

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

Meeting No. 310

The Windham School District Board of Trustees met in session on Friday, February 8, 2019, at the Wyndham Garden Hotel, Austin, Texas.

BOARD MEMBERS PRESENT: Hon. Dale Wainwright, Chairman
Terrell McCombs, Vice Chairman
Eric Gambrell, Secretary
Mano DeAyala
Pastor Larry Miles
Derrelynn Perryman
Hon. Thomas P. Wingate

BOARD MEMBERS ABSENT: Tom Fordyce
Patrick O'Daniel

WINDHAM STAFF MEMBERS PRESENT: Dr. Clint Carpenter, Superintendent
Charles Bell
Kristina Hartman
Michael Mondville
Robert O'Banion

RECONVENED

Chairman Dale Wainwright reconvened the meeting of the 310th Windham School District (WSD) Board of Trustees (Board) to order on Friday, February 8, 2019, at 9:39 a.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 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.

RECOGNITIONS

There were no recognitions.

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 December 13, 2018, meeting and appraisers for the 2018-2019 school year.

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

SUPERINTENDENT'S REPORT

Windham Teachers Attend Training with Lowe's – Food King Supermarkets

Dr. Clint Carpenter, Windham School District Superintendent, said Windham actively seeks to align vocational training with the needs and demands of employers in Texas. This philosophy has allowed Windham to streamline training and thus become more efficient in the teaching process. This allows for more students to be served, and it dramatically enhances the employability of Windham students upon release. One such program refinement is in the Culinary Arts program for Windham. Additional modules are being added to target high need areas and bring relevant skills to an already robust food preparation course.

On January 21-25, 2019 Culinary Arts teachers from the Windham School District were invited to attend the first of a two-part training in Lubbock, Texas on the needs of meat market food preparation. Teachers from Neal, Formby, Sanchez, Lopez, Ferguson, Hodge and Crain were trained, and the eight teachers will attend follow-up trainings in February, 2019. Ruben Gillian, meat market trainer for Affiliated Foods, and John Click, Meat, Bakery and Food Service Director for Lowes/Food King led the training. Windham teachers discussed the process for cutting retail market meat, food safety in a retail environment, packaging for display and the operation of retail specific equipment.

Lowes/Food King, a large chain of grocery stores in Texas with 159 locations, sees a great opportunity in working with Windham to secure skilled employees in a high-need area. The supermarket chain is excited about the progress with this partnership, and Windham Teachers were equally excited after attending this training. Ted Watts, a Windham Vocational Specialist, said, "The teachers were tired after the intensive training, but excited to be able to return to their units and start providing these skills to their students."

Windham feels that these types of business partnerships bring relevancy to the vocational classes for the students and establish hope for a career future with a high-paying job after release from confinement.

Chairman Wainwright informed the meeting participants that Dr. Carpenter will be retiring from the Superintendent position at Windham at the end of August, 2019. He said Dr. Carpenter has served well and had a very productive and extensive career. The Windham Superintendent's position will be posted today and will be up for 30 days. The Chairman said he has appointed a search committee to begin the process of finding his successor. He anticipates the Board will make a decision this summer.

He thanked Dr. Carpenter for his service to the agency.

REPORT FROM THE CHAIRMAN, WSD BOARD OF TRUSTEES

Windham Senior Administrators Meet with Legislative Staff

On January 24, WSD administrators met with Texas Speaker of the House Dennis Bonnen's office staff. Dr. Carpenter, Robert O'Banion, WSD Chief Financial Officer and Kristina Hartman, WSD Director of Instruction, met with Andrea Sheridan, policy advisor to the House of Representatives for Education. In the meeting, Windham was able to share the progress in academic programs, life skills, and vocational education that Windham has made over the past two years. The Speaker's staff was impressed with the dramatic increase in vocational certifications and the academic accomplishments of Windham students.

