

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

Meeting No. 303

The Windham School District Board of Trustees met in session on Thursday, December 15, 2017, at the Wyndham Garden Hotel, Austin, Texas.

BOARD MEMBERS PRESENT:

Hon. Dale Wainwright, Chairman
Terrell McCombs, Vice Chairman
Eric Gambrell, Secretary
Mano DeAyala
Tom Fordyce
Pastor Larry Miles
Patrick O'Daniel
Derrelynn Perryman
Thomas P. Wingate

WINDHAM STAFF MEMBERS PRESENT:

Dr. Clint Carpenter, Superintendent
Kevin Ainsworth
Charles Bell
Martha Fields
Rick Jones
Michael Mondville
Charlene Moriarty
Robert O'Banion
Michelle Owen

CONVENED

Chairman Dale Wainwright convened the meeting of the 303rd Windham School District (WSD) Board of Trustees (Board) to order on Friday, December 15, 2017, at 9:01 a.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.

Chairman Wainwright recognized David Gutierrez, Chairman of the Board of Pardons and Paroles; Preston Streufert, Criminal Policy Advisor for Governor Greg Abbott and County Judge Dale Spurgin.

Chairman 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 October 19, 2017, meeting, appraisers for the 2017-2018 school year and excused absences for Mano DeAyala and Eric Gambrell from the October 19 meeting due to personal business.

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

SUPERINTENDENT'S REPORT

Dr. Clint Carpenter, Superintendent of the WSD, stated that during October and November, all principals and selected teachers from each Windham region were trained by the educational training firm A+ Education in the process of developing and supporting Professional Learning Communities, or PLCs, on their campus. In reviewing the strategic plan accomplishments this past summer, the District found a need for ongoing staff development to bring teachers and unit staff together in a collaborative way, to discuss challenges and methods for teaching incarcerated learners. Martha Fields, Interim Director of Instruction, sought out facilitators from A+ Education to help guide the staff to understand what collaborative open communication in teacher development should look like in Windham. The PLC model facilitates teachers bringing best instructional practices to a group discussion with examples of how to implement best practices in their classrooms. Many WSD teachers have skills that are effective and innovative in their approach to teaching. The PLC provides opportunities for sharing and collaboration between teachers so best practices can be shared across the campus and district. The principal or other teachers, can also bring new research and successful teaching strategies to a group discussion. In this way, WSD teachers can continue to grow in their profession and continuously improve teaching skills. Dr. Carpenter said he was proud of the initiative of Ms. Fields and her talented staff of instructional supervisors. They are bringing new and innovative methods of teaching to WSD staff, helping teachers grow professionally.

REPORT FROM THE CHAIRMAN, WSD BOARD OF TRUSTEES

Chairman Wainwright said Superintendent Dr. Carpenter and members of the Gulf Coast Workforce Board were invited to present at the Texas Workforce Commission (TWC) Annual Conference in Dallas on November 30, 2017. At the conference, Dr. Carpenter and representatives from TWC presented information on a collaborative grant the Gulf Coast Workforce Board and Windham were recently awarded. This presentation involved statewide workforce board members, Texas Workforce Commission staff and Houston/Galveston area employers providing details of the collaborative program "Apprenticeship Texas" and the role Windham has in the grant program. Providing the overview were Commissioner Alvarez of the TWC, who awarded the grant; Ann Pham and Mike Temple of the Gulf Coast Workforce Board; Nick Morgan of Adaptive Construction Solutions, Bob Deatherage of Bechtel and Dr. Carpenter of WSD. Dr. Carpenter presented an overview of the training and apprenticeship programs Windham provides to offenders releasing to the Houston/Galveston area, as well as the apprenticeship opportunities provided by TDCJ in the Manufacturing, Agribusiness and Logistics Division and the TDCJ Area Maintenance Apprenticeship programs. The grant will provide up to \$100,000 to Windham to hire part time teachers who will provide apprenticeship supervision to students who will be returning to the Houston area. These types of partnerships are proving to be valuable conduits to the rapid employment of releasing offenders, as well as showcasing the collaboration of Windham and TDCJ. Windham is honored to be a part of the successful grant application with TWC and looks forward to helping returning offenders gain employment and become contributing members of their communities.

**DISCUSSION, CONSIDERATION, AND POSSIBLE ACTION REGARDING
INVESTMENT REPRESENTATIVES**

1. Resolution Designating Authorized Representatives from the Local Government Investment Cooperative (LOGIC)

Robert O’Banion, WSD Chief Financial Officer, informed the Board that due to a change in district personnel, WSD is requesting to delete Paul Brown and add Michelle Owen as a representative for WSD investments. This resolution designates authorized representatives for the Local Government Investment Cooperative. He requested that the Board approve this resolution as presented.

