

**MINUTES OF THE WINDHAM SCHOOL DISTRICT  
BOARD OF TRUSTEES**

Meeting No. 305

The Windham School District Board of Trustees met in session on Friday, April 20, 2018, at the Wyndham Garden Hotel, Austin, Texas.

**BOARD MEMBERS PRESENT:**

Hon. Dale Wainwright, Chairman  
Terrell McCombs, Vice Chairman  
Mano DeAyala  
Tom Fordyce  
Pastor Larry Miles  
Patrick O'Daniel  
Derrelynn Perryman  
Thomas P. Wingate

**BOARD MEMBERS ABSENT:**

Eric Gambrell, Secretary

**WINDHAM STAFF MEMBERS PRESENT:**

Dr. Clint Carpenter, Superintendent  
Charles Bell  
Dr. Latreace Craig  
Shirley Garcia  
Bambi Kiser  
Michael Mondville  
Robert O'Banion  
Michael White

**CONVENED**

Chairman Dale Wainwright convened the meeting of the 305th Windham School District (WSD) Board of Trustees (Board) to order on Friday, April 20, 2018, at 3:18 p.m. in accordance with Chapter 551 of the Texas Government Code, the *Open Meetings Act*. During the regular session, the Board conducted business from the agenda posted in the Texas Register. A quorum was present and the meeting was declared open.

Chairman Wainwright recognized Janis Reinken of the House Corrections Committee and Judge Dale Spurgin of Jones County.

Chairman Wainwright reported the WSD Board was committed to providing the opportunity for public presentations on posted agenda topics as well as for public comments on issues within its jurisdiction as provided in Board Rule 300.1. As no speaker registration cards were received by the board staff, no public presentations on posted agenda topics were heard.

## **CONSIDERATION OF APPROVAL OF CONSENT ITEMS**

The Chairman called the Board's attention to the Consent Items on the agenda, which consisted of the minutes of the February 23, 2018, meeting, appraisers for the 2017-2018 school year and excused absences for Pastor Larry Miles and Eric Gambrell from the February 23, 2018, meeting due to personal business.

There being no other comments, objections or amendments to the Consent Items, the Consent Items were approved as submitted.

## **SUPERINTENDENT'S REPORT**

Dr. Clint Carpenter, Superintendent of the WSD, said that WSD was invited to participate in an Adult Education Advisory Board sponsored by the Data Recognition Corporation (DRC), held in February in Minneapolis, Minnesota. Adult education leaders from 10 states participated, with Texas and Florida representing correctional education.

DRC is one of the three largest in the testing market industry and is the publisher of the Tests of Adult Basic Education (TABE). TABE is the most widely-recognized adult achievement test in the nation, currently utilized in approximately 45 states. Windham School District has administered TABE for more than 20 years.

The purpose of the Adult Education Advisory Board is to provide DRC with feedback on user experience and influence DRC adult education product development.

At the first board meeting, discussions were held concerning the Workforce Innovation and Opportunity Act, assessment policy, College and Career Readiness Standards, High School Equivalency (HSE) exams, and the impact of each on adult education in the individual states. Each state representative provided an overview of their adult education programs, including their struggles and successes.

It proved to be a wonderful opportunity for WSD to connect with other HSE and adult education leaders from across the country and share concerns regarding proposed changes to the recently released TABE 11/12.

The board is expected to meet in person annually and to hold two additional online meetings during the year.

All travel expenses for the February board meeting in Minnesota were fully reimbursed by DRC, making this not only a great opportunity to share with other adult education leaders, but also a free one! Dr. Latrece Craig and Susan Norris attended for the WSD.

## **REPORT FROM THE CHAIRMAN, WSD BOARD OF TRUSTEES**

Educator Terry Murray was recently honored as an outstanding Walker County teacher and citizen by her local newspaper, the Huntsville Item. Ms. Murray has taught for 26 years with Windham School District at the Estelle Unit near Huntsville, helping offenders earn HSE certificates. Before that time, she taught reading and math to special education students in public school.

This career educator has impacted the lives of countless students in Windham literacy classes, guiding hundreds to earn their HSEs and encouraging many to pursue a college education. Colleagues describe her as dedicated, enthusiastic and masterful, and new teachers find her to be a valuable mentor.

Ms. Murray said, “In my classroom, they experience success and learn to work together.” “When they get out in the real world, they've got to be able to work with others.”

Ms. Murray’s story was featured in a special supplement published by the Huntsville ITEM. In addition, an ITEM editor presented her with an award at the April WSD Leadership Blueprint meeting in Huntsville.

Inspiration for teachers is watching former students achieve success, and Windham educators are no exception. Student success stories are featured in WSD’s Annual Performance Report.

