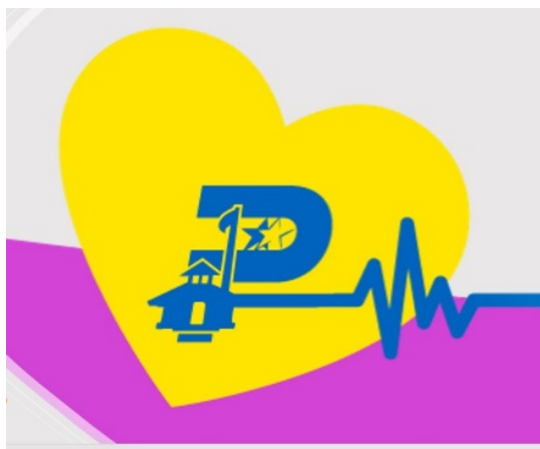


# DEC Agenda

## September 30, 2021

Welcome	Dr. Karen Hickman
District Update/Strategic Plan/Budget	Dr. DeeAnn Powell
DEC Training	Traci Goodwin
Mental Health/Threat Assessments	Karen McCarley Robin Harold Amany Khalil
Safety and Health Update	April Weisedel Derek Duckett
Calendar/ASCD Topics	ASCDs
Break	
Human Resources/Insurance Update	Toni Lopez
Wellness Update	Amber Macneish Alise Neff
Questions, Comments, or Concerns	Traci Goodwin

**Next DEC Meeting: January 27, 2022**



**Pasadena ISD DEC**  
**Meeting Minutes**  
**September 30, 2021 (Virtual)**

**Welcome/District Updates - Dr. Karen Hickman**

- Welcome new member and previous members
- Covid numbers are good
- 58,000 people and we have under 100 COVID cases
- Substitute shortage
- DEC is virtual due to substitute shortage
- Acknowledge community members and parents
- Thank you to all members
- Technical issue and could not hear a portion of Karen's welcome

**Formal DEC Training – Traci Goodwin**

- Welcome and Introduction to DEC formal procedures training
- DEC members from last year did not receive DEC binder, unless you came by the office to pick it up
- This year we will be sending binders via interoffice mail
- Binders will have today's agenda and some of the handouts for today's meeting
- You will add future handouts which will be provided to you
- Mission and Vision Statements
- Purpose of DEC
  - To help plan and make decisions
  - We bring things to you for input and bring some things to you for a vote
- Roles and Responsibilities of DEC
  - Advise on curriculum
  - Advise on our staffing
  - Advise on our school organization
  - Approve professional development
  - Advise on budgeting
  - Advise on planning
- DEC composition
  - 2/3 members of DEC are elected classroom teachers
  - Minimum of 2 parents (this year we have 3)
  - Community members and business representatives
  - Parents and community members do not have a maximum term
  - Other members have a 2-year term maximum
  - 1/3 elected professional staff
  - Other administrators are advisors but do not vote (i.e., Dr. Karen Hickman, Troy McCarley, ASCD's, Traci Goodwin)

- Length of Term
  - 2 years for elected committee members who get to vote
  - Does not include parents and community members; they have no minimum term and can always vote
- Curriculum
  - Advisor on curriculum matters
  - Are we handling curriculum, presenting curriculum, innovated and do they address student performance?
- Staffing Patterns
  - Advisory
  - Flow of communication
  - Making sure we have enough coverage
  - Meeting the needs of our students
  - Effectively using instructional technology
- School Organization
  - Advisory
  - Facilities
  - Physical Organization
  - How we allocate equipment and how we use space
- Professional Development
  - Approval responsibility
  - We vote on Professional Development matters
  - January a survey goes out to district regarding professional development needs
  - Bring results to committee and discuss best way to address the needs of all stakeholders
- Budgeting
  - Advisory
  - DeeAnn will be discussing district update towards end of the meeting to address budget issues and concerns
- Responsibilities
  - Elected DEC members responsibilities is to provide assistance to the Superintendent
  - Provide comments on district level waivers that we may submit to TEA
  - If we chose not to choose T-TESS appraisal process, then you would help to develop another appraisal process
  - Hold at least one public meeting per year
  - Adoption of student code of conduct

### **Threat Assessment Team Power Point Presentation– Gabriella Chapa – Herrera**

- Creating Safe Schools: Threat Assessment and MTSS
- Stop the Violence grant
- PISD saw need for Threat Assessment Team support
- Handles screening and aftercare throughout the threat assessment process
- Focus is prevention and intervention

