

AISD DISTRICT ADVISORY COUNCIL
Summary of Annual Retreat
October 17, 2019

ATTENDANCE

Member Attendance

(See attached list)

Others in Attendance

Celso Baez, Communications and Community Engagement
Juliana Castillo, Innovation and Development
Milli Christner, Innovation and Development
Christian Clarke-Casarez
Bini Coleman
Nicole Conley, Chief of Business and Operations
Joey Crumley, Innovation and Development
Dr. Paul Cruz, Superintendent
George Gogonas, Finance
Dr. Stephanie Hawley, Equity Officer
Melinda Lipani, Innovation and Development
Matias Segura, Operations Officer
Lindsey Stuart, Innovation and Development
Ann Teich, Board of Trustees

PROCEEDINGS

Preliminaries

- The meeting was called to order by Dr. Jane Ross at 8:36 a.m. in the Multi-Purpose Room of the AISD Performing Arts Center.
- Members introduced themselves and told an interesting fact about themselves.

Equity Discussion

- Dr. Stephanie Hawley, Equity Officer, began by showing an animated video about inequity in the U.S. over its history. She said she originally showed it to students, but adults also found it interesting.
- Dr. Hawley presented ten exploratory questions related to equity, and asked each table to identify its top three. She expressed surprise that no table chose "What is equity?"
- Dr. Hawley then walked through a three-by-three matrix, comparing Diversity Cognitive Frame, Deficit Cognitive Frame, and Equity Cognitive Frame to Orientation, Discourse, and Strategies.
- Dr. Hawley then went over the following points:
 - ☞ A definition of educational equity.
 - ☞ What is involved in working towards equity in schools.
 - ☞ How equity is about collaborative systems change.
 - ☞ Equity principles and practices.
 - ☞ Explanation of the term "equity-mindedness."
 - ☞ Students groups that are underserved.
 - ☞ AISD's equity bright spots.
 - ☞ What an equity officer is and does.
 - ☞ Her focus, priorities, and key strategies.
- After her presentation, Dr. Hawley received a standing ovation from members. Dr. Ross commented that in her 20 years on the DAC, that was a first.

Superintendent's Update

- Dr. Cruz asked members to do a turn-and-talk about what they thought were two highlights of the last school year, and several members shared their thoughts.
- Dr. Cruz then went over the following points:
 - ☞ All means all – we still have a lot of work to do to recognize the genius of all of our kids. We know our values are good – we need to make sure that our practices truly reflect our values.
 - ☞ Compared to other urban districts, our consistent graduation rate of over 90 percent really stands out.
 - ☞ It's all about how kids feel when they're at school – if they're welcomed and embraced, and people know who they are.
 - ☞ Our school changes process focuses on getting all kids into the best learning environments. Yes, there are some school consolidation considerations, but it's all about equitable access and opportunity.
 - ☞ School changes also include schools being open longer, as well as program expansions – but that's not what everyone is talking and hearing about.

State of District Finances

- Nicole Conley, Chief of Business and Operations, George Gogonas, Budget Director, and Christian Clarke-Casarez, Special Assistant, were present for this discussion. Mr. Gogonas went over the following points:
 - ☞ Overview of HB 3 and its impact on AISD, including an increased Basic Allotment in state funding, but also a reduced district tax rate.
 - ☞ The FY20 adopted budget still relied on \$3.1 million out of our fund balance.
 - ☞ Even with reduced recapture payments, we will still be heavily impacted.
 - ☞ We are already reading gearing for FY21 budget planning, which will include budget priorities, school changes, and multi-year planning.
 - ☞ FY21 budget planning will also be considering certain initiatives, looking at factors such as cost (can we afford it), equity (for all or for some), reasonableness, and progress toward goals.
 - ☞ Our long-term budget management includes maintaining structural balance, district financial ratings, and sufficient reserve and cash levels.
- Discussion points included:
 - ☞ We've been working with the BFAC on gaining more meaningful budget input.
 - ☞ We now have to pay more to TRS, in addition to Social Security.
 - ☞ We will be getting about \$5 million from the state's Transportation Allotment.
 - ☞ With more school autonomy, schools will not all look the same – we have to strike a balance on how much we want that.
 - ☞ We do get Special Education funding from the state, but we spend twice that much – we're still looking at how to best spend the money, and this is a high priority for the district.

School Changes Update

- Matias Segura, Operations Officer, and Celso Baez, Assistant Director of Community Engagement, went over the following points:
 - ☞ We just wrapped up an extensive round of community engagement.
 - ☞ We made adjustments to our meeting format and messaging, to be more responsive to community concerns.
 - ☞ We also added some additional meetings to accommodate various languages.
 - ☞ We received a lot of input that we now need to review.
 - ☞ There are three new district-wide scenarios: achieve academic excellence and equity standards for every campus; strategic staffing; and improvements to Special Education program delivery.
 - ☞ The Board will be holding a retreat on October 26 to further discuss school changes.

- ☞ We expect some significant rewrites of the originally proposed recommendations.
- Discussion points included:
 - ☞ It's not a good idea to go for another bond so soon.
 - ☞ Not totally pleased with the format and quality of the DAC's input at its last regular meeting.
 - ☞ It's hard for DAC members to promote the recommendations when we're not totally understanding all of them.
 - ☞ There's a history, or baggage, in the district of holding community meetings and not really listening to what people say.
 - ☞ The reason why charters are taking off here is that many people, particularly in the east, have simply had all they can take with AISD.
 - ☞ So far, we haven't talked about how we'll measure the success of these recommendations.
 - ☞ Some of the scenarios are at a very high level, and seeing more data would be helpful.
 - ☞ Looking at data is one thing, but we also need to respect the passion and sense of community that many people have.
 - ☞ Have been to a lot of the meetings, and can tell this is all very hard for district leadership as well as the community.
 - ☞ We've added several new schools over the years rather than reinvesting in existing ones.
 - ☞ Some people are looking at losing something they've had for a long time – so, it's not just listening, it's listening with compassion.
 - ☞ Being more transparent with the data behind the reasoning would go a long way in gaining public trust.
 - ☞ Our biggest enemy is time – we need to make sure we're looking at a full set of recommendations before we give any more input.
 - ☞ Feeder pattern adjustments are part of the proposed changes – boundary changes are still on the table.
 - ☞ When we finally come up for air, it would be good to look more into getting data for things we're not currently measuring.

