



Administrative Consultation Meeting

Tuesday, December 6, 2016
4:00 p.m.
3SE06

MINUTES

Meeting began at 4:00 p.m.

Present: Jeff McCanna, Human Capital Officer (Facilitator); Raymond Glass II, HASA President; Ray Reiner, HASA Exec. Dir.; Roshanda Griffin, HAABSE representative; Margarita Aguilar; Mgr., Student Transfer; Jason Bernal, Chief School Officer; Dawn DuBose-Randle, Officer, Leadership Development; Ashlea Graves, Government Relations Director; Susan Kaler, Officer, School Services; Tho Mei, Magnet Program Spclst; Jocelyn Mouton, Chief School Officer; Esther Omogbehin, Chief School Officer; Catosha Woods, Deputy General Counsel

Items Requiring Consultation:	RESPONSE
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F.1	Approval Of The 2017–2018 Academic Calendar This item was tabled at the Board Meeting 12/08/2016.	STUDENT SUPPORT Mark Smith
<p>RESPONSE: <i>Ms. Susan Kaler presented this item. The calendar and the district advisory committee asked administration to develop two calendar options. Of the two options, 90% of the public surveyed favored Draft B. Those surveyed included parents, students, community members, teachers, principals, or other HISD employees. Teachers are still committed to 187 day contract year so we needed to indicate two days. September 22 will be the Fall Holiday and a student-only holiday. June 4 will be the last day for teachers.</i></p> <p><i>Mr. Ray Reiner asked about the fall holiday. Ms. Kaler gave an explanation of the calendar committee's responsibilities.</i></p> <p><i>Mr. Reiner also asked how many people were on the calendar committee and if principals were included. Ms. Kaler stated about 13 or 14 people are on the committee. Yes, one principal from each level elementary, middle, and high school were invited. Only the elementary school principal attended.</i></p>		

HASA Item(s):	RESPONSE
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HASA 1.	The School Leader Report Card – Schools who fall significantly above the district goal, but lose ½ percentage point are rated as a 2. Where is the cushion? What can be a reasonable range?	HUMAN RESOURCES/ School Leadership Gloria Cavazos Dawn DuBose-Randle
<p>RESPONSE: <i>Ms. Dawn DuBose-Randle spoke on this item. She asked the group for additional time so she can consult with the Research department in order to have a sufficient answer. The group agreed.</i></p>		
HASA 2.	Is there an appeal process for the School Leader Report Card? If so, what is the process?	HUMAN RESOURCES/ School Leadership Gloria Cavazos Dawn DuBose-Randle
<p>RESPONSE: <i>Ms. DuBose-Randle stated the appeal process for this would actually be the grievance process. Mr. Glass brought up an example, say they were at a 95 and they dropped to a 93, a percentage point was lost. They are drop down to a two, although they are high-performing. Ms. DuBose-Randle stated it goes back to the SSO/CSO being discretionary. We know there are some areas depending on the size of the school, number of kids and student results. You still have to have those two-way conversations and needs to be part of the conversation with the scorecard. We realize those numbers can throw off a school or administrator, especially with discipline. An example, in the previous year you had no suspensions and the next year you have one suspension. So that in itself can cause an increase. Dr. Jocelyn Mouton stated if you have a high-performing schools, the ranges are much narrower. That happens to a lot of high-performing schools when they just drop a little, but there are so many other factors that are measured on a school report card. Even if you got a two on one of the metrics, it balances out because basically there is district data in there and there are other pieces. It has been a complaint by high-performing schools before due to the range is much smaller because they are at 95 or 96.</i></p>		