- We want to intervene at the earliest notice of a possible threat/difficult situation
  - Team Approach – teacher, para, administrator, mental health professional
- What is BTAM – Behavior Threat Assessment Management
- Warning Signs
- Ideal threat assessment team
  - At least 3 professionals
  - Optimal Team would be administrator, counselor, LSSP, and anybody that has relevant information about the student
- Amany Khalil – Behavior Coordinator for PISD
- Focus on Safety and Connection
- Multi-Tiered System Supports – MTSS
  - Tier 1 level – Prevention/Universal Intervention
  - Tier 2 level – Small Group/Targeted Intervention
  - Tier 3 level – Individual Intervention
- Transient Threat vs. Substantive Threat
  - Transient Threat – no intent to harm
  - Substantive Threat – threat communicated with intent to harm
- School Based Behavioral Threat Assessment – Screening Tool
  - Used to determine the type of threat
  - Always want to err on the side of caution
- Avoiding Two Common Errors
  - Overreaction
  - Underreaction
  - Intervene and look at each case individually
- Safety and Intervention Plan
- Anonymous Alerts Application
  - On District website
  - Download the app to report threats anonymously
  - Able to have two-way communication anonymously
  - Only available if app is downloaded
- Formal Threat Assessment Training being held on 12/7/2021

### **Safety/Health Update – Derek Duckett and April Weisedel**

- Anonymous Alerts
- September and October Trainings for Safe School Ambassador Program on campuses
- Raptor Emergency Management Alert System
- Covid-19
  - Harris County Metrics
  - Red Stay Home
  - April 2021 comparison to September 2021
  - Moving in the right direction
  - Downswing of this wave
  - Biggest number of cases on campuses is 3
- Mitigation Strategies

- We are still doing mitigation strategies
- Contact Tracing
  - Harris County handling contact tracing
- TEA Update Guidance
- GA38 prohibits schools from REQUIRING masks
- Mask continued to be encouraged
- Vaccines
  - 64% of Harris County fully vaccinated
  - 75% have receive at least one does
- Pfizer asking FDA to allow them to begin vaccinating children under the age of 5-12
- Good news
  - Still seeing decreases in numbers
  - No mass outbreaks
  - Students are back in larger numbers
- Finishing Strong
  - No predicted models of any large waves
  - No variants of interest on the World Health Organization list

### **Variety of Topics – ASCD’s – Rhonda Parmer**

- ASCD’s have placed link in chat to draft calendar
- DEC committee is also calendar committee
- Asking for input on survey for calendar

### **Human Resource Update – Toni Lopez and Bobbye McCain**

- Teacher Incitive Allotment Overview and Requirements
- More information in Google Drive for Teachers
- TIA was put in place to reward, retain and recruit highly effective teachers
- Funding sourced on how we designate teachers on 3 levels
  - Recognized - \$3,000 -\$6,000
  - Exemplary - \$6,000 - \$18,000
  - Master - \$12,000-\$32,000
- Will take a year to create a plan and to submit to TEA
- Asking for stakeholder input
- What must be in the plan?
  - Student Growth
  - Observation
  - Other local options
- Teacher Observations – Based on T-TESS
- Student Growth Measures – VAM, SLOs, can include other factors
- TEA Timeline – August 2021 – Fall 2023
- Money doesn’t flow until 2024
- TIA Goals for today
  - Let you know the purpose
  - Engage in stakeholder engagement

- Please place questions in the chat box

## **Summary of Benefits 2022 Presentation – Toni Lopez**

- Open enrollment begins October 19, 2021
- Benefits will be going to campuses/departments to do presentation
- PISD is self-funded
- School Board is committed to making sure our employees can stay self-funded
- Insurance committee meets to discuss changes to health plans
- Self-funded has been cost effective for families
- Insurance committee has decided to raise premiums
- Plans 4 and 5 are minimal changes
- Plan 2 raised significantly
- Added Kelsey Care Plan
- Rate increases for plan 2
  - Employee from \$269 to \$336
  - Employee and Spouse from \$610 to \$763
  - Employee and children from \$488 to \$610
  - Family \$886 to \$1,108
- Plan 4 rate changes
  - Employee from \$150 to \$160
  - Employee and Spouse from \$347 to \$364
  - Employee and Children from \$297 to \$312
  - Family from \$532 to \$559
- Plan 5 rate changes
  - Employee from \$121 to \$127
  - Employee and Spouse from \$304 to \$319
  - Employee and Children from \$254 to \$267
  - Family from \$479 to \$503
- Kelsey Care Plan
  - Employee only \$100
  - Employee and Spouse \$300
  - Employee and Child(ren) \$250
  - Family \$475
  - Uses copay model
  - Kelsey \$35 copay
  - Can only use Kelsey doctor
- Wellness Clinic still available free to those who are PISD benefits
- RediMD available
- Wellness/Premium Credit will send out information in November/December regarding credit
- Walk In Clinics are still available (HEB, CVS Minute Clinic)
- Prescription plan remains the same
- DocFind to find a PCP
- Benefits contact information on page 16 of slideshow presentation

