



Instructional Consultation Meeting

AGENDA

March 25, 2021

Agenda Review: April 1, 2021
Board Meeting Date: April 8, 2021

Items Requiring Consultation: BOE Agenda

D-1	AUTHORITY TO NEGOTIATE AND EXECUTE INTERLOCAL AGREEMENT WITH HARRIS COUNTY RESOURCES FOR CHILDREN AND ADULTS FOR THE COMMUNITY YOUTH SERVICES PROGRAM	ACADEMICS Yolanda Rodriguez
D-2	AUTHORITY TO NEGOTIATE AND EXECUTE SERVICE CONTRACT WITH ZYHEK MANAGEMENT, LLC, TO PROVIDE SERVICES FOR THE ATHLETIC TRAINING SERVICE PILOT PROGRAM	ACADEMICS Yolanda Rodriguez
E-1	APPROVAL OF THE 2021-2022 ACADEMIC CALENDAR	CHIEF OF STAFF Silvia Trinh Erica Deakins
E-2	APPROVAL TO APPLY FOR A STATE WAIVER TO OFFER ASYNCHRONOUS INSTRUCTION DAYS DURING SPRING 2021 FOR PROFESSIONAL DEVELOPMENT	CHIEF OF STAFF Silvia Trinh Andres Salas
E-3	APPROVAL OF RECOMMENDATION BY THE NAMING COMMITTEE AT WOODROW WILSON MONTESSORI SCHOOL	CHIEF OF STAFF Silvia Trinh Cesar Martinez
G-1	CONSIDERATION AND APPROVAL OF TEACH FOR AMERICA CONTRACT FOR THE 2021-2022, 2022-2023, AND 2023-2024 SCHOOL YEARS	HUMAN RESOURCES Julia Dimmitt
K-2	APPROVAL OF PROPOSED REVISIONS TO BOARD POLICY EIC(LOCAL), ACADEMIC ACHIEVEMENT: CLASS RANKING-SECOND READING	STRATEGY & INNOVATION Rick Cruz August Hamilton Jharrett Bryantt
	APPROVAL OF THE LOCAL INNOVATION PLAN TO DESIGNATE THE HOUSTON INDEPENDENT SCHOOL DISTRICT AS A DISTRICT OF INNOVATION	STRATEGY & INNOVATION Rick Cruz August Hamilton Jharrett Bryantt

HFT Items

HFT 1	<p>Special Education Issues</p> <p>A. The HISD Office of Special Education is requiring that all Sp Ed teachers log goal progress in the easy IEP system weekly. The legal requirement is once every 3, 6 or 9 weeks based on that which is stipulated in the ARD. This requirement to log weekly is not required by law, is redundant, is unrealistic and diminishes the services students receive. Goals for Sp Ed students do not change weekly. <i>Suggested Remedy: return to 3/6/9 week goal progress monitoring as required by law</i></p> <p>B. The second issue are the temporary distance learning plans (TDLPs). Special Education teachers were required to complete Temporary Distance Learning Plans for every student and HISD made it mandatory to have every student ARDed even though it is not ARD paperwork and no other district does this. HISD demanded that all be completed by the end of February and threatened disciplinary action if not completed. <i>Suggested Remedy: For schools that have outstanding TDLPs, drop the requirement. The attached document shows that there are about 800 outstanding TDLPs for the NW region alone.</i></p>	<p>ACADEMICS Yolanda Rodriguez Shannon Verrett</p>
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Written Responses:

A. Due to escalated non-compliance identified by TEA, the district has required weekly IEP Goal to include progress monitoring. Ensuring IEP Implementation, and IEP Content and Development are two of the seven TEA 2021 Prioritized Strategy Areas. The legal requirement is that the ARD committee decides when IEP goal progress is reported. It is not necessarily isolated to 3, 6, or 9 weeks. However, to put teachers in the position to be successful, accurate, and effective, there is a district expectation to input progress monitoring data weekly in order to have a clear picture of goal progress, and be able to report true progress to parents according to the ARD committee's decision.

B. The use of TDLP is a proactive measure (TEA Contingency Plan Requirement) that will prevent teachers from having multiple ARD-IEP meetings to address IEP amendments when the district may periodically transition between face-to-face and virtual instruction. The TDLP is designed to capture how IEP services will be delivered during virtual instruction. The completion of the TDLP must happen within the context of an ARD. If TDLPs are not in place for all SWDs, then then teachers will have to complete IEP amendments to address how IEP services will delivered every time there is a shift from face-to-face to virtual instruction, and the reverse. **As of date, there are 371 outstanding TDLPs in the Northwest Area.**

HFT 2	Level 2 Grievance Procedure We have been finding that the SSO of the principal/school who has been grieved is the hearing officer for the level 2. The SSO already been working with the principal who has been grieved and then is making the decision for the level 2. For example, if a teacher is getting placed on a PPA, we have found that in the same week a level 1 grievance has been filed, the SSO will do a walk through sometimes with the principal. The principal will then hear the level 1 and the SSO will hear the level 2. In the past the a hearing officer could be another SSO, the area superintendent and/or an outside firm (lawyer trained in mediation) would be hired to be the hearing officer.	AREA SUPERINTEDEDENT Geovanny Ponce
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Written Response:

