g. When attempting to restate what happened at a Board meeting, clarify that the posting is not an official record of the Board meeting and share information only from the open portions of the meeting;

h. Conduct oneself online in a manner that reflects well on the District; avoid posting information that has not been verified and made public by the District; and never post anonymously about school business or repeat rumors;

i. Immediately report suspected illegal activities and harassing or defamatory communications that involve school officials, staff, students, or District business to the Superintendent;

j. Realize that by using a personal account to conduct official school District business the account may become a public forum under the First Amendment;

k. Retain electronic records—including the Board Member's posts and content others post to the account—when required to do so by the District's records retention schedule;

l. Comply with the District's acceptable use policy when using District-issued devices or technology resources and immediately report to the District any potential security breach if control or possession of confidential District records are lost; and

m. Understand that a Board Member's failure to comply with these communication requirements will be addressed in the manner described below in Addressing Board Member Violations.

VIII. Addressing Board Member Violations

A. The Board and each of its Members are committed to faithful compliance with the provisions of the Board's policies and these procedures. In the event of a Member's willful violation of policy, the Board will seek remedy by the following sequential process:

1. Private conversation between the offending Member and the Board President or other Trustee; and

2. Discussion in executive session between the offending Member and the full Board.

B. Either before or after a censure the Board can implement the following corrective action steps; including but not limited to:

1. Additional discussion with Board President/Officer and/or Board attorney and/or discussion with Trustee/s

2. Board level discussion in closed and/or open meeting

3. Training requirement on areas of violation* (simple majority of Board vote)

4. Removal from Board Committees (simple majority of Board vote)

5. Removal from District Committees (simple majority of Board vote)

6. Removing financial support to attend TASB/TASA conference, SLI, Governance, until training in the area of violation has been fulfilled (simple majority of Board vote)

*If required training as a result of violations are not completed within a specified time period, then non-compliance will be posted on the Board Members page until compliance is achieved (simple majority of Board vote)

C. Public Censure of the offending member can be made upon an affirmative vote of a simple majority.

D. Corrective action will remain in place until the Board Member demonstrates consistent compliance with the Board Operating Procedures, as determined by the Board. A Board Member who has been censured cannot appoint members to committees until the Board determines that the Board Member is acting consistently with the Board Operating Procedures.

E. For specific policies related to Board Member Removal from Office see Board Policy BBC (LEGAL).

XXI. Reviewing the Board Operating Procedures

Board of Trustees Governance Policies and Operating Procedures will be reviewed and updated each year and will be part of Board training.

Leander Independent School District
Board Operating Procedures

ACKNOWLEDGEMENT

I hereby acknowledge that it is my responsibility to review the Leander Independent School District Board Operating Procedures, and my signature below indicates that I agree to do so and abide by the standard, policies, and procedures contained therein.

Name	Date
Name	Date
Name	Date
Name	Date
Name	Date
Name	Date
Name	Date

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, September 3, 2026

Agenda Item:	Discussion of Board Learning Related to Professional Learning Communities (PLC) Implementation Guide Self-Assessment Reflection
Purpose:	☒ Discussion Item/Report Only ☐ Action Requested
Administrator Responsible:	Chris Clark, Ed.D., Superintendent of Schools; Lauren Meeks, M.Ed., Assistant Superintendent of Curriculum and Instruction; Terri Osborne, Ed.D., Area Superintendent
Attachments:	Discussion of Board of Trustees Professional Learning Communities (PLC) Implementation Guide Self-Assessment Reflection Presentation

Background Information:

The Board of Trustees has invested many hours into learning about Professional Learning Communities as a method to improve their work as a governing body in addition to supporting the hundreds of collaborative teams within Leander ISD.

Alignment to Board Goals & Student Outcomes:

Progress toward achieving the Board's goals is founded in the importance of a high-functioning Professional Learning Community. This learning for the Board specifically aligns with Superintendent Guardrail #1 and will provide Board members the opportunity to learn about the work occurring within the district and reflect on their own learning needs to properly support the work of the district.

Administration invites each Trustee to reflect on the following questions in preparation for a meaningful discussion about your continued growth as a Team of Eight:

- What patterns or themes stand out to you most when you consider the self-assessment data as a whole?
- Which aspects of your current governance practices most effectively support the PLC framework, and why?
- Which opportunity for growth identified in the data has the greatest potential to strengthen your collective effectiveness as a Team of Eight?

