

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

Meeting No. 299

The Windham School District Board of Trustees met in session on Thursday, April 6, 2017, at the DoubleTree Hotel, Austin, Texas.

**BOARD MEMBERS PRESENT:** Hon. Dale Wainwright, Chairman  
Terrell McCombs, Vice Chairman  
Leopoldo (Leo) Vasquez, III, Secretary  
Tom Fordyce  
Judge Larry Gist  
Derrelynn Perryman  
Thomas P. Wingate

**BOARD MEMBERS ABSENT:** Eric Gambrell  
Pastor Larry Miles

**WINDHAM STAFF MEMBERS PRESENT:** Dr. Clint Carpenter, Superintendent  
Charles Bell  
Paul Brown  
Dr. Latreace Craig  
Martha Fields  
Michael Mondville

**CONVENED**

Chairman Dale Wainwright convened the meeting of the 299th Windham School District (WSD) Board of Trustees (Board) to order on Thursday, April 6, 2017, at 2:17 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.

Judge 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.

**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 February 10, 2017, meeting, appraisers and excused absence for Judge Gist, Tom Fordyce and Thomas Wingate from the December 9th meeting and an excused absence for Judge Gist from the February 10th meeting due to personal business.

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

## **REPORT FROM THE SUPERINTENDENT**

### **Windham Partnering with the Houston and Galveston Area Workforce Board**

Dr. Clint Carpenter, Superintendent, said Windham staff met with the Houston and Galveston Area Workforce Board (HGAWB), in March, to discuss how the two organizations might work together. These efforts led to a formal partnership with HGAWB to facilitate services for released offenders who have earned Windham industrial certifications. Windham sponsored a tour of vocational training facilities within TDCJ for the staff of HGAWB, and also met with them to develop an improved plan to support Windham-trained offenders returning to southeast Texas communities.

Identified needs included methods for Workforce counselors to track workforce clients with Windham vocational certifications, to coordinate job placement with Windham employment partners, to facilitate Workforce counselors presenting at internal career expos at the unit, and prepare informational videos and posters for placement in Workforce offices throughout the Houston area.

Additionally, HGAWB staff has been provided contact information for TDCJ Reentry staff. By identifying those offenders with Windham training, placement in high paying jobs may be expedited. WSD anticipates that other released offenders may be encouraged to seek out support from HGAWB. A formal signing of the Memorandum of Understanding between Windham and the HGAWB will take place in April with TDCJ staff invited to participate.

The partnership with Houston and Galveston Area Workforce Board is a significant step forward for both Windham and TDCJ in the support of released offenders who have received Windham training.

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

### **Update on 85<sup>th</sup> Legislative Session**

Chairman Wainwright said since the beginning of the 85<sup>th</sup> Legislative Session, Windham Superintendent Dr. Clint Carpenter, Chief Financial Officer Paul Brown and Special Programs and Populations Division Director Dr. Latrece Craig have met with numerous legislators to answer questions about Windham programs and explain the significant changes taking place in the school district. Members of the legislature have expressed admiration regarding program improvements and the use of data to change program offerings and drive other important decisions.

Of particular interest has been the vocational training and the increasing number of industrial certifications Windham has awarded. The number of industrial certifications has tripled in the past 2.5 years. Legislators have also commented favorably regarding the significantly lowered recidivism rates which result from the vocational and cognitive intervention classes.

Additionally, Windham has been asked to present to several legislative committees. These presentations were positively received by committee members and included several very encouraging statements about Windham's programs. Windham staff will continue to provide information for the legislative members to consider as they make budget and policy decisions for

the next biennium.

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION ON THE RESOLUTION REGARDING TEXAS ASSOCIATION OF SCHOOL BOARDS – SPONSORED MEDIA HONOR ROLL**

Dr. Carpenter said WSD would like to nominate reporter Kimberly Reeves of The Quorum Report to the Texas Association of School Board’s Media Honor Roll. Her story examines the successful restructuring of the WSD into a career-technical educational model. Entitled “Windham School Turns the Corner on Years of Failure,” this February 27 article focused on WSD efforts to change from “a beleaguered agency under Sunset review” to a progressive school system with increased academic opportunities, nationally-recognized credentialing, more effective employment training, and a strong influence on the reduction of recidivism.

The WSD appreciates the opportunity to work with Ms. Reeves and supports her efforts to get to know the school district, its superintendent, its mission and goals, and its accomplishments statewide to help men and women reenter the workforce and their communities.

*Judge Larry Gist moved that the WSD Board of Trustees approve the resolution regarding the Texas Association of School Boards Sponsored Media Honor Roll as presented.*

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

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING DELETION OF WBP-07.08, “RESIGNATION”**

Michael Mondville, General Counsel, said Board Policy 07.08 concerns resignations. WSD is requesting that this policy be repealed because it is redundant. The Board has already given authority to the superintendent, in Board Policy 03.02, to manage employment which includes resignations. The superintendent will issue a directive with details of how employees resign after this board policy is repealed. A copy of the new directive is enclosed in the board member’s packets. He asked for the Boards approval to delete the policy as presented.