Per HISD Policy DGBA Local, an employee must file the appeal within seven calendar days of receipt of the decision/resolution. If the administration's timeline to issue the decision/resolution passes, an employee shall have seven calendar days from the date the decision/resolution was due to file his or her appeal. The appeal must be filed with the next line supervisor who is in vertical alignment with the supervisor hearing the dispute at Level One, and a copy must be sent to the Superintendents designee. The timelines at Level Two shall run from the date the appeal request is received by the Superintendent's designee. The Superintendent's designee, in consultation with the Superintendent's appropriate direct report, shall identify the Level Two hearing officer, who may or may not be a current District employee. The Level Two hearing officer shall convene a conference within ten calendar days of the date of receipt of the dispute resolution form in accordance with the calculation of time frames as set forth above. The Level Two hearing officer shall have satisfied his or her duty to convene the conference, for purposes of the following prescribed timelines, by contacting the employee or his or her representative, offering available dates and times for the hearing that shall occur at a mutually agreed-upon time, with mutual effort to schedule the conference within that prescribed time frame. If the employee who filed the dispute is unable to attend or cannot secure the representation of choice for the scheduled conference date and time, the Level Two hearing officer shall convene the conference at a mutually agreed-upon date and time.

As per policy, we want to maintain the vertical alignment with the supervisor of the employee hearing the Level One.

The SSO's role is that of support and often time the SSO and the principal will visit classrooms to determine the fidelity of implementation of the instructional program. This in no way should exclude the SSO from serving as the Level Two hearing officer or from being able to make an independent, non-biased decision.

If the SSO listened to the Level One, then the SSO should not be the Hearing Officer for Level Two.

HFT 3	Vaccines Will employees be able to use COVID leave time to get vaccines during work time?	HUMAN RESOURCES Julia Dimmitt
Written Response: Employees may apply for COVID leave due to COVID related illness or quarantine due to possible exposure. However, if employees have symptoms after receiving the vaccine, they may apply for COVID leave if they are quarantined.		
HFT 4	STAAR Preparation Why are schools using instructional time to prepare for and administer mock STAAR tests? <ul style="list-style-type: none"> ● Coop ● Roberts ● Navarro (click here to view calendar) ● Ortiz ● Wheatley 	AREA SUPERINTENDENT Geovanny Ponce
Written Response: During the pandemic, the academic gaps have been extremely significant for students in the district and it has been a challenge to engage students consistently and effectively via remote and in person. To ensure we prioritize the right interventions for each student, we are assessing students with one of the most reliable tools to give us a greater meaning of where they currently are academically as we prepare for the 21-22 school year. Our goal is to utilize the data to figure out what students need to get on track and act promptly and accordingly. As schools prepare their instructional day and school year, assessing is one tool we utilize to gauge the pandemic impact on student learning. In addition to determining the pandemic impact on student learning, schools will also utilize assessment results to support how they will invest their resources such as Title 1, master scheduling, and staffing to close student gaps.		
HFT 5	Loss of Instructional Time Given the need to catch students up after a year of learning loss caused by COVID related instruction and the loss of instructional time preparing for standardized tests, we propose that all tests that do not affect the final student grade be suspended.	ACADEMICS Yolanda Rodriguez

Written Response:

In consideration of learning loss taken place in school districts across the nation, we have reduced the number of tests to only include:

- TELPAS/TELPAS Alternate (*state mandated*)
- STAAR/STAAR Alternate 2 for grades 3-8 and EOC (*state mandated, but optional for virtual students*)
- Dyslexia screener for Kindergartners
- High Frequency Word Evaluation(**HFWE**) (*promotion requirement for 1st & 2nd grade students*)
- End-of-Year Circle for Pre-K
- End-of-Year Renaissance for K-8 and select EOC courses

HFT 6**Instructional Rounds**

- What is their current purpose?
- What is the desired learning objective of these rounds?
- How do they support the learning objectives of the teacher in that particular class?

ACADEMICS

Yolanda Rodriguez

Written Response:

Instructional rounds are conducted at campuses throughout HISD as a support mechanism for school improvement. Because each school community is unique, the instructional rounds are personalized to each campus' instructional and non-academic needs. The rounds help identify how the district can better support teacher capacity and student outcomes.

HFT 7**District of Innovation Draft**

HFT has several concerns regarding the draft of the District of Innovation plan.

STRATEGY & INNOVATION

Rick Cruz
August Hamilton
Jharrett Bryant

HFT 8**Expand current policies to improve job protections for non-contract employees) – due process****HUMAN RESOURCES**

Julia Dimmitt

HFT 9**Masks**

What will schools be empowered to do if parents, in violation of district policy, insist on sending students to school without masks?

AREA SUPERINTENDENT

Geovanny Ponce

Written Response:

Campuses will continue to follow the district's CDP. Anyone that arrives on campus without PPE will be provided PPE available at the campus.

Next Meeting: April 29, 2021