Administrative Recommendation:

N/A

Sample Motion:

N/A

September 3, 2026

Discussion of Board of Trustees Professional Learning Communities (PLC) Implementation Guide Self-Assessment Reflection

PURPOSE

The purpose of this presentation is for administration to share the outcomes of the Board PLC Leadership Implementation Guide self-assessment and to facilitate reflective practice, supporting the Trustees in determining next steps for their own growth and development as a team of eight.

From Learning to Leading

In December, we explored:

- The Board's role in a Professional Learning Community
- How governance influences student outcomes
- What PLC leadership looks like for the Team of Eight

In July, we explained:

- The layout of the Board PLC Implementation Guide
- How to read the rubric
- Why the self-assessment is so important, and
- How the data would be utilized

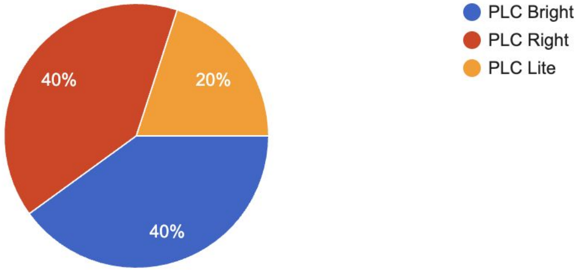
Today, we will:

- Review the data from the Board PLC Implementation Guide Self-Assessment
- Identify bright spots and areas for growth
- Reflect on potential next steps for learning as a Board of Trustees

PLC Foundation: Leadership, Vision, and Culture

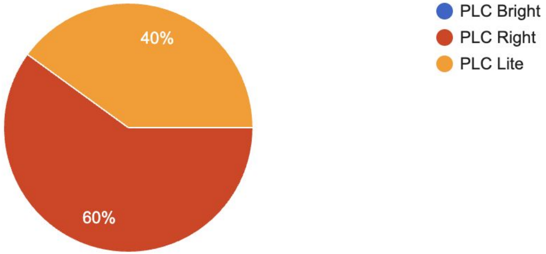
Vision, "Why", & Expectations

5 responses



Advocacy, Modeling & Celebration

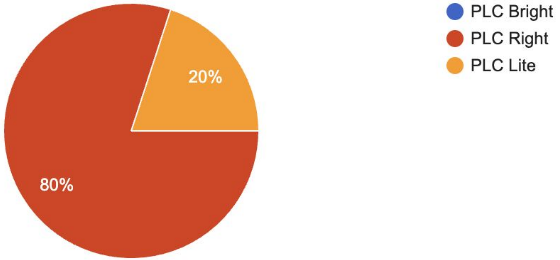
5 responses



79

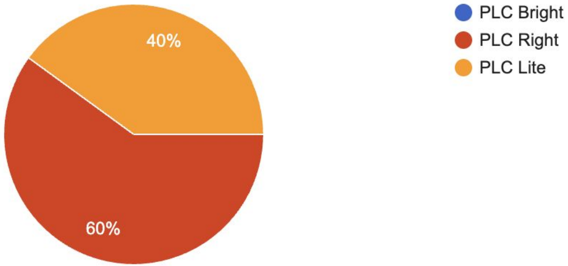
Direction, Focus & Goals

5 responses



Communication: "Learning for All"

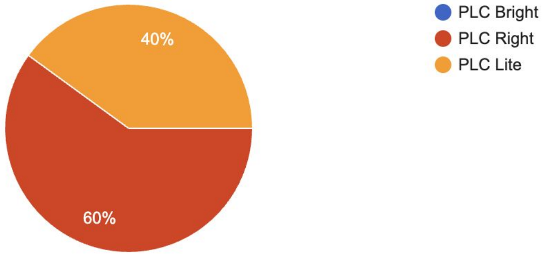
5 responses



Collaborative Culture

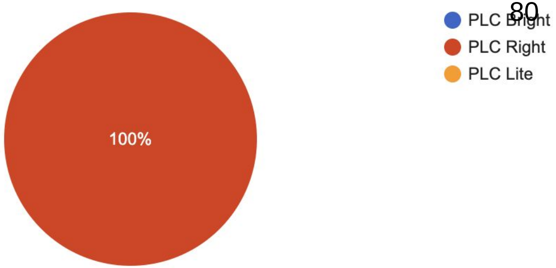
Continuous Learning and Informed Governance

