

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

Meeting No. 316

The Windham School District Board of Trustees met in session on Thursday, December 12, 2019, at the Crowne Plaza Hotel, Austin, Texas.

**BOARD MEMBERS PRESENT:**

Hon. Dale Wainwright, Chairman  
Derrelynn Perryman, Vice-Chair  
Tom Fordyce, Secretary  
Pastor Larry Miles  
Mano DeAyala  
Patrick O'Daniel  
Judge Molly Francis  
Judge Faith Johnson

**WINDHAM STAFF MEMBERS PRESENT:**

Kristina Hartman, Superintendent  
Mario Cotton  
Stephine Crabb  
Jon Lilley  
Michael Mondville  
Robert O'Banion

**CONVENED**

Chairman Dale Wainwright convened the meeting of the 316th Windham School District (WSD) Board of Trustees (Board) to order on Thursday, December 12, 2019, at 12:01 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 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**

Chairman Wainwright recognized Roel Benavides, Committee Clerk for the House Corrections Committee. The Chairman said Mr. Benavides works with Chairman James White. Judge Dale Spurgin from Jones County was also in attendance.

## 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 October 31, 2019, meeting, appraisers for the 2019-2020 school year and a personal property donation.

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

## SUPERINTENDENT'S REPORT

### **Program Effectiveness Assessment**

Kristina Hartman, Superintendent of the Windham School District, reported that the Windham School District is required to complete a biennial evaluation and report of the effectiveness of program offerings. Texas Tech University conducted the most recent biennial evaluation and report, which provides recidivism statistics by program and compares completers from Windham programs to individuals with similar characteristics who have been released from incarceration without completing Windham programming in their most recent incarceration. The prison recidivism rate is 20.3% and the State Jail recidivism rate is 30.9% as published by the Legislative Budget Board in January, 2019. Ms. Hartman emphasized that Windham and TDCJ were working together to reduce these rates.

Ms. Hartman said the biennial report demonstrated that the most significant difference in recidivism was achieved by individuals who completed both academic and career and technical and education programming. These individuals were 26.3% less likely to recidivate than the matched group with no programming. In addition, completion of cognitive programs showed between a 9% and 22% reduced likelihood to recidivate as compared to the matched group. The career and technical education completers' difference was 18.7% whereas academic stand alone was only 3%. This indicates that although academic education is necessary to achieve higher level technical training, it does not provide significant impact when it is not coupled with another program.

She said Windham is using the results of the biennial evaluation to take steps to effectively manage resources that are shown to impact outcomes. Salary expenses make up approximately 86% of Windham's budget. In fiscal year 2019, the number of budgeted positions for academic teachers was 273.5, career and technical education teachers was 176.5 and cognitive programs was 188.5.

Ms. Hartman said an emphasis on achieving lowered recidivism by focusing on how teacher positions are budgeted within instructional areas will take place through implementing periodic unit surveys. Surveys will address specific unit needs based on the student population, teacher staffing and program offerings to ensure that the right students are in the right programs at the right time.

Ms. Hartman discussed current initiatives which include increasing the number of career and technical education teachers and piloting an integrated instruction model in which academic teachers are embedded in career and technical education programs. This is noted as a best practice in adult education. The district is also entering into articulation agreements with

colleges to provide advanced training following Windham program completion. Ms. Hartman said that she and Director Rene Hinojosa are working closely on this endeavor to ensure that individuals are prepared to enter college programs and receive credit for what they have done in Windham prior to articulating to college. A pilot was also launched in November at the Choice Moore Unit that now provides a group of students with cognitive programming and literacy instruction during the same three-hour block.

Ms. Hartman said Windham will continue to ensure that data is utilized in determining program offerings and student program placements and she looks forward to providing an update to the Board following the unit surveys and pilot programs in the near future.

Chairman Wainwright said this is a wonderful example of how Windham is using data and analytics to help drive the allocation of resources to be most effective for rehabilitation and reentry. Windham is also using analytics to measure outcomes.