HASA 3.	TADS continues to be a problem. We understand that you are aware of the problem, but when will we see changes?	HUMAN RESOURCES/ School Leadership Gloria Cavazos Coach Emile Fair
<p>WRITTEN RESPONSE: <i>Since school has started, a special task force team in IT has been monitoring usage on the system and tracking major issues as they arose. IT cannot replicate the amount of usage on the tool, by teachers and appraisers using the tool, problems have been discovered and corrections have been made to fix those existing problems.</i> <i>Changes should be evident when teachers and appraisers go back into the Student Performance tool to complete the results worksheets at the end of the school year.</i></p> <p>RESPONSE FROM MEETING: <i>Ms. DuBose-Randle stated she understands the frustration. In terms of the worksheets, we will not be looking at those until April and May when teachers start inputting those results. A lot of it is already ironed out but you cannot see because we are not in that stage at this time. We are working on a hard goal to have it smoothed out by the time teachers start entering results in April.</i></p>		
HASA 4.	Is it possible to complete a study on the impact of reducing the number of magnet applications from 10 to 5. What was the rationale? How many programs had a 10% or larger decrease in their applications?	STUDENT SUPPORT/ School Choice Mark Smith Noelia Longoria (rep)
<p>WRITTEN RESPONSE:</p> <ul style="list-style-type: none"> • Is it possible to complete a study on the impact of reducing the number of magnet applications (I think he means “preferences” rather than “applications”) from 10 to 5? <ul style="list-style-type: none"> ○ <i>ANSWER: Yes, the Office of School Choice studies the data after every year’s lottery applications. We will continue these annual studies with a keen eye toward the impact of ranking and number of choices.</i> • What was the rationale for the change? <ul style="list-style-type: none"> ○ <i>ANSWER: After studying lottery data, it was found that less than 2% of students ultimately accepted their 6-10 choices in Phase I. We heard from parents and students that 10 choices was confusing and not purposeful since they really only had 2-3 schools they really wanted. Students being given 5 school choices to rank provides the best probability to be offered a seat at a school they actually want and will ultimately accept.</i> <i>NOTE: Phase II and III still afford students the opportunity to apply to other schools, which allows them to pursue choices ranked 6-10, if space is available.</i> • How many programs had a 10% or larger decrease in their applications? <ul style="list-style-type: none"> ○ <i>ANSWER: The magnet application deadline for this school year, December 9th, has not passed. After the deadline, this year’s data will be studied. At this point, the preliminary data indicate no schools have had a decrease of $\geq 10\%$.</i> <p>RESPONSE FROM MEETING:</p> <p><i>Ms. Tho Mei spoke on this item explaining a study was done on the impact of applications last year. The number was reduced from 10 to 5.</i></p> <p><i>Mr. Raymond Glass said 1 through 5 is fine, but let us say they were not picked from their 1st five choices. Will they be able to pick from the additional 5 for their 2nd choice. Ms. Mei stated yes they will have more than 5 choices.</i></p>		
HASA 5.	May we have a legislative update on ESSA?	GOVERNMENT RELATIONS Ashlea Graves
<p>Ashlea Graves provided a couple of links for HASA prior to this meeting: http://www.edweek.org/ew/issues/every-student-succeeds-act/index.html?intc=content-explaineressa</p>		

http://tea.texas.gov/About_TEA/Laws_and_Rules/NCLB_and_ESEA/No_Child_Left_Behind_and_Elementary_and_Secondary_Education_Act/

Ms. Ashlea Graves spoke on this item. The Every Student Succeeds Act is the new K-8 law that was passed in 2015 signed by the president in December. HISD was deeply involved in shaping the policy. Overwhelmingly, the new law gives more flexibility to states across the district. The links that were provided to you gives an overview of the act. Updates will come from the state agency on ways of implementing the new legislations, regulations and policies. If you need more, Ms. Graves stated she can provide that as well. HASA would like to receive some memos from your office. They are not getting updates on a regular basis, and they are not sure of what is going on. Ms. Graves stated the federal agency is working on regulations that will be posed to states across the district and HISD will weigh in on that. We just recently got some regulations on accountability. We are expecting some regulations on Title I funding. But with the new administration coming in, President Elect may have a different view on how those regulations will be written. The two administrations are diametrically opposed at this time with this particular piece of legislation. Ms. Graves stated she will keep principals informed with memos detailing more information. The new law does not begin until 2017-18.

AHSA Item(s):

RESPONSE

AHSA 1.	No items submitted	
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HAABSE Item(s):

RESPONSE

HAABSE 1.	No items submitted	
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Meeting adjourned at 4:18 p.m.

Meeting:

Next Meeting:

Date: Tuesday, January 10, 2016
Time: 4:00 p.m.
Location: 3SE06 (in Superintendent's Suite)



Administrative Consultation Meeting

Tuesday, December 6, 2016

4:00 p.m.

3SE06

SIGN-IN SHEET

NAME	SIGNATURE	GROUP/DEPARTMENT
FUENTES, Justin		AHSA (Association of Hispanic School Administrators)
GLASS II, Raymond	<i>Raymond Glass II</i>	HASA President (Houston Association of School Administrators)
REINER, Ray	In attendance	HASA Executive Director (Houston Association of School Administrators)
GRIFFIN, Roshanda	<i>Roshanda Griffin</i>	HAABSE (Houston Area Alliance of Black School Educators)
CAVAZOS, Gloria		Chief Human Resources Officer (HISD Facilitator)
McCann, Jeff	<i>Jeff McCann</i>	officer, HR
Kaler, Susan	<i>Susan Kaler</i>	officer, Stud. Supp.
Mei, Tho	<i>Tho Mei</i>	DSC
MARCELYTA C. ABOU LAR	<i>Marcelita C. Abou Lar</i>	DSC
Jason Bernal	<i>Jason Bernal</i>	School office
Catoska Woods	<i>Catoska Woods</i>	Legal service
Jocelyn Mouton	<i>Jocelyn Mouton</i>	School office
Ashlea Graves	<i>Ashlea Graves</i>	Government Relations
Esther Ornela	<i>Esther Ornela</i>	CSO
Dawn DuBoise-Randle	In Attendance	

RECORDER:
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