## **10 Minute Health Break – Traci Goodwin**

### **District Updates/Strategic Plan/Budget - Dr. DeeAnn Powell**

- Theme: The Beat Goes On
- Many Hearts, One Beat Video Presentation
- Covid Safety
  - Continue mitigation protocols
  - Covid dashboard updated daily
  - Don't let your guard down
  - Offered vaccines to all staff and students who are eligible
- Good Things in Chat
  - PreK enrollment is up
  - Safeschools Training
  - PL projects are being finished
  - Pump, Pass and Kick
- Achievements and Celebrations
  - New record graduation rate of 90.5%
  - TCEA School Board of The Year
  - Excellence in Wellness Award
  - PISD Komen #1 in Houston area
  - CREST Winners

### **Accountability Reflections 2021 - Donna Summers**

- We had a large number of online administrations
- 2020-2021 Not rated
- 2021-2022 ratings
  - A, B, C, or not rated
  - No E or F ratings for this year
- May 2022 will be accountability reset
- MAP Growth is a valid and reliable assessment for showing growth during the school year and across school years

### **Our Why – Dr. DeeAnn Powell**

- Don't lose focus on our why
- Stay focus on what we know works
- Portrait of a Graduate

### **Legislative Update – Dr. DeeAnn Powell**

- STATS
  - January 12, 2021 – May 31, 2021
  - 6927 Bills filed
  - 1073 Bills passed
  - 283 Affecting Public Education

- = 26% of total passed affect public education
- House Bill 4545 Presentation by Dan Hoppie
  - Students who did not score Approaches or higher on STARR & EOC exams must receive 30 hours of tutoring for the year per subject area
  - Parents are required to have the opportunity to request a specific teacher for their child
- MAP Growth
- Accelerated Learning Committee
  - Required Committee Members
    - Principal or Principal Designee
    - Parent or Guardian of Student
    - Teachers of the subject(s)
    - LPAC representative if student is EL
- PLC/RTI work satisfies most of HB 4545
- Pasadena Remote Learning Academy (PRLA) Presentation – by Eric Brown
  - Tentative Start date October 13, 2021
  - Final acceptances being sent out today
  - Approximately 225 students in PRLA (K-12)
  - Full pathway to graduation for High school students
  - No concurrent teaching

### **Budget Highlights – Dr. DeeAnn Powell**

- 2021 – 2022 Budget Priorities
  - Raise for all employees
  - Larger retention bonus
  - Additional Counselors, 1:1 Technicians, Custodians, Reading Academy virtual teachers
  - Estimated deficit budget
  - Extended time for learning loss
- Local Budget
  - 3% raise for all employees
  - \$1.2 million for buses
  - \$5 million for new technology devices
  - \$5 million for HVAC new units
  - \$1.7 million for HVAC supplies
  - \$2.2 million for software
  - \$65 thousand for nurses (PPE, PD, Thermometers)
- ESSER 1
  - \$14.8 offset loss of enrollment
- ESSER 2
  - \$65.5 Million to prevent job loss of staff
- ESSER 3
  - \$147.2 Million
- Substitute shortages
  - Increase incentive pay and pay on Friday



- Central office volunteers for Fridays and Mondays
  - Increase substitute recruitment efforts
  - Monitor Staff Development
- Sub shortage ideas in chat
- Looking Forward
  - Closing the gap
  - Technology
  - Reading Academy
  - Frontline Implementation – Kick-off
  - Bond Committee
  - Teacher Incentive Allotment Planning
  - Continued Facility Upgrade and Construction
  - Holdsworth Academy working on Principal Pipeline
- District of Innovation
- Pasadena ISD Board of Trustees changes
- Serving with Heart Book
- What season is this for you?
  - Why did you choose to join the education profession?
- Summer Reading Award Recipient
- Passionate Belief in Yourself
- Your Heart print?
- Thank you and appreciation and open to questions in the chat