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

### **Windham's Statewide Curriculum Enhancement Activities**

Chairman Wainwright reported how Windham on November 7, 2019, completed a district-wide exercise in which teachers engaged over 18,000 students in curriculum enhancement activities across all 90 campuses in an effort to increase participation for current students and inspire the approximately 700 individuals who were targeted as new enrollees. The event was the vision of Division Director for Instruction, Jon Lilley, as an innovative method to maximize student recruitment, attendance and motivation to succeed. This day of unique, relevant learning included creative activities developed by teachers and administrators at each location in addition to messaging Windham's 50<sup>th</sup> Anniversary to the student population.

The Chairman said the results of this non-traditional school day exceeded WSD's expectations. Instructional and campus leadership met the challenge by advertising the curriculum enhancement day in advance to help pique student curiosity. Many sites reported 100% attendance and energetic participants. Activities included "mad scientist day" in which students performed safe, hands-on experiments and partook in demonstrations related to astronomy, flight, genetics, optical illusions, changes in matter, simple machines and germination all directly related to adult education curriculum standards. The Wynne Unit held a special session of the resident-led, auditorium-style presentation in collaboration with TDCJ, entitled Man-Up. It included live music, spoken word and motivational speaker and best-selling author Damon West. Throughout the presentation, students were encouraged to participate in educational and betterment programs. Individuals who initially resisted attending later stated that the program drove them to work harder and was an enjoyable experience. The Dominguez State Jail focused on team building and communication skills. Classroom bulletin boards were created to celebrate student accomplishments. Hutchins State Jail students participated in core subject and financial literacy Jeopardy. At each campus across the state, reports of appealing activities, smiling students and enthused educators were received.

Chairman Wainwright said one WSD principal provided the following feedback: “Thank you for reminding us that we are teachers, regardless of the location in which we teach. I cannot express how much this day meant to my students, my teachers, and ultimately me. After a while, it was not about the attendance hours, it was about my students and pushing them to work together and making sure that they knew that we appreciate them for allowing us to teach them and to help them become better citizens.” A student from the Connally Unit submitted a letter that praised teachers and staff for taking the time to support student success. The letter stated “...this function was good. It felt like attending a job fair. Thank you for the good resources and having teachers and staff members who care.”

The Chairman concluded that Windham’s curriculum enhancement activities on November 7<sup>th</sup> were a reminder to educators and students that learning can be, and should be, both fun and productive. There is no doubt that this day sparked creativity and renewed interest in both students and staff. The district intends to implement more activities of this nature, which are expected to increase student retention and progress.

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING  
INVESTMENT REPRESENTATIVES**

1. Resolution Designating Authorized Representatives for the Texas Local Government Investment Pool (TexPool/TexPool Prime)

Robert O’Banion, WSD Chief Financial Officer, said he would be presenting two resolutions designating authorized investment representatives. Due to a change in district personnel, WSD is requesting to add Trina Hodge as a representative for district investments. The first resolution designating authorized representatives for the Texas Local Government Investment Pool (TexPool/TexPool Prime) is submitted for Board approval as presented. He requested that the Board approve this resolution.

*Derrelynn Perryman moved that the WSD Board of Trustees approve the resolution amending the authorized representatives for the Texas Local Government Investment Pool (TexPool/TexPool Prime) as presented.*

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

2. Resolution Designating Authorized Representatives for the Local Government Investment Cooperative (LOGIC)

Mr. O’Banion said that due to the same change in district personnel mentioned previously, the resolution to amend the authorized representatives for the Local Government Investment Cooperative (LOGIC) is submitted for Board approval as presented. He requested that the Board approve this resolution.

*Tom Fordyce moved that the WSD Board of Trustees approve the resolution changing authorized representatives for the Local Government Investment Cooperative (LOGIC) as presented.*

*Judge Faith Johnson seconded the motion, which prevailed unanimously when called to a vote.*

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION OF WSD BOARD POLICY WBP-07.42 (rev. 2), “NEPOTISM”**

Michael Mondville, WSD General Counsel, said Windham Board Policy WBP-07.42, “Nepotism” was being revised as part of a larger project to bring all District policies up to date. The major change to the nepotism policy is that WSD has removed a restriction of having two relatives report to the same supervisor. In other words, WSD is going to allow relatives to be coworkers. There are also changes to formatting and grammar. He requested that the Board approve the policy as presented.