5 responses



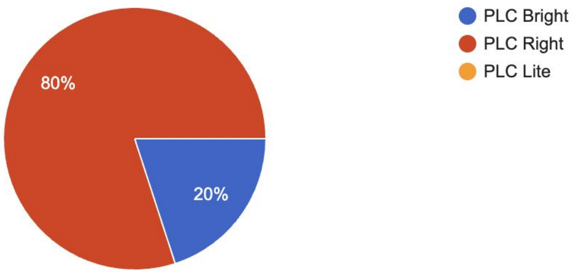
Team Cohesion and Capacity Building

5 responses



Leadership Modeling and Cultural Integrity

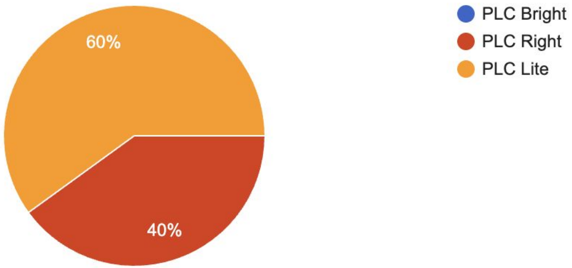
5 responses



Progress and Accountability

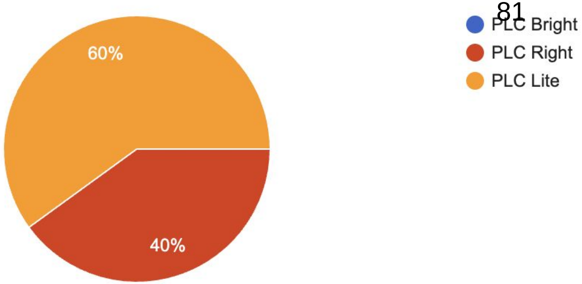
Strategic Planning and Fidelity

5 responses



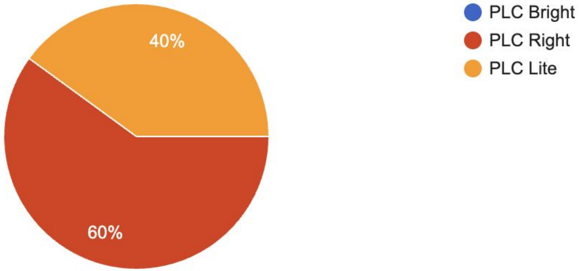
Performance Accountability and Outcomes

5 responses



Reflective Governance and Continuous Improvement

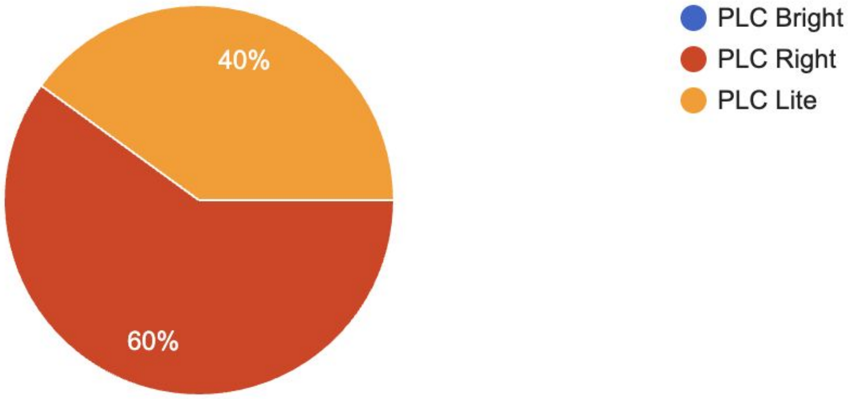
5 responses



Resource Allocation

Goal and Resource Alignment

5 responses



From Learning to Leading

Bright Spots:

- **Vision, "Why," & Expectations:** This emerged as a clear strength. Trustee responses indicate a strong, shared understanding of the PLC vision, its purpose, and its connection to improved student outcomes.
- **Leadership Modeling & Cultural Integrity:** The Board demonstrates a consistent, positive example of the PLC vision. Trustees exhibit a unified commitment to core values and integrity, acting as ambassadors for the PLC process and ensuring public actions mirror an internal dedication to student success.

Areas for Growth:

- **Strategic Planning & Fidelity:** This area presents an opportunity to strengthen the connection between long-term strategic priorities, implementation, and measurable student outcomes. Continued attention to monitoring progress and maintaining alignment can help ensure strategic plans translate into consistent results.
- **Communication & Reflective Governance:** The data suggests an opportunity to deepen the Board's use of disaggregated student data and collective reflection to inform governance decisions. Strengthening these practices can support more consistent, evidence-based conversations focused on learning for all students.