### **Wellness Update – Amber Macneish**

- Thunder and Lightning Game
- Why physical activity?
  - Better sleep, better mood, better grades
- 2-minute video
- Compliance Items
- Recess
- Wellness Teams (CHAC)
- QR Code to Health and Wellness website
- Employee wellness challenges
- Walk for Sight October 23, 2021
- Walk for Sight Video
- 65% of goal reached for Walk for Sight
- Links in chat

### **Closing Reminders – Traci Goodwin**

- Emailing Power Points from today's meeting
- Will not send Dr. Powell's or HPE presentations
- Next meeting you will be given power points to add to your binder
- Next DEC meeting will be January 27, 2022 at Orozco from 8:30-3:30
- Really hoping to have next meeting in person

- Be on watch for emails from Traci Goodwin
- Anytime you have questions feel free to reach out to Traci Goodwin
- Session is recorded

**End of Meeting**

## DEC Members 2021-2022

Name	Position	Location	Years Served
Elizabeth Cecil	Teacher	Atkinson ES	1st
Kendia Washington	Teacher	Bailey ES	1st
Haley Emery	Teacher	Burnett ES	2nd
Aide Buenrostro	Teacher	Laura Bush ES	2nd
Tisha Garcia	Teacher	Fisher ES	2nd
Candace Kliesing	Teacher	Frazier ES	1st
Renita Toney	Teacher	Freeman ES	2nd
Ana Santos	Teacher	Gardens ES	1st
Jessica Lopez-Alanis	Teacher	Garfield ES	1st
Meshia Horn	Teacher	Genoa ES	1st
Evan Wyman	Teacher	Golden Acres ES	1st
Elizabeth Valdez	Teacher	Hancock ES	1st
Rubi Reyes	Teacher	Jensen ES	2nd
Alfredo Juarez	Teacher	Jessup ES	2nd
Katy Grose	Teacher	Kruse ES	1st
Erica Salas	Teacher	Matthys ES	2nd
Ingrid De La Rosa	Teacher	McMasters ES	2nd
Kacie Hedge	Teacher	Meador ES	1st
Gerri Watkins	Teacher	Moore ES	1st
Brandi Wood	Teacher	Morales ES	2nd
Syreeta Smith	Teacher	Parks ES	1st
Maria Tinajero	Teacher	Pearl Hall ES	1st
Raquel Vargas	Teacher	Pomeroy ES	1st
Samantha Cortez	Teacher	Red Bluff ES	2nd
Victoria Perez	Teacher	Richey ES	1st
Veronica Castillo	Teacher	Smith, LF ES	1st
Javier Short	Teacher	Smythe, Mae ES	2nd
Lisa Dupla	Teacher	South Belt ES	1st
Jacqueline Ibarra	Teacher	So. Houston ES	1st
Elizabeth Rodriguez	Teacher	So. Shaver ES	2nd
Brianna Thoutt	Teacher	Sparks ES	1st
Clarissa Ridge	Teacher	Stuchbery ES	2nd
Ryan Fountain	Teacher	Teague ES	1st
Michelle Wright	Teacher	Turner ES	1st
Marcella Fick	Teacher	Williams ES	1st
Jana Mosley	Teacher	Young ES	1st
Katayoon Khakiasari	Teacher	De Zavala MS	1st
Bryan Palmer	Teacher	Keller MS	1st
Louis Gracia	Teacher	Kendrick MS	1st
Stephanie Pelletier	Teacher	Lomax MS	1st
Charlene Gronewold	Teacher	Melillo MS	1st
Malvin Baerga	Teacher	Milstead MS	1st
Aimee Reeves	Teacher	Morris MS	1st
Laura Hill	Teacher	Roberts MS	2nd
Amy Garcia	Teacher	Schneider MS	1st
Diego Martinez	Teacher	Shaw MS	2nd
Garrison Oliver	Teacher	Sullivan MS	1st
Bethany Wilson	Teacher	Beverly Hills IS	1st
Carlos Guerrero	Teacher	Bondy IS	1st