Ms. Hartman was able to describe the support academic instruction has for success in vocational programming and how the most recent data shows Windham programs have a significant correlation to lowered recidivism, which will ultimately lower the cost to the State. Ms. Hartman was able to answer specific program questions. Ms. Sheridan asked, and Mr. O'Banion provided support for questions regarding the financing of these programs. Ms. Sheridan was very complementary of the industry partnerships Windham has established. Superintendent Carpenter shared that several industry partners that have hired Windham trained students after release, have provided training to teaching staff, been guest speakers on the units and even donated equipment to replace flood damaged welders over the past few years. Ms. Sheridan noted that the business partnerships are a novel concept and somewhat unique to Windham and she said they should be shared with others so the general public will see how changing lives for the incarcerated is a community effort which benefits everyone.

Windham administration has met with numerous Texas government staff, including Governor Abbott's office, the LBB, and Senate and House members' staff. In these meetings, Windham is providing evidence of successful offender training and the progress Windham has made since the last legislative session.

OVERVIEW OF THE WSD ANNUAL PERFORMANCE REPORT FOR THE 2017-2018 SCHOOL YEAR

Chairman Wainwright said Kristina Hartman, Director of Instruction, and Charles Bell, Department Director of Operational Support would be making the presentation.

Ms. Hartman began the presentation by stating she would highlight some of the accomplishments of the students, the staff and the great partners within TDCJ.

A video of offender Chelsey Gibson was played. In the video she talked about the number of WSD programs that she had engaged in during her incarceration. She recently released from custody and has rejoined the community.

The recent biennial report authored by Texas Tech University indicated that individuals who participated in multiple WSD programs were 19 percent less likely to recidivate than offenders who do not participate in WSD programs.

Chairman Wainwright asked what Ms. Gibson's crime was.

Ms. Hartman responded that she did not have the details but would find out and let the Board know.

Chairman Wainwright said the video was very compelling. He asked if the district has plans to use it for specific purposes.

Ms. Hartman said the video is actually on the cover of the Annual Performance Report. There is an application that anyone can download to their phone and play a video of Gibson telling her story.

Ms. Hartman then said a typical WSD student is 32 years old, dropped out of school in the 9th or 10th grade, and functions between the 5th and 6th grade level.

She said approximately 68,000 students are served per year, and this is the largest district in the state of Texas. Services are also provided through the district's library staff that circulated over one million library books to 86 facilities during the school year. Students also receive services from certified counselors, teachers, diagnosticians and principals. They must all be certified by the Texas State Board of Education. More than 450 volunteers assisted in WSD's success by providing more than 4,300 volunteer hours during the school year.

Each individual who comes into TDCJ is assessed in multiple ways. One method is the Test of Adult Basic Education, which gives the district the grade level equivalent and summary of strengths and needs for academics. In addition, offenders engage with counselors to discuss vocational training. Counselors look at interests, aptitude and criminal history when recommending vocational trades.

It is very important in this ever-changing age of technology for teachers to engage in staff development on a regular basis. During the 2018 school year, teachers engaged in opportunities such as using technology, reading strategies, classroom management, leadership skills and communication skills for themselves and their students.

During the school year, WSD served nearly 30,000 individuals in literacy programs. Of those 30,000, approximately 12,000 per year are in the High School Equivalency (HSE), previously referred to as GED level courses. Of these, 4,451 students took the HSE exam and 3,653 earned their certificate, which equates to a passing rate of 82 percent.

Elective Personal Enrichment Courses (EPEC) continues throughout breaks such as winter break, spring break and summer break. These courses focus on things that will help individuals rejoin the community. These include soft skills which are employability and communication skills; entrepreneurship; basic computer skills; OSHA, which is the safety component for construction trades and other communication techniques to make them successful.

During EPEC courses, WSD was able to serve students who would not otherwise be served by WSD programs.

Ms. Hartman said district personnel from unit-based and administrative staff played an important role in developing a completely new and comprehensive Accountability System during SY 2018, which was implemented at the beginning of SY 2019.