DISCUSSION

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, September 3, 2026

Agenda Item:	Discussion of Board Committees' Plans of Work
Purpose:	☒ Discussion Item/Report Only ☐ Action Requested
Administrator Responsible:	Chris Clark, Ed.D., Superintendent of Schools
Attachments:	Board Committees Plan of Work - Draft Template

Background Information:

Board Committees provide an opportunity for Trustees to engage in focused work on specific areas of importance to the District. Committee Plans of Work establish a clear framework for the committee's purpose, priorities, and intended outcomes while supporting alignment with the Board's goals and overall governance responsibilities.

The Plans of Work also provide a consistent approach for identifying areas of study, receiving information, engaging in discussion, and bringing relevant findings or recommendations forward to the full Board for consideration. This structure helps ensure committee work remains focused, purposeful, and connected to the District's priorities and desired student outcomes.

Alignment to Board Goals & Student Outcomes:

Board Committees' Plans of Work support the Board Goals and Student Outcomes by providing a focused structure for Trustees to study, explore, and advance priorities connected to the Board's goals. The Plans of Work help ensure committee efforts remain purposeful and aligned with the Board's priorities, while informing future Board discussions and decisions that support positive outcomes for students.

Administrative Recommendation:

N/A

Sample Motion:

N/A

LISD Board Committee Plan of Work

Committee Information

- **Committee Name:**
- **Chairperson:**
- **Members:**
- **Planning Period:**

Purpose of the Committee

1.
2.
3.

Committee Goals

1.
2.

Success Criteria

1.
2.

Key Priorities/Activities

1.
2.
3.

Meeting Schedule

- Meeting Frequency and time:
- Meeting Dates:

End-of-Period Review

- **Achievements:**
- **Challenges:**
- **Recommendations for Next Period:**

Leander ISD Board Meeting Agenda Item Information

Meeting Date: Thursday, September 3, 2026

Agenda Item:	Discussion of Civic Solutions Group (CSG) Work and Engagement Timeline
Purpose:	☒ Discussion Item/Report Only ☐ Action Requested
Administrator Responsible:	Jeremy Trimble, M.Arch, Chief Operations Officer; Olin Parker, Partner, Civic Solutions Group
Attachments:	Discussion of Civic Solutions Group (CSG) Work and Engagement Timeline Presentation

Background Information:

As part of the Board's September 30, 2025, Resolution Regarding Financial Sustainability and Long-Range Planning, which directed the administration to "develop a comprehensive long-range planning process," the district has engaged Civic Solutions Group (CSG) to support the development of a 10-year long-range plan, *Leander ISD 2037*.

The plan is intended to help the District proactively respond to changing enrollment and demographics, financial conditions, facility needs, and evolving community expectations. The planning process will establish shared priorities, engage staff and community stakeholders, and use data and community input to develop potential scenarios and recommendations for the District's future. CSG's presentation provides an overview of the planning framework, timeline, engagement approach, and immediate next steps.

Alignment to Board Goals & Student Outcomes:

The Leander ISD 2037 planning process supports Board Goals and/or Superintendent Guardrails, by establishing a long-term framework for making informed decisions about programs, staffing, facilities, operations, and financial resources. The process is designed to use data, stakeholder input, and shared priorities to ensure that future decisions support student and staff needs while strengthening the District's long-term stewardship and sustainability.

Administrative Recommendation:

N/A

Sample Motion:

N/A

September 3, 2026

Introduction to *Leander ISD 2037*

Discussion of Civic Solutions Group (CSG) Work and Engagement Timeline

PURPOSE

Provide an overview of the *Leander ISD 2037* planning framework, timeline, engagement approach, and immediate next steps

Guiding Questions

Do you have clarity on the *Leander ISD 2037* timeline?

Do you have clarity on your role as a trustee in the *Leander ISD 2037* process?

What guidance can you offer that will strengthen the *Leander ISD 2037* process?

Agenda

Landscape Overview

Understanding challenges and potential responses

Sept 30, 2025 Board Resolution Regarding Financial Sustainability And Long-Range Planning

Comprehensive **Long-Range Planning** and Timeline**:**

"BE IT RESOLVED, the district shall develop a comprehensive long-range planning process..."

LEANDER ISD 2037

93

Bridging between where we are and where we want to be in 10 years, highlighting adaptability as we move forward.