- For example, **Jason Cole** used On-the-Job (OJT) Training and life skills classes to leave behind 11 years of incarceration. He completed college after release and is manager of the parts and service department of a thriving trailer business. He is also a Zig Ziglar Legacy Certified speaker and trainer, addressing church and community events. He returns to the Torres Unit as a motivational presenter.
- Master electrician **Isaac White** continues to strengthen his career. He spent ages 18 to 26 in TDCJ, maturing to realize he lacked real job skills. Windham trained him in plumbing and electrical trades, and he left TDCJ in 1999 to complete an apprenticeship program. Today he is president and owner of an electrical contracting company with five employees, serving residential and commercial customers.
- **Candelario Davila** has a remarkable success story. Incarcerated at 15, he realized he needed job training to make a living. He decided to be a welder like his father, signing up for rigorous Windham vocational classes. He is now welding shop foreman and night shift manager in a company offering welding, painting, CNC machining, fitting, and fabrication services. He anticipates soon advancing to project manager. Candelario serves as a mentor for other former offenders, and he actively recruits Windham-trained students to work for his employer.

The chairman said they were all proud of these accomplishments, and look forward to many more future success stories from Windham students.

#### **DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION ON THE RESOLUTION REGARDING TEXAS ASSOCIATION OF SCHOOL BOARDS – SPONSORED MEDIA HONOR ROLL**

Dr. Carpenter said each year the Texas Association of School Boards allows school districts to nominate media representative that covered their school in an effective, accurate and appropriate way in order to improve education in Texas. He read a resolution nominating Tom Waddill of the Huntsville Item, in Huntsville, Texas, and asked for the Board to approve the nomination.

*Tom Fordyce moved that the WSD Board of Trustees approve the resolution regarding the Texas Association of School Boards – Sponsored Media Honor Roll as presented.*

*Mano DeAyala seconded the motion, which prevailed unanimously when called to a vote.*

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION  
OF WBP-08.01, “STUDENT ELIGIBILITY FOR WINDHAM SCHOOL DISTRICT  
PROGRAMS”**

Michael Mondville, WSD General Counsel, said WBP-08.01, “Student Eligibility for Windham School District Programs,” is being updated to streamline the existing policy by removing some details that can now be found in Superintendent Directives and Operating Procedures. These include the detailed procedures for Career & Technical Education (CTE) programs, offender class eligibility which is also explained in a TDCJ administrative directive and charts containing courses and eligibility. It also clarifies eligibility and priority for offenders having ICE detainees, especially in ESL classes, and to those who are under age 22, giving them the highest priority as directed by the legislature. He asked the Board to approve WBP-08.01 as presented.

*Ms. Perryman moved that the WSD Board of Trustees approve the revision of WBP-08.01 “Student Eligibility for Windham School District Programs,” as presented.*

*Pastor Larry Miles seconded the motion, which prevailed unanimously when called to a vote.*

Thomas Wingate asked if this revision was mainly done as cleanup work or if it was substantive. He also asked if any criteria for program attendance changed.

Mr. Mondville responded the revision was mainly cleanup work and there were no changes in programming eligibility.

**OVERVIEW OF THE WSD ANNUAL PERFORMANCE REPORT FOR THE 2016-2017  
SCHOOL YEAR**

Bambi Kiser, WSD Partnerships & Information Resources Specialist, presented an overview of the WSD Annual Performance Report (APR) for the 2016-2017 school year.

Ms. Kiser began her PowerPoint presentation by informing the Board that the typical WSD academic student dropped out of school in the 9th or 10th grade, functions at the 6th grade level, has an average age of 32 and likely has a history of drug addiction. She said more than 68,000 offenders received WSD educational services in school year 2017.

Ms. Kiser said academic instruction includes literacy and life skills programs. In SY17, more than 30,000 offenders participated in literacy programs. Historically, literacy students average a grade level advancement of about two years for every 630-hours of instruction. The 630-hour period is equivalent to approximately one Windham school year.

Of the more than 30,000 students who participated in literacy programs, 6,113 offenders took the HSE exam in SY17. Of that group, 4,921 offenders or 81 percent were awarded an HSE certificate.

Ms. Kiser said the next component of WSD programming is CTE training. CTE combines preparation for industry certificates with employment connections and soft skill education. She said during SY17, WSD vocational students earned almost 28,000 industry recognized certificates. In addition, more than 19,000 participants earned 20,157 vocational course completions (an 88 percent completion rate).

WSD's workforce and reentry efforts have paved the road for success in employment, careers, and reconstructed lives, Ms. Kiser said. Partners included industry leaders, Texas Workforce Development Boards, and employers. These partners have focused on putting former offenders to work. They met with staff, toured schools and invited our educators back to visit their worksites. Many of these partners have participated in career and reentry expos.

Ms. Kiser explained the WSD life skills classes help offenders refocus their thinking and develop people skills essential for employment. Revisions to the Cognitive Intervention and CHANGES curricula were implemented in SY17. In SY17, 20,000 students were served in the CHANGES pre-release program, 14,000 students were served in the Cognitive Intervention Program, and 1,000 were served in the Parenting and Family Wellness program.

Finally, the APR features stories of former students experiencing professional and personal success. Their stories are testimonies to the power of correctional education when aligned with determination, faith and opportunity.

Ms. Kiser concluded her presentation by borrowing a comment made by the chairman: WSD and TDCJ look at reentry as a philosophy, rather than a program. As part of this philosophy, Windham continues to find new ways to align job skills, hands-on training, life skills, and academic achievement all promoting increased job opportunities.