This system allows WSD to track performance on critical measures and strengthen effectiveness in all program areas. The critical measures are weighted percentages and include: Attendance, Academic Completion, Career & Technical Education (CTE) Completion, CTE Industry Certificates Success, Combined Life Skills Measures for Cognitive Intervention and CHANGES, and Audit Compliance.

Ms. Hartman said CTE offerings include 40 programs that are duplicated throughout the district. In the 2018 school year, 24,940 vocational certificates were earned by students. Some of the courses included: welding, culinary arts, HVAC and truck driving. Program expansion has continued and will continue to expand based on the needs of employers.

She also discussed industry certifications, which are third- party certifications in addition to the type of certificate that was mentioned earlier. These industry certifications include the National Center for Construction Education and Research and the Automotive Service and Excellence, among others. The certifications are based on nationally-recognized standards indicating an individual has demonstrated specialized abilities to be successful in a job field. During the school year, CTE students earned 33,451 industry certifications.

Ms. Hartman said WSD has more than 20 partnerships with workforce boards and employers, some of whom are prioritizing hiring of students with Windham certificates. Ms. Hartman said employers say they need someone who is going to come to work and someone that can communicate appropriately with their supervisor and peers. This is where the Life Skills courses come into play. The Life Skills courses include the Cognitive Intervention Program, the CHANGES Program and the Parenting and Family Wellness Program. In 2018, more than 38,000 individuals engaged in these programs.

Another WSD student video was also played. Offender Christian Price said she completed construction fundamentals, OSHA and the electrical trades. In addition to completing the courses, she also completed an electrical trade apprenticeship, which she plans to use to pursue a career upon her release. She has also taken a class in Parenting and Family Wellness.

Ms. Hartman said WSD students also participate in Career Expos that WSD and TDCJ both sponsor. There were 18 expos during SY 2018. These expos bring offenders together with potential employers.

She concluded the presentation and asked if there were any questions.

Pastor Larry Miles said he was asked to speak at a graduation ceremony at the Roach Unit in Childress. He said each graduate wore a cap and gown. It really brought it to a new level and you could tell it really touched the families.

Chairman Wainwright said he was familiar with the story behind the caps and gowns. He asked for Dr. Carpenter or Ms. Hartman to share the story with the Board.

Ms. Hartman said the Neal Unit was in a position where they only had one cap and gown. The individuals would proceed down the aisle where they would trade off the cap and gown for photos. A local news station heard about it and decided to help get donations for WSD. The

Neal unit was flooded with donations of caps and gowns. TDCJ was very supportive and said this needs to occur everywhere and WSD agreed with them. WSD has been receiving donations ever since.

Dr. Carpenter said that after the story broke, everyone was very moved by the impact that this made. Mr. Collier called Dr. Carpenter and said the caps and gowns really make a difference in people's lives. TDCJ worked with WSD to make the caps and gowns available to all units. WSD is working with TDCJ to find a way to purchase more caps and gowns so every student will have the opportunity to have that feeling of excitement by wearing a cap and gown to receive their diploma or certificate. Dr. Carpenter thanked Mr. Collier and TDCJ for looking at what WSD does and partnering with WSD to make this happen.

Dr. Carpenter said the videos in the APR are a special technological achievement. The WSD Information Technology (IT) Department was able to look at some of the newest technologies to make these videos come alive. The program to achieve this was written totally in-house by very talented WSD IT staff. Dr. Carpenter explained that an app is loaded on a cell phone. When the phone user scans over the picture in the APR, the photo seems to come to life on the phone and tells a story.

Chairman Wainwright thanked everyone for attending the meeting. The next meeting of the WSD Board of Trustees will be Friday, April 5, 2019, at the DoubleTree Hotel in Austin.

ADJOURNED

There being no further business for the regular session, Chairman Wainwright adjourned the 310th meeting of the Windham School District Board of Trustees at 10:08 a.m.

Chairman*

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.