Conclusion

- There was insufficient time remaining to conduct breakout group discussions as planned. Members deferred to the Executive Committee to develop recommendations on budget priorities, with email input from members.
- The meeting was adjourned by Andy Anderson at 2:38 p.m.

DAC MEMBER ATTENDANCE
September 17, 2019

Name	Category	Vertical Team	School	Present
Trudy Richards	Parent	Akins	Akins	No
Maria Sebastian	Teacher	Akins	Perez	No
Wayne Lopes	Teacher	Akins	Menchaca	Yes
Ryan Hazlett	Parent	Anderson	Murchison	Excused
Jessica Sanchez	Parent	Anderson	Pillow	Yes
Christy Cochran	Librarian	Anderson	Murchison	No
Thuy Nguyen	Teacher	Anderson	Summitt	Yes
Barbara Knaggs	Parent	Austin	O.Henry	Excused
Vera Muñiz	Parent	Austin	Zilker	Yes
Alyssa Potasznik	Teacher	Austin	Austin	No
Lisa Haney	Parent	Bowie	Clayton	No
Matt Heisterman	Teacher	Bowie	Kiker	Yes
Emmaleigh Toto	Teacher	Bowie	Gorzycki	No
Zoe Trieff	Parent	Crockett	Sunset Valley	No
Kristel Nichols	Teacher	Crockett	St. Elmo	Yes
Anne Alvarez	Parent	Eastside Memorial	Ortega	Excused
Roland Hutson	Teacher	Eastside Memorial	Allison	No
Steven Morris	Teacher	Eastside Memorial	Brooke	No
Isa Boonto-Zarifis	Teacher	Lanier	Lanier	Yes
Griselda Pena	Teacher	Lanier	Burnet	No
Reedy Spigner III	Parent	LBJ	Norman-Sims	No
Betty Johnson	Parent	LBJ	LBJ	No
Becky Adams	Teacher	LBJ	Overton	Yes
Blanca Galvez-Perez	Teacher	LBJ	Andrews	Excused
Holly Eaton	Parent	McCallum	McCallum	Yes
Amy Shirey	Teacher	McCallum	Brentwood	No
Tammara Harrington	Parent	Reagan	Winn	No
Dr. Deanna Mercer	Parent	Reagan	Reagan	No
Maya McElroy	Librarian	Reagan	Graham	No
Claudia Torres	Teacher	Reagan	Webb	No
Cesar Benavides	Parent	Travis	Travis Heights	Yes
Kimberly Harrison	Teacher	Travis	Widen	No
Marcy Morgan	Teacher	Travis	Dawson	No
Jane MacLean	Parent	Special Campuses	Richards	Yes
Annemarie Read	Parent	Special Campuses	LASA	No
Jennifer Pace	Principal	Not Applicable	Widen	Yes
Jess De La Huerta	Princioal	Not Applicable	Dobie	Yes
Dr. Susan Thames	Assistant Principal	Not Applicable	Akins	Yes
Laurie Solis	ACPTA	Not Applicable	Not Applicable	Yes
Lynn Boswell	ACPTA	Not Applicable	Not Applicable	No
Jimmy Counihan	Community	Not Applicable	Not Applicable	No
Genevieve Dell	Community	Not Applicable	Not Applicable	Excused
Kathy Green	Community	Not Applicable	Not Applicable	No
Sondra Marks	Community	Not Applicable	Not Applicable	Yes
Cathy McHorse	Community	Not Applicable	Not Applicable	Excused
Heather Shaw	Community	Not Applicable	Not Applicable	Yes
Stacey Thompson	Community	Not Applicable	Not Applicable	Yes
Julie Ziegelman	Community	Not Applicable	Not Applicable	No
Drew Bixby	Business	Not Applicable	Not Applicable	Yes
Shannon Gleason	Business	Not Applicable	Not Applicable	Yes

Name	Category	Vertical Team	School	Present
Kathy Winfrey	Classified Employee	Not Applicable	Winn	No
Laurie Beaman	District-Level Employee	Not Applicable	Not Applicable	No
Alonzo Blankenship	District-Level Employee	Not Applicable	Not Applicable	Yes
Dr. Jane Ross	District-Level Employee	Not Applicable	Not Applicable	Yes
Andy Anderson	At-Large	Not Applicable	Not Applicable	Yes
Vickie Black	At-Large	Not Applicable	Not Applicable	Yes
Alberto Gonzalez	At-Large	Not Applicable	Not Applicable	No
Kevin Manzke	At-Large	Not Applicable	Not Applicable	No
LaDonna Massad	At-Large	Not Applicable	Not Applicable	Yes
Shannon Meroney	At-Large	Not Applicable	Not Applicable	Yes
Paul Mitchell	At-Large	Not Applicable	Not Applicable	Yes
Toni Rayner	At-Large	Not Applicable	Not Applicable	Yes
Michael Supancic	At-Large	Not Applicable	Not Applicable	Excused
Alternating Trustee	Trustee	Not Applicable	Not Applicable	Yes
Dr. Paul Cruz	Superintendent	Not Applicable	Not Applicable	Yes