"The Process is designed to surface concerns, test assumptions, reveal possibilities and improve decisions...Not protect pre-determined outcomes."

Future-Focused Planning

CSG
Civic Solutions Group

Partnering in the work…

- **CSG will support the district's long-term planning processes, including:**
  - Advising and partnering with district staff on engagement
  - Developing a framework for decisions, creating initial and final considerations based on data analysis
  - Producing detailed campus overview reports for every Leander ISD campus
  - Partnering with any Strategic Initiatives or other efforts to establish a multi-year phased approach to address ongoing demographic, financial, and operational trends in the district.
- **Beyond these core activities, CSG will interface regularly with internal and external stakeholders, provide project management support, and collaborate on communications strategies related to long-term planning.**

State & National Landscape

Demographic challenges are impacting districts in Texas and across the country.

Common issues include:

- Shifts in school-age population and where students reside
- Lower birth rates
- Increased virtual, nonpublic, homeschool, and choice options
- Cost of living increases
- Fewer home starts and annual closings
- Uncertain state and federal funding environment

North East Independent School District

El Paso Independent School District

FBISD

Austin Independent School District

Plano Independent School District

Fort Worth Independent School District

Cleveland Metropolitan School District

SFUSD

The School District of Philadelphia

Jeffco Public Schools

Saint Louis Public Schools

Responding to Challenges

Cohort Imbalance
Graduating larger classes and replacing with smaller cohorts

Increased Choice Options
Expansion of charter, homeschool, and other choice options

Declining Yields
of children per household is decreasing

Decreasing K Enrollment
From 2025 to 2026, decline of ~300 K enrollment

Uneven Enrollment
Enrollment growth in some neighborhoods, decline in others

Demographic Outlook
PASA: enrollment may drop to 38,000 or lower in ten years

Source: Fall 2025 demographic study and TEA PEIMS data

TEA (Texas Education Agency), PEIMS (Public Education Information Management Systems)

The challenges before us are not unique.

The approach and solutions to these challenges will be unique to Leander ISD

Future-Focused Planning Tied To The Resolution:

- Staffing Analysis & Guidelines
- Program Analysis & Modifications
- Revenue Generation Strategies
- Community & Staff Engagement
- Facility & Asset Management
- Re-Imagining Campuses
- Expense Reduction Strategies
- Additional Strategic Decisions

Long-Range Planning & Financial Sustainability

- Shared set of long-term priorities
- 10-year roadmap for innovation and sustainability

- Data-informed decision criteria
- Draft scenarios and recommendations for implementation

INTENDED OUTCOMES OF *LEANDER ISD 2037*

Timeline

Overview of *Leander ISD 2037*, with a focus on Fall 2026

Key Phases of *Leander ISD 2037*

PHASE 1: AUGUST 2026 - JANUARY 2027

- Introduce Process & Conduct Analysis of Leander ISD & TEA data
- Develop and Approve *Leander ISD 2037* Priorities
- Create & Publicize Campus Overviews

BOARD AND STAKEHOLDER FEEDBACK

PHASE 2: JANUARY 2027 - MAY 2027

- Develop Draft Scenarios & Receive Input
- Conduct Detailed Financial and Operational Analysis
- Finalize Scenarios & Approve Recs
- Implement Recommendations & Long-Term Plan

Providing Role Clarity

	CSG in conjunction with Leander ISD **Administration**	Leander ISD **Board of Trustees**
Priority Development	• Facilitate internal and external stakeholder engagement • Identify and provide data for analysis • Develop responsive campus overview template	• Provide input and strategic direction throughout the development process • Promote external stakeholder engagement • Vote to approve priorities
Scenario Development	• Integrate data with context, values, and experience of the Leander ISD community • Develop initial scenarios for consideration • Refine scenarios based on feedback	• Provide feedback as individual trustees • Shape and refine scenarios as a collective • Enhance external stakeholder engagement • Receive comprehensive summary
Plan Approval & Implementation	• Prepare 10-year plan for Board approval • Implement decisions of the Board	• Vote on final *Leander ISD 2037* plan • Adopt or amend Board policies and budgets to fit outcomes of *Leander ISD 2037*, as needed
Ongoing	• Provide monthly written updates to Board and ongoing presentations • Ensure transparent and accessible stakeholder engagement	• Receive regular updates on *Leander ISD 2037* process and provide guidance • Participate in one-on-ones • Promote stakeholder engagement