Terrell McCombs said the APR was exceptionally done. Two things really impacted him: the description of a typical WSD academic student is so informative, and the success stories in the APR are truly phenomenal. He commended the staff for a job well done.

### **PRESENTATION ON THE NEW WSD ACCOUNTABILITY SYSTEM**

Charles Bell, Department Director for Operational Support, began the presentation by explaining that WSD's statutory goals, vision, mission and strategic plan were the core elements used to guide the development of new performance-based unit accountability system. This accountability system creates the mechanism by which the district can track performance measures and strengthens to gauge overall effectiveness in program areas.

Mr. Bell said the district's goals, vision and mission statements were presented to personnel at 21 accountability meetings. More than 890 district personnel, at all levels, participated in the accountability discussion. The meetings included training and collaboration of district personnel on the proposed accountability system. All feedback and suggestions were taken into consideration throughout the process. As a result, there were excellent changes made to the new accountability system. Personnel were surveyed, resulting in overall 95.5 percent consensus on the essential components.

Michael White, Lychner Unit Principal and Facilitator of Accountability System Development, shared the accountability concept and components with the Board. He said there were four major reasons for WSD to establish an accountability system: to compare unit performance, to track trends and activities at the unit and district levels, to set improvement goals, and to recognize and celebrate the accomplishment of unit personnel.

Mr. White explained that WSD's former accountability system was based primarily on the educational achievement composition results. The composition result included math, language and reading scores. The new accountability system is based on a multi-dimensional system involving seven unit program activities which include:

Attendance/Enrollment  
Academic Completion  
HSE Certifications  
CTE Certifications

Industry Certifications  
Life Skills Certifications  
WSD Desk Audits

He said there was an overwhelming consensus by leadership and unit employees for these activity areas to be measured. The seven weighted program activity areas gained consensus throughout the district, were recommended by the accountability committee and approved by the Superintendent.

Mr. White said each Windham educational program activity area will be weighted by percentage relative to the priority established for the school year. Each school year, a group of Windham unit personnel will have the opportunity to assist in the selection of the activity areas and their percentage weight. In any case, regardless of the number of activity areas or their percentage weight, they must total 100 percent.

All district personnel will be able to view their unit performance measures and data on the new data dashboard. They will also be able to view other unit's performance for comparison. He explained how the new data dashboard worked.

Mr. White said there was also a recognition and awards component of the accountability system. This component elicited the highest consensus from district personnel at 97.5 percent. It involves an overall accomplishment level, grade, and a report card providing a score for each activity graded. All activity areas are weighted and averaged together to arrive at a final accomplishment level and grade for each unit. The unit score is based on a 0 to 100 scale which is consistent with the State of Texas K-12 scale and grading system. He displayed what the report card would look like.

Mr. White also displayed an example of personnel who will be recognized based on performance in each of the areas that are measured.

Ms. Perryman asked a question about the data dashboard. She asked if the gauges represent the entire unit's accomplishments.

Mr. White responded the gauges represent the seven areas that are being measured on each individual campus. He explained if a campus only has CTE and life skills then they are only measured on CTE and life skills. Over 67 units have all components. There are 20 that don't have all areas.

Ms. Perryman asked if all staff involved in each area is recognized for the accomplishment. Mr. White responded that was correct. Ms. Perryman said this was also based on accomplishments as a team and she liked the concept.

Mr. White said valuing the WSD staff is what is going to take the district to the next level.

Dr. Carpenter said he feels this is the single most important presentation that has been made to the Board in the five years he has been with the district. He also feels it will be the single biggest accomplishment that will be enduring and impactful to the district. Dr. Carpenter thanked Mr. White and the rest of the accountability committee for their work on this project.

Dr. Carpenter said the live data dash boards will show the campuses what they are doing on a daily basis. The fact that everyone is connected into this and committed to the success of their units will change Windham for years to come. He emphasized this is the best all encompassing, accurate and meaningful accountability system that he has ever seen.

Mr. McCombs asked how the data for measurement is entered for this accountability system and who enters it.

Mr. White responded that the Operational Support and Information Technology departments are responsible for the data being entered into the system.

Chairman Wainwright said this presentation has been impressive and is possibly the most important Windham presentation that the Board has heard in the past five years.

Chairman Wainwright pointed out the focus on analytics and measurement is particularly important. From a logical, strategic, comprehensive standpoint, it is a great piece of work and the board looks forward to watching it come to fruition and make a larger impact on the students the district works with.

Chairman Wainwright thanked everyone for attending the meeting. The next meeting of the WSD Board of Trustees will be Friday, June 29, 2018, at the Wyndham Garden Hotel in Austin.

**ADJOURNED**

There being no further business for the regular session, Chairman Wainwright adjourned the 305th meeting of the Windham School District Board of Trustees at 4:19 p.m.

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Chairman\*

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Secretary\*

\*Signature on File

*Note: Referenced attachments for draft minutes are available upon request. Following approval of the minutes, attachments will be maintained with the signed minutes in the Office of Record.*