



Castleberry Independent School District

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June Ritchlin, Ed.D., Executive Director of Educational Leadership

CASTLEBERRY ISD DEIC

April 18th, 2022

Minutes

DEIC Members and Guests in Attendance: Donna Gray, Jessica Wade, Oleta Ansley, Paul Raska, Rachel Silva, Nadine Mihalicz, Tracy Shauermann, June Ritchlin, Gabby Varela, Wes Jackson, Dr. Myrna Blanchard

Discussion items:

1. DOI [Final DEIC Review](#)

- a. Dr. Ritchlin welcomed everyone to the April DEIC Meeting. She introduced the Guest Speaker, Dr. Myrna Blanchard, Executive Director of Talent Acquisition. Dr. Blanchard reviewed the District of Innovation Renewal Plan including exemptions we would be continuing and additional exemptions being requested:
 - i. Probationary Contracts:
 1. Current guidelines: newly hired teachers that have been in public education for at least 5/8 years receive a probationary contract that cannot exceed one year.
 2. Proposed Exemption: Permit district to issue a probationary contract for a period of up to two years for certified educators.
 3. Rationale: A one-year probationary contract may be insufficient in determining a teacher's effectiveness in the classroom.
 - ii. Class size waivers
 1. Current guidelines: K-4 ratio of 22:1; when class exceeds this, a waiver must be submitted to TEA.
 2. Proposed Exemption: Waiver will not be submitted if class size goes over 22:1 in PK-4.
 3. Rationale: continued growth and mobility lead to changes throughout the year in class size, so this would eliminate notification and approval process (though they have always been approved).
 - iii. Alternative Location minutes
 1. Current guidelines: REACH students are required to meet the 75,600 minute requirement for the school year which limits the flexibility needed for non-traditional students. Currently CISD requests a waiver from the Commissioner of Education to meet this requirement.
 2. Proposed Exemption: Permit district to include various options for completing our alternative education program in order to graduate.
 3. Rationale: Programming would continue to focus on alternative quality programming and cost savings, designed to meet the needs of at-risk students without having to apply for a waiver.

2. “Something I want to know more about”- Dr. Blanchard
 - a. TIA Questions: Dr. Blanchard responded to questions about the Teacher Incentive Allotment submitted by members of the DEIC.
 - i. TEA Designated Teacher- There are two pathways, Local Optional Teacher Designation System and National Board Certification, The designations include: Master Exemplary, and Recognized. LEAs will receive 3-32k annually per designated teacher and 90% must be used on designations,
 - ii. What teachers are hardest to recruit? English, math, science, bilingual elementary, and teachers with coaching certifications
 - iii. What will keep administrators from returning to the classroom? Nothing, It depends on the person.
 - iv. REACH and possible changes- When will they occur? We will be working with campus and district stakeholders to determine the needs at our ALC and will research possible solutions.
3. Student Handbook and Code of Conduct- Wes Jackson
 - a. Mr. Wes Jackson reviewed the commonalities and differences between the TASB and CISD Student Code of Conduct.
 - i. Essentially same content
 - ii. Staring with the TASB model ensures compliance
 - iii. Levels of misbehavior vary
 1. Levels 1-5 CISD
 2. Levels 1-3 TASB
 - iv. Mr. Jackson proposed that we move forward with the TASB model of the Student Code of Conduct and maintain an internal document with the levels of discipline to support teachers and campus administrators. The committee agreed with this recommendation.
4. DIP Comprehensive Needs Assessment- Dr. Ritchlin
 - a. Dr. Ritchlin reviewed how the DIP is set up with Goals, Performance Objectives, and Strategies based on a comprehensive needs assessment. The DEIC members were divided into 4 groups and were provided sections of the DIP and correlating data from the 2020-2021 CISD TAPR report. Members reviewed their assigned data and DIP sections and recorded recommendations/suggestions and then shared their feedback with the committee.
5. Terms of Service: Dr. Ritchlin
 - a. Dr. Ritchlin shared that if you have completed your 2 years of service, we thank you for your commitment. If you will be returning next year to complete your second year of service, you will receive an email in August with the updated calendar and invitation to the first meeting.
6. **NEXT MEETING:** May 23, 2022, 4:30pm Special Public DEIC Meeting - DOI