Timeline for Priority Development

Sept. 2026

- Individual or small group conversation with trustees
- Priority development activities with cabinet, principals, Program leaders, etc

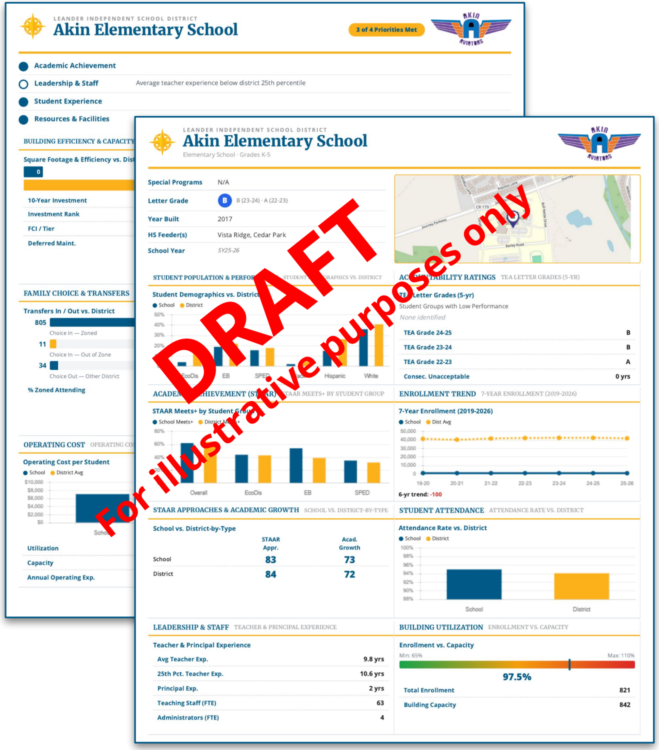
Oct./Nov. 2026

- Thought Exchange distributed to all teachers, parents, and community members
- Engagement with existing stakeholder groups
- Ongoing trustee conversations

Dec. 2026

- Feedback synthesis and analysis
- Priorities presented to Trustees for approval

Deliverable: Campus Overviews



✓ ***Grounded in community feedback***

✓ ***Available in multiple languages and multiple formats***

✓ ***Citations and definitions for every data point***

Stakeholder Engagement

Mechanisms and methods for
ensuring community voice

The challenges before us are not unique.

The **approach** and **solutions** to these challenges will be unique to Leander ISD

Future-Focused Planning

Data + Context / Values / Experience = LEANDER ISD 2037

Community Engagement

Using context, values, and experience to inform decisions

- Advisory Committee Structures (e.g. DWEIC, SSAC, STAC)
- Thought Exchanges
- *Leander ISD 2037* Website
- Community Meetings
- Civic Group engagements
- Public email address

DWEIC (District-Wide Educational Improvement Council), SSAC (Superintendent's Student Advisory Council), STAC (Superintendent's Teacher Advisory Council)

Community Engagement

Using context, values, and experience to inform decisions

109

Community Engagement

Non-negotiables to ensure all stakeholders can engage meaningfully

Accessibility 110

Transparency

Every Voice Heard

Board Engagement

Trustees will not just receive updates - they will be key participants in shaping outcomes.

Recurring Check-Ins

Trustees engage in multiple rounds of small group conversations regarding foundational principles, key data, and potential long-range planning strategies.

Board Request:
Small Group Discussion

Priority Approval

Trustees formally approve community-driven priorities to establish a coherent vision for *Leander ISD 2037.*

Board Request:
Vote

Board Workshops

District staff and CSG present key information, share community feedback, and facilitate a Board discussion of possible long-range planning outcomes.

Board Request:
Receive & Group Discussion

Approval & Implementation

Trustees approve *Leander ISD 2037* planning recommendations, with proposed implementation strategies.

Board Request:
Vote

Next Steps

Immediate Next Steps

Sept. 2026

- Individual or small group conversation with trustees
- Priority development activities with cabinet, principals, program leaders, etc

- **Advisory Structures**: Beginning 9/10
- **Board One-on-Ones**: 9/21 and 9/22
- **District Operational Leadership Meeting**: 9/22
- **Initial Thought Exchange**: By 9/30

DISCUSSION

Guiding Questions

Do you have clarity on the *Leander ISD 2037* timeline?

Do you have clarity on your role as a trustee in the *Leander ISD 2037* process?

What guidance can you offer that will strengthen the *Leander ISD 2037* process?