



TXWES | FWISD
LEADERSHIP ACADEMY
NETWORK

LEADERSHIP ACADEMY NETWORK (LAN) STEERING COMMITTEE MEETING

LEADERSHIP ACADEMY AT FOREST OAK MIDDLE SCHOOL

FEBRUARY 26, 2020

9:00-11:00 a.m.

Call to Order

Dr Carlos Martinez 9:05am

I. Welcome/Opening Remarks - President Fred Slabach, Texas Wesleyan University

We continue to be excited about our partnership. Board of trustees at TXWES is excited as well. The LAN team is doing an excellent job with Dr Martinez and Priscila Dilley leading the effort.

II. Introductions/Roll Call - Dr Carlos Martinez

Members Present: Dr. Martinez, Hank Johnson, Darren Moore, Patricia Scott, Ken Helvey
Jeremy Smith (via conference call)

Members Absent: Erika Beltran, Janie Faris, Norie Pride-Womak

Other Attendees: Fred Slabach, Patti Gerhart-Turner, Priscila Dilley, Whitney Clark, Chris Shropshire, Bethany Mulligan, (sign in sheet for public visitors)



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- III. Conflicts of Interest - Having reviewed the agenda, please disclose any conflicts of interest or potential conflicts you may have with any item on today's agenda.

Note any stated Conflicts: None

- IV. Public Comment on Agenda Items

Note Name, Affiliation (Parent, Teacher, Community Member, etc), Nature of Comment

None

Dr Martinez read the public comment policy aloud for meeting participants.

- V. Approval of the Agenda

Motion By: Ken Helvey

Seconded By: Darren Moore

Yeas: Dr. Martinez, Hank Johnson, Patricia Scott

Nays: None

Abstention(s): None

Result of Vote (Approved, Not Approved): Approved

- VI. Approval of December 10, 2019 Meeting Minutes

Motion By: Darren Moore

Seconded By: Ken Helvey



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Yeas: Dr. Martinez, Patricia Scott, Hank Johnson,

Nays: None

Abstention(s): None

Result of Vote (Approved, Not Approved): Approved

Notes:

VII. Greetings from Forest Oak Middle Principal (S. Lofton, Forest Oak Middle School)

Background on Forest Oak Middle School

Summarize Key Points of Presentation, Note any questions (and who asks them)

Welcome and introduction of Ms. Roach and Mr. Conner

LAFO Motto, Mission, Vision and Core Values

Student Demographics

Campus Celebrations

Student Emotional Learning (SEL)

Campus Focus: Curriculum Alignment

PLC Structure- Scripted

Data Meeting Structure and Data Tracking Expectations

Incentives - Student and Teachers



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Question (Darren Moore) - How long have you been here?

Answer (Principal Lofton): I have been the Principal of LAFO for 3 years.

Question (Darren Moore): What do you think helped the reduction in suspensions?

Answer (Principal Lofton): The Student Support Team keeps students in class. The Lion Empowerment Group, Restorative Campus are fantastic student development opportunities that have really made a difference.

Student Panel Questions:

1. How is LAFO different from other campuses you have attended? Focus on getting us ready for the future, leadership classes, helping us build our skills.
2. What has being a LAFO Lion taught you? how to overcome challenges in life, be responsible, getting us ready to be leaders, life isn't always going to be easy.
3. Would you recommend LAFO to your friends and other students (Why?) Yes: getting ready for the future and being a leader, activities like dances and activities during learning, goal setting and becoming a better leader.
4. How are you treated by staff at LAFO? They teach us like we are their own family, they just want the best for us, they care about us like we are their kids.
5. If you were a part of the halftime show at the Super bowl and your job was to advertise your school. What would you say to sell LAFO? Do you want your kids to be a leader? you should send your kids to LAFO



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Mrs. Lofton: We have the best students in FWISD!

Question from the audience: What did you do to transfer from an F to a B? I was an Elementary Principal before coming to LAFO. I believe using elementary practices is the best practice along with bringing over strong teachers.

End Time of Presentation/Discussion: 9:32 am

VIII. LAN Update(s) Whitney Clark

- a. Academic Performance
- b. Strategic Compensation
 - i. Policy updates - HB 3 Teacher Incentive Allotment (S. Rau, Empower Schools)
- c. Operations Update

Summarize Key Points of Presentation, Note any questions (and who asks them):

End Time of Presentation/Discussion: 9:32am

Whitney Clark, Academic Officer

Academic Review : Areas of Praise, Areas of Focus and Next Steps

Instructional support/model, teaching trust, social emotional support

Getting schools to where they need to be for our accountability with high mobility.

Aiming for 2A



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Student tracking: Taking our “Buckets” to the next Level

Student Targets: Taking our “Buckets” to the next level

Instructional Coaches and Master Teachers is how we get it done.

Introduced Ms. Roach Instructional Social Studies Coach

Instructional Coaches help teachers grow through distributive leadership.

Instructional Coaches noted that it is AMAZING to have a VOICE! Noted that when teachers feel supported, they tend to stay in the teaching profession.

Based on available data, 68% of teachers feel their Master Teacher was highly effective. A common belief that was shared is that if teachers are given love and support and in turn teachers will give the support and love to the students.

Teach to Lead Summit Overview

Questions:

Question from the audience: How many Master teachers do you have at LAFO?