## DEC Members 2021-2022

Name	Position	Location	Years Served
Shakira Thomas	Teacher	Jackson IS	2nd
Laura Borrego	Teacher	Miller IS	1st
Kyle Leonard	Teacher	Parkview IS	2nd
Araceli Ochoa	Teacher	Queens IS	1st
LaMona Lemarr	Teacher	San Jacinto IS	1st
Paula Upham	Teacher	So. Houston IS	1st
Barbara Norris	Teacher	Southmore IS	2nd
Daniel Birch Merillas	Teacher	Thompson IS	1st
Steve Cassity	Teacher	Dobie 9 HS	1st
Andrea Morgan	Teacher	Dobie HS	2nd
Rodney Muirhead	Teacher	Pasadena HS	1st
Sulma Chupin	Teacher	Pasadena Memorial HS	1st
Betsy Bremer	Teacher	Sam Rayburn HS	1st
Saranya Taylor	Teacher	So. Houston HS	1st
Diana Labauve	Teacher	Career & Technical HS	1st
Tricia Cave	Teacher	Community School	2nd
Elisabeth Lewis	Teacher	Guidance Center	2nd
Michael Rubio	Teacher	The Summit	2nd
Jessica Priestley	Teacher	Tegeler Career Center	2nd

Name	Position	Location	Years Served
Raelynn Tice	Administrator	Golden Acres ES	1st
Ryan Pavone	Administrator	Jessup ES	2nd
Leticia Balderaz	Administrator	LF Smith ES	1st
Joey Hernandez	Administrator	Stuchbery ES	2nd
Amy McClellen	Administrator	Young ES	2nd
Lela Mills	Administrator	Lomax MS	1st
Jennifer Saucedo	Administrator	Melillo MS	2nd
Robin Cate	Administrator	Morris MS	1st
Lali Guerrero	Administrator	Roberts MS	2nd
Jaclyn Sweet	Administrator	Parkview IS	2nd
Chris Rojas	Administrator	San Jacinto IS	2nd
Gail Ward	Administrator	South Houston IS	2nd
Clinton Hopper	Administrator	Dobie HS	2nd
Steven Friend	Administrator	Pasadena HS	1st
Shaun Owen	Administrator	Pasadena Memorial HS	2nd
Sondra Cano	Administrator	Curriculum and Instruction	1st

Name	Position	Location	Years Served
Edie Cantu	Parent	Parent of Miller IS Student	OK
Jennifer Jackson	Parent	Parent of Fisher ES Student	Ok
Elaine Carrasco	Parent	Parent of Bondy, Lomax	OK
Edissa Canales	Community	Parent of Former Student	OK
Stephanie Murillo	Parent	Parent of Gardens Student	OK
Carolina Turrubiates	Community	ABC Dental	OK
Maria Elena Zavala	Community	ABC Dental	Ok

## DEC Members 2021-2022

Name	Position (Ex officio/non-voting Participants)	Location
<i>Dr. DeeAnn Powell</i>	<i>Superintendent</i>	<i>Administration</i>
<i>Dr. Karen Hickman</i>	<i>Deputy Supt Academic Achievement</i>	<i>Administration</i>
<i>Dr. Troy McCarley</i>	<i>Associate Supt of Special Programs</i>	<i>Administration</i>
<i>Joe Saavedra</i>	<i>Associate Supt Campus Development</i>	<i>Administration</i>
<i>Dr. Angela Stallings</i>	<i>Associate Supt Campus Development</i>	<i>Administration</i>
<i>Alyta Harrell</i>	<i>Associate Supt Campus Development</i>	<i>Administration</i>
<i>Dr. Rhonda Parmer</i>	<i>Associate Supt Campus Development</i>	<i>Administration</i>
<i>Dr. Darla Massey</i>	<i>Associate Supt Accountability &amp; Compliance</i>	<i>Administration</i>
<i>Gloria Gallegos</i>	<i>Associate Supt Special Programs</i>	<i>Administration</i>
<i>Toni Lopez</i>	<i>Associate Supt Human Resources</i>	<i>Administration</i>
<i>Carla Merka</i>	<i>Chief Financial Officer</i>	<i>Administration</i>
<i>Arthur Allen</i>	<i>Associate Supt Business &amp; Tech Services</i>	<i>Administration</i>
<i>Kevin Fornof</i>	<i>Associate Supt Facilities &amp; Construction</i>	<i>Braden Center</i>
<i>Jodie Kennemer</i>	<i>General Counsel</i>	<i>Administration</i>
<i>Traci Goodwin</i>	<i>Executive Director of Professional Development and Events</i>	<i>Administration</i>
<i>Donna Summers</i>	<i>Executive Director Research &amp; Evaluation</i>	<i>Administration</i>
<i>Art Del Barrio</i>	<i>Director of Communications</i>	<i>Administration</i>
<i>Patricia Sanchez</i>	<i>RISE Certification Officer</i>	
<i>Eliza Andrews</i>	<i>Professional Development</i>	