*Ms. Perryman moved that the WSD Board of Trustees approve the deletion of WBP-07.08 “Resignation” as presented.*

*Mr. Wingate seconded the motion, which prevailed unanimously when called to a vote.*

**OVERVIEW OF THE WSD ANNUAL PERFORMANCE REPORT FOR THE 2015-2016 SCHOOL YEAR**

Charles Bell, Department Administrator of Operational Support, gave an overview of the WSD Annual Performance Report for the 2015-2016 school year. He discussed some of the highlights and accomplishments of the 2016 school year. During the presentation, he also commented on current innovations to expand and improve educational and vocational services. Throughout the presentation he referenced research analysis from the recent WSD Biennial Evaluation and Report conducted by Texas Tech University.

Mr. Bell said prior academic success is limited or non-existent for most WSD students. The typical literacy student is 32 years old, dropped out of school in ninth or tenth grade, and functions between the fifth and sixth grade level.

### Literacy Programs

Some of the highlights included:

- WSD served over 63,000 offenders during the 2016 school year.
- During the school year WSD served nearly 30,000 individual literacy students. Of these, 6,228 offenders took the High School Equivalency (HSE, previously referred to as GED) exam, and 5,158 earned their HSE certificate. This is a pass rate of 83%.
- There were 75 high school diplomas earned through the High School Diploma program at the San Saba and Hughes facilities.
- Based on recent research, HSE certificate recipients had a 9.4% higher employment rate than matched offenders without a HSE certificate.

### Career & Technical Education Programs

Some of the highlights included:

- During the school year WSD offered over 40 Career & Technical Education (CTE) vocational courses, and served 14,833 students in those courses. Of those students, 12,237 earned a vocational course completion.
- Based on recent research, those who completed CTE had a 34.6% lower recidivism rate than matched offenders who did not attend CTE.
- During the school year CTE students earned 18,582 industry certifications. Each industry certification is based on nationally recognized standards.
- According to recent research those who had an industry certification had a 22.5% lower recidivism rate than matched offenders without an industry certification.
- CTE programming continued to expand throughout school year 2016. Expansion included course offerings with industry certification in the Telecommunications Connectivity field. Students have the opportunity to learn and develop skills involving Telecommunications, Copper Cabling, Fiber Optic Network Cabling, Audio/Video Systems, and Energy Management Systems.
- The addition of a new digital fabrication tool called ShopBot® has been incorporated into some of the Construction Carpentry, Mill and Cabinet Making, as well as Auto CAD classes.
- Additionally, soft skills training has been incorporated into the CTE course curriculum. These skills enable people to effectively navigate their environment, work well with others and serve to compliment the hard skills learned in the CTE courses.
- WSD partners with TDCJ to provide opportunities for offenders to gain valuable information prior to release. Service provider expos and career expos are hosted in TDCJ facilities to bring offenders together with community service providers, volunteer organizations and potential employers.

- WSD Workforce Department developed a generic job application for students to fill out while they are enrolled in vocational training, enabling them to get jobs quicker after release.
- The WSD is actively building partnerships and career connections with industry to create successful employment opportunities for ex-offenders. WSD is continually expanding its database of employers who are willing to hire students with third-party industry certifications.
- WSD also partners with Texas Workforce Development Boards to connect offenders with employment. Input from these boards is used to tailor skills training to jobs available in specific communities.

#### Elective Personal Enrichment Courses (EPEC):

Some of the highlights included:

- WSD expanded educational opportunities for offenders in July with its first Elective Personal Enrichment Courses (EPEC). Classes were focused on giving offenders skills and certificates supporting employability and successful reentry into society.
- Courses included career planning, workplace skills, financial literacy, parenting skills, and personal wellness. Soft skills lessons within these course offerings enhance job readiness and career potential.
- WSD had more than 8,100 EPEC enrollments by more than 6,600 offenders. Of these students, over 2,000 were served in EPEC that were not otherwise served by WSD during the school year.

#### Life Skills Programs

Some of the highlights included:

- Cognitive Intervention Program (CIP) and Changing Habits and Achieving New Goals to Empower Success (CHANGES) revisions were completed in SY16, with implementation of the revised programs beginning on September 1, 2016 (SY17).
- By program, there were over 19,000 students in CHANGES; over 13,000 students in CIP; and almost 1,000 students in Parenting & Family Wellness.
- Based on recent research, those who completed CHANGES had a 20.3% lower recidivism rate, and a 12.0% higher employment rate than matched offenders who did not complete CHANGES.
- Based on recent research, those who completed CIP had a 31.5% lower recidivism rate, and a 4.4% higher employment rate than matched offenders who did not complete CIP.

Mr. Bell concluded the presentation and asked if there were any questions.

Chairman Wainwright thanked Mr. Bell for his presentation. He said WSD has been working very hard and that is evident. WSD combines hard work with creativity and insightful approaches to not only create vocational opportunities, but to expand existing vocational opportunities and training. WSD has also used analytics in recent years to measure what WSD is doing, how well WSD is doing it and how to improve it. WSD is also using analytics to focus on productive areas that the district can move into.

Terrell McCombs said everything that Mr. Bell presented to the board was great news. The only thing that Mr. McCombs found more exciting than the information that was just presented was Windham's enthusiasm.

Chairman Wainwright thanked everyone for attending the meeting.

**RECESSED**

There being no further business for the regular session, Chairman Wainwright recessed the 299<sup>th</sup> meeting of the Windham School District Board of Trustees at 2:44 p.m. and reconvened into Executive Session in the DeWitt Room at 2:53 p.m. which is closed to the public in accordance with the Texas Government Code, Section 551.074. The Board of Trustees adjourned at 3:05 p.m. on April 6, 2017.

\_\_\_\_\_  
Chairman\*

\_\_\_\_\_  
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.*