Chairman Wainwright asked the Board for a motion.

*Patrick O’Daniel moved that the WSD Board of Trustees approve the revision of Windham Board Policy WBP-07.42 (rev. 2), “Nepotism” as presented.*

*Ms. Perryman seconded the motion, which prevailed unanimously when called to a vote.*

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING REVISION OF WSD BOARD POLICY WBP-07.53 (rev. 4), “ADMINISTRATIVE LEAVE”**

Mr. Mondville said Windham Board Policy WBP-07.53, “Administrative Leave” is being revised to allow the Superintendent to grant administrative leave to employees for completing a wellness examination, for being a volunteer fireman or EMS volunteer, a foster parent, a bone marrow donor or a CASA volunteer and other categories that are authorized by statute for state employees. There are format and grammar changes throughout. He requested that the Board approve the policy as presented.

*Pastor Miles moved that the WSD Board of Trustees approve the revision of Windham Board Policy WBP-07.53 (rev. 4), “Administrative Leave” as presented.*

*Judge Molly Francis seconded the motion, which prevailed unanimously when called to a vote.*

**SOUTHEAST TEXAS AREA HIGHLIGHTS PRESENTATION**

Jennifer Williams, Southeast Texas Area Regional Principal, shared some of the highlights of the people, programs and successes of the Southeast Texas Region. The Southeast Texas Region consists of the following units: Gist, Goodman, Henley, Hightower, LeBlanc, Lewis, Lychner, Plane, Polunsky and Stiles. All facets of TDCJ are represented in the Southeast Texas Region – Male and Female Units, ID Units, State jails, Transfer Facilities and Treatment Program Units.

Ms. Williams discussed several unit success stories during her PowerPoint presentation. She also discussed the extensive Career and Technical Education programs in the Southeast Texas Region. Her presentation included photos of some of the projects completed by the Lewis Unit

Finish Carpentry class which included new display cases for the Texas Prison Museum. Once the cases were built by the Carpentry class, the Lewis Unit Electrical class installed the lighting inside each case. The Carpentry class also built display cases for the Livingston State Park Nature Store and built four bat houses for the Huntsville Unit.

Ms. Williams' presentation included a photo of the first group of Accelerate Texas participants at the Plane State Jail. She explained that Accelerate Texas is a partnership with Lee College to offer U. S. Department of Labor grant funded college prep and literacy training, reentry and re-employment discussions, and technical classes to females within five years of release. In addition, participants have the opportunity to Texas Success Initiative (TSI) test free of charge, be entered into the Texas Workforce Commission workforce database to speed up their employment, have the opportunity to earn an industry certificate, and receive a certificate of completion as an Accelerate Texas Scholar.

Ms. Williams' presentation highlighted a group of Heating, Ventilation and Air Conditioning (HVAC) Service Technician completers from the Polunsky Unit. These students earned their North American Technician Excellence (NATE) Industry Competency Exam (ICE) certification. She also highlighted photos of two groups of students at the Polunsky Unit that achieved their Automotive Service Excellence (ASE) certification from Auto Fundamentals and Diesel Mechanics.

Ms. Williams concluded her report by discussing the comprehensive accountability system that was implemented by WSD during the past school year. She was very proud of the Southeast Texas Regions accountability results. Eight out of ten units scored at or above the district average of 81%. When compared to the prior year, that totaled a 114 point increase.

Chairman Wainwright thanked Ms. Williams for her report.

Chairman Wainwright thanked everyone for attending the meeting. The next meeting of the WSD Board of Trustees will be Tuesday, February 25, 2020, at the DoubleTree Hotel in Austin.

### **ADJOURNED**

Accordingly, the 316<sup>th</sup> meeting of the Windham School District Board of Trustees recessed at 12:31 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.*