Mrs. Lofton: We have 7 Master Teachers, with each serving a specific content area.

Seth Rau - Empower: What are the requirements to be a Master Teacher? Do they interview for master teacher positions? We look for people who will work with our campus. Work ethic, leadership skills, how you receive feedback, how you build your own, someone who has the skill and the will. Academic performance/attendance also play a factor.

Presenters: K. Adams, R. Evans - Behavior Specialists at Leadership Academy at John T. White

-Both are licenced professional counselors.

Scope of work as described: Behavior Specialist respond to classroom disruption(s),de-escalating situations and getting kids back to class, pulling individually and



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groups, based on trauma scores.

Ms. Adams and Evans noted that they actively work to address the social emotional needs of their students, which is exacerbated by a high poverty rate and high incidents of primary and secondary trauma that is significant within the Academy's student population.

Both presenters noted a student population with a 55% mobility rate and 78% of students showing effects of trauma.

The presenters spoke of students "flipping their lid", contributing to classroom disruption(s)...

The presenters further discussed strategies that were being utilized to assist students in working through the effects of their lid being "flipped". The presenters noted that issues around complex trauma can trigger students negatively, adversely impacting focus and learning within a classroom.

At the Leadership Academy at John T White, there is a calming room called the "Owls Nest" that provides a safe, sensory friendly space for students to work through irritation, agitation and confusion.

There is significant professional development provided to teachers to assist with implementing strategies within the classroom to coach students through being triggered.

Teacher Trauma is also addressed as the well-being and mental health of teachers is systematically addressed through a Care Calendar.

Question (Darren Moore): Do you have continuing education in your budget?

Answer (Presenters): Yes, we do. We have funding in our departmental budget to ensure our professional needs are met.

Question (President Fred Slabach): Is trauma caused or exacerbated by mobility?

Answer (Presenters): Yes, high risk factors such as: situations of abuse, incarcerated parents, poverty, divorce contribute to mobility and also can create incidents of trauma for our children.



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Question (Patti Gerhart-Turner): Do you have food packets to send home for students who need it?

Answer (Presenters): We have a great partnership with the Tarrant County Food Bank, that provides food for students to take home on the weekends.

Presenter: Priscila Dilley, Senior Officer - Leadership Academy Network

Topic: Strategic Compensation

Priscila: Currently, all LAN employees receive a stipend. The stipend program was implemented three years ago to attract top talent to the Leadership Academies and was promised for three years. We are in the last year of the stipend program.

Presentation Topics

What is strategic compensation?

Why strategic compensation? To Accelerate student achievement

LAN Historical Performance Data & Impact of Stipends

LAN Accountability Academic Performance Targets

Five Components of LAN

LAN Funding v. Stipend Cost Analysis

Strategic Compensation Key Points

How does a Contract Employee Become Eligible?

How do Hourly Employees become eligible?

SPF payout schedule

What Level Of Pay Will the Employee Receive?



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LAN Administrator Compensation

Payout Scenarios

Timeline for Communication & Next Steps

Transparency in Communication

Question/Comment (Hank Johnson): This has to be flexible but you have set specific amounts, are there options to incentivize the teachers who have the high mobility?

Answer: The goal is for students to grow while they are with us. Educators with classrooms where there is a high mobility rate will be considered. Focusing on growth assists in creating equity among teachers with regard to student assignments.

Hank Johnson: Will you look at individual kids who come in late to support them? We still provide support to all kids. Looking at the data we look at it on a whole.

Answer (Whitney Clark): The LAN Intervention program will assist with supporting all students individually and meeting students where they are and moving them academically.

Presenter: Seth Rau, Empower Schools

Presentation Title - Policy Updates HB3

Presentation Topics

Teacher Incentive Allotment Introduction

Recognized teachers, Exemplary and Master

Projections

Fund allocation



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Validation: Cohort C (slides)

No Questions

Chris Shropshire

LAN Snapshot - Operational Budget(s)

2020-2021 Budget Review

2021 - 2022 Budget Preparation Timeline

End Time of Presentation/Discussion: 10:59 am

IX. Committee Report(s)

Summarize Key Points of Presentation, Note any questions (and who asks them)

LAN Team will be reaching out to set up a call for the Operations and Finance Committee.

End Time of Presentation/Discussion: 10:59 am

X. Discussion Items

- a. LSG Training 2020

Note Name, Affiliation (Parent, Teacher, Community Member, etc), Nature of Comment:

Lone Star Governance - LAN team is looking for viable partners. The goal is to have a summer session at TXWES.



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End Time of Presentation/Discussion: 11:00 am

XI. Public Comment on Action Items

Note Name, Affiliation (Parent, Teacher, Community Member, etc), Nature of Comment:

None

XII. Action Items

Motion By: None

Seconded By:

Yeas:

Nays: None

Abstention(s): None

Result of Vote (Approved, Not Approved): Approved

Follow-Up Items:



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XIII. Public Comment on any Matter

Note Name, Affiliation (Parent, Teacher, Community Member, etc), Nature of Comment

none

XIV. April 30, 2020 at Mitchell Blvd Elementary

Note questions or follow up items

Sub committee meeting in March (finance)

XV. Adjournment

Motion: Hank Johnson

Second: Ken Helvey

Time Adjourned: 11:02am

XVI. School Tour: Classroom Visits



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INTRIGUE - INSTRUCT - INSPIRE