

Hays CISD

District Leadership Team Meeting

September 7, 2023

4:30PM

HCISD Performing Arts Center



Meeting Agenda

1. Welcome - Dr. Eric Wright, Superintendent
2. DLT Annual Training - Stephanie Norris, DLT Facilitator
 - a. What is DLT? www.hayscisd.net/DLT
 - b. Who is DLT?
 - c. DLT Roles and Responsibilities
3. K-4 Capacity Initiative, Christina Courson
4. District of Innovation Plan, Christina Courson
5. Calendar Discussion, Stephanie Norris
6. Discussion, Comments, Questions

Welcome -

Dr. Wright, Superintendent

Who is the DLT?

- **Let's Get to Know Each Other**
 - Turn to your Shoulder Partner. Share your Name & Role (Teacher/Professional/Parent/Community Member/Business Partner/Other)
 - **Group SHARE!!**

What is DLT? www.hayscisd.net/DLT

- **The District Leadership Team**
- **Site Based Decision Making (SBDM)**
 - **Legal Foundations: TEC 11.251, 11.252, and 11.253**
 - **Board Policy: BQA - Legal and Local; BQB - Legal and Local**
 - **HCISD Administrative Procedures: B1 (DLT); B2 (CLT)**
 - **HCISD Site Based Decision Making Plan**

Composition of the DLT and CLTs

Elected Professional Staff

$\frac{2}{3}$ - Classroom Teachers

$\frac{1}{3}$ - Other Campus and District Level Staff



Selected Based on Local Policy

Parents

Community Members

Business Partners

DLT Composition

- One teacher representative from each campus nominated and elected by the teaching staff
- Three non-teaching professionals from each level elementary, middle and high –nominated and elected by the non-teaching professional staff
- One district non-teaching professional nominated and elected by the district and campus non-teaching professional staff
- Three parent representatives (one from each of the three comprehensive HS feeders) *(Must not be an employee of HCISD)*
- Two community representatives *(Must be 18 years old, must reside within HCISD boundaries, and must not be a parent of a current HCISD student or a current employee)*
- Two business representatives *(Does not have to reside in HCISD and business does not have to be located within HCISD boundaries. Must not be a HCISD Current Employee.)*

Additional Information

- **DLT employee representatives shall serve a staggered two-year term and shall be limited to three consecutive terms on the committee.**
- **DLT parent, community and business representatives serve one-year terms and are also limited to three consecutive terms.**
- **CLT members are elected/selected each year.**
- **A vacancy during a term shall be filled for the remainder of the term by election for the category.**
- **All meetings shall be held outside of the regular school hours**

SBDM Roles and Responsibilities (CLT & DLT)

The purpose of the SBDM Teams is to work in an advisory capacity to the Superintendent and campus Principal in order to provide broad based input to improve student achievement.

The DLT plays an advisory role in the following 6 areas:

- Planning
- Budgeting
- Curriculum
- Staffing Patterns
- School Organization
- Staff Development

DLT Specific Duties

- The district level committee serves in an advisory role to the district superintendent in the development, evaluation, and annual revision of a district improvement plan.
- Advises the superintendent in regards to the adoption of the student code of conduct for the district.
- Shall hold at least one public meeting per year, after receipt of the annual district performance report to discuss performance objectives.
- Addresses all pertinent federal planning requirements.
- Provide comments on district level waivers that are submitted to the board of trustees for approval prior to consideration by the commissioner.

DLT Communication

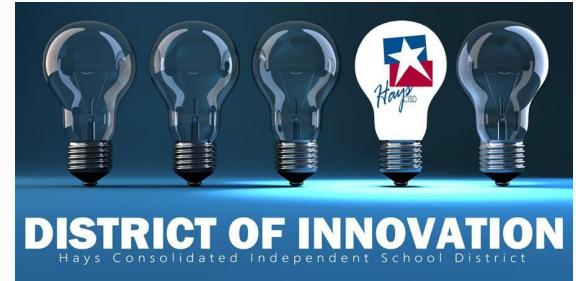
- **District policies and procedures must be established to ensure that systematic communication measures are in place to periodically obtain broad-based community, parent, and staff input to district and campus level committees.**
- **Minutes are posted on the district Website and reviewed by the Superintendent's Executive Leadership Team (ELT)**

K-4 Capacity Initiative

K-4 teachers have potential to earn up to \$3,000 per student per school year above a 22:1 ratio (capped at 25:1) in K-4 or above a 20:1 ratio (capped at 22:1 or 23:1) at Camino Real Elementary School, Uhland Elementary School, & Hemphill Elementary School.

- **Purely voluntary– no teacher to be pressured to do this. It is a teacher’s individual choice.**
- **The teacher must not be a first-year teacher.**
- **The teachers must be certified.**
- **The teacher must have been at least proficient in all areas on T-TESS in the prior year.**
- **The teacher must not be on a growth plan.**
- **The teacher must be approved by the campus principal and district leaders (DAO/C&I and HR).**
- **Assignments of students would rotate, beginning with the teacher with the most years of teaching experience.**
- **Teachers would be paid after each grading period (\$750 per student above ratio per grading period, which could be up to \$3,000 a year if the ratio holds.)**
- **The payment would be TRS-eligible.**

District of Innovation Plan Renewal



September 7, 2023

Present DOI Plan Renewal Timeline to DLT

September 8, 2023

**Post the DOI Plan on Hays CISD website for 30 days
<https://www.hayscisd.net/DOI>**

October 5, 2023

Present DOI Plan Renewal for DLT consideration and approval by majority vote of the committee

October 17, 2023

Present the DOI Plan Renewal for first reading to the Board

October 23, 2023

Present the DOI Plan Renewal for second reading to the Board and possible approval by at least two-thirds of Board

October 25, 2023

District notifies the commissioner of approved plan

October 25, 2023

District posts plan on the Hays CISD website and shares link To TEA for posting on the agency website

Calendar Discussion

- ★ **Hays CISD Adopts the Academic Calendar in 2-year cycles**
- ★ **Next Calendar Cycle → 2024-2025 and 2025-2026**
- ★ **Beginning stages of this new calendar development cycle**
- ★ **Starting here with the DLT**

Calendar Discussion



Last year.....

- **4-day Calendar Committee**
- **Interrupted by proposed legislation to restrict 4-day calendar adoption**
- **This proposed legislation did not pass**
- **Thoughts on this alternative calendar?**

Calendar Discussion

- ★ Consider this year's calendar.....
 - Copies on your table
 - Table Discussion - Strengths and Weaknesses
 - Use Sticky Notes to give Input on
 - BTS PD Days, 6- ½ & ½ days, Timing of Staff/Student Holidays (approximately one a month)
 - Place Sticky Notes the poster

Calendar Discussion

★ Next steps

- DLT input will be shared with Cabinet & Mr. Savoy
- Mr. Savoy will begin drafting Calendar options
- Draft Calendar options will be brought back to DLT
- If you have additional input, please email Ms. Marivel Sedillo, CAO - marivel.sedillo@hayscisd.net

Wrap-Up

- Upcoming Meetings:
 - September 7, 2023
 - October 5, 2023
 - November 9, 2023
 - January 11, 2024
 - February 8, 2024
 - March 7, 2024
 - April 11, 2024
 - May 9, 2024
 - June 6, 2024

THANK YOU!

We appreciate your
commitment to the
2023-2024 Hays CISD
District Leadership Team

Questions, Feedback...

Stephanie Norris

DLT Facilitator

Federal Programs & Grants, Director

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