



Administrative Consultation Meeting
October 7, 2014
4:00 PM, Room 2C10
Agenda

Attendees:

Andrew G. Houlihan, Human Resources
Annvi Utter, School Support
Rosa E. Hernandez, AHSA
Wally De Covarrubia, Human Resources
Audrey Gomez, Human Resources
Shonda Huery, Office of School Support
Michael Cardona, MSO
Karla Loria

Ray Reiner, HASA
Roger Ibarra, MSO
Kelly Cline, Fed/State
Jocelyn Mouton, ESO
Mark White, Student Support
Harrison Peters, HSO
August Hamilton
Gloria M. Martinez, HR

I. Items requiring consultation:

Office of School Support:

E-1 Approval of Certified Teacher Appraisal and Development System Appraisers For School Year 2014-2015

Response: Annvi Utter introduced item, annual verification that appraisers have completed their two-day training modules.

Office of Student Support:

F-2 Approval of Fall 2014 Class-Size Waiver Requests and Class-Size Reduction Plan And Transmittal Of Report To The Texas Education Agency

Response: Kelly Cline introduced item, 1499 waivers were submitted, slight increase from 1170 in 2013-14. There is an increase of 2400 K-4 students this year.

F-3 Approval Of The Campus Targeted Improvement Plans And Campus Performance Objectives Contained In The Executive Summaries Of School Improvement Plans For The 2014-2015 School Year

Response: Mark White introduced item, annual guidance documents and templates labeled "Implement required" returned to schools office and CSO will review and approved for public hearing on Thursday.

Human Resources:

G-1 Revision To The 2014-2015 Compensation Manual

Response: Request for Board approval to increase relocation funds from \$5,000 to \$10,000 for identified employee groups.

G-2 Approval Of ASPIRE Award Program For School Leaders For The 2014-2015 School Year

Response: Dr. Houlihan introduced G-2, G-3 and G-5 – ASPIRE had a \$14million budget for current year. This was discussed with principals last week – 25% cut to max earned to ASPIRE. Recommend cut to all employee groups with exception of group seven which stays the same for clerks, secretaries, nurses.

Mr. Reiner would like to know how and where funds will be allocated for 2015-16.

G-3 Approval Of ASPIRE Award Program For Teachers And Campus-Based Staff Members For The 2014-2015 School Year

Response: See G-2

G-4 Approval Of Math Fellows' Incentive Program For The 2014-2015 School Year

Response: Dr. Houlihan introduced item, this item is separate and unique from ASPIRE.

G-5 Approval Of Performance Pay Program For The Chief School Officers, School Support Officers, And School Lead Principals For The 2014-2015 School Year

Response: See G-2

G-6 Approval Of Incentive Payment Program For Apollo And Apollo-Like School Principals, School Support Officers, And Academic Program Managers For The 2014-2015 School Year

Response: Dr. Houlihan introduced item, this item is separate and unique from ASPIRE.

K-2 Proposed Revisions To Board Policy DBA(LOCAL), Employment Requirements And Restrictions: Credentials And Records-Second Reading

Response: Second reading, No social security numbers will be required on HISD records.

II. HASA Concerns:

1. HASA requests information and discussion related to some Principals being required to attend a Saturday Principal's meeting. We all know that this is yet one more morale issue that can be avoided. Principals are working 55 to 60 hour weeks including Saturdays with credit recovery, planning etc....

Response: Michael Cardona stated that there are some special programs that do require certain principals to attend. Weekend Warriors is one that also has Saturday Trainings.

Mr. Reiner requests that after 55-60 hour weeks, principal's morale's and common decency to not pull from campuses for additional regular meetings for training, budget or discipline.

2. Support from some SSO'S has been dismal at best. Instructional concerns, community issues, personnel concerns, budget constraints and many more issues are not being addressed in a collaborative and supportive manner.

Response: Mr. Reiner collaborated on concern and states that SSOs do not know or understand the culture of the school and/or communities. There needs to be a better understanding and sensitivity with less intimidation. Principals are intimidated by SSOs and feeling they will be relieved of duty. Real issues need attention.

Mr. Cardona would like to know more specifics, is there a particular SSO or area that are pressuring the principals?

Anvi Utter shared that a survey was sent out of 282 only 100 principals responded.

Ms. Hernandez share that her SSO – Charles Foust was great and fabulous!

Mr. Foust has helped her school move in a positive direction. The Middle School Office has positive relationship with SSOs and Chief Cardona is always ready to support her and her school.

Ms. Hernandez made a suggestion to survey principals at the next principal's meeting on how SSOs were supporting principals. The committee shared its approval of the suggestion.

Issue with Appraisal system coming back was because staff were not able to open.

3. Many Principals are upset about unreasonable deadlines that are forced upon administrators.
Response: Mr. Reiner stated that there are no specifics but there is a constant push for info with unreasonable deadlines. Mr. Reiner requested to consider time to help increase morale, it is too early in the year for principals to have this pressure.
4. Some principals feel that their SSO doesn't really know them or know and understand the school and community and that everything talked about is strictly tied to the SIP.
Response: Dr. Jocelyn Mouton would like to know if SSO are particular or across board. States that when principals have multiple SSOs does not help the consistency to standardize practices across the board.
5. Many administrators are concerned about being pulled out of their schools to attend meetings and trainings that are meaningless and or not relevant.
Response: Dr. Houlihan stated that there is a special request form that has to be submitted for departments that want to pull principals from campuses. Dr. Huery stated that the calendar is outlined and monitored, evaluating meetings for substance in relation to principals.
6. Non Traditional Administrator concept is a morale issue and nonproductive in numerous ways.
Response: Only Chiefs will evaluate non-Traditional administrators.
7. All of the concerns presented by HASA can and should addressed in a positive and supportive way to avoid continued morale issues and to improve instruction and progress.
Response: Dr. Houlihan stated that he and his team will continue to work to keep positive morale of all HISD employees.
8. *Can administrator continue to hire retired administrator at 49%. "WinWin" full time work out of part-time position.*
Response: Ms. Gomez stated that administrators can hire, there is no change in TRS but administrator must pay the TEA surcharges. Ms. Gomez will forward this information to Mr. Reiner via email and address any additional concerns he may have.

III. Houston Area Alliance of Black School Educators (HAABSE) Concerns:

No concerns submitted.

IV. AHSA

No concerns submitted.