Pastor Larry Miles moved that the WSD Board of Trustees approve the resolution designating authorized representatives for the Local Government Investment Cooperative as presented.

Terrell McCombs seconded the motion, which prevailed unanimously when called to a vote.

2. Resolution Designating Authorized Representatives for the Texas Local Government Investment Pool (TexPool/TexPool Prime)

Mr. O’Banion explained the second resolution was requested due to the same change in district personnel mentioned previously. The resolution to amend the authorized representatives for the Texas Local Government Investment Pool is submitted for Board approval. He requested that the Board approve the resolution as presented.

Derrelynn Perryman moved that the WSD Board of Trustees approve the resolution designating authorized representatives for the Texas Local Government Investment Pool as presented.

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

BOARD PRESENTATION – EDUCATIONAL BRIDGES TO EMPLOYMENT

Judge Wainwright introduced the presenters: Rick Jones, Department Administrator of Career and Technical Education (CTE), Kevin Ainsworth, Principal and Administrator of On-the-Job Training and Apprenticeship and Charlene Moriarty, Workforce Specialist.

Mr. Jones began the PowerPoint presentation by stating WSD offers 42 CTE trades that are industry-based and industry-certified. He displayed a list of the different trades. He added that WSD offers CTE programming at 90 different TDCJ sites.

Mr. Jones said that during the 2016-2017 school year, Windham served 19,540 CTE students, resulting in 27,713 industry-related certifications. This is a significant increase over the previous year.

Judge Wainwright commented that the numbers show WSD is headed in the right direction. There are more participants and more certifications being issued. He asked if the reason for this improvement was that WSD resources and capabilities have expanded or if there are more students interested.

Mr. Jones said more offenders are interested and WSD has streamlined some of the programming, allowing more offenders to participate in trades.

Mr. Ainsworth gave an overview of the OJT and apprenticeship program and explained how WSD and TDCJ work together to put offenders who have gained their industry certifications into jobs where they will gain work experience. He explained that Region 1 Maintenance has been employing WSD students who have been trained in occupations that will benefit their efforts.

Mr. McCombs asked how the OJT and Apprenticeship collaboration works. Do those circumstances occur within the units, outside the unit, or both?

Mr. Ainsworth responded that they happen within the unit. The offender is given a work assignment that qualifies them for OJT or Apprenticeship. While they are working in the unit, they earn the certifications.

Mr. McCombs asked if this applies regardless of their status as a trustee or some other classification.

Mr. Ainsworth said this was correct.

Mr. Ainsworth displayed a list of currently approved apprenticeship occupations. He said that these occupations have either a good, or very good, annual job growth in Texas. He displayed another list of occupations the district is considering adding to the apprenticeship program.

Ms. Moriarty discussed potential grants and partnerships with Tarrant County Workforce Solutions, Workforce Solutions-Gulf Coast Workforce Board, and Workforce Solutions of the Concho Valley.

Eric Gambrell said WSD has the data and student success can be tracked. He asked if the district is tracking this on a monthly or quarterly basis. He also wanted to know if WSD was assessing which of the classes are giving WSD “the most bang for the district’s buck.”

Dr. Carpenter responded that a preliminary analysis shows 71percent of offenders being released who have an industry certification and apprenticeship through Manufacturing, Agribusiness and Logistics, are getting a job within the first three months of being released. This is opposed to around 40 percent getting a job that do not have the certifications or credentials. About 33 percent are keeping their job for a year. Data also shows they are getting about 30 percent higher wages per quarter if they have an industry certification or apprenticeship. While it is premature to draw conclusions and this data is focused on a limited number of individuals, it is very promising. The wage data is being reported to the Texas Workforce Boards.

Judge Wainwright said it was good to know that the data is showing what WSD is doing ultimately, is having a positive impact on the state and the students.

Mr. McCombs said he thinks this is great. However, geographically Texas is a big state. He asked if WSD was going to create these partnerships in El Paso, Amarillo and other parts of the state. He said these partnerships are the climax of the product that we are trying to put out and the product we are trying to put out is an offender who doesn't come back. The data is absolutely critical. He asked the district to expand the program to encompass all geographical areas of the state.

Judge Wainwright summarized the comments. He said that over the past two years WSD has been coordinating with national associations, international associations, the federal government, federal grants and state-wide grants. On a local level, entities are helping to improve the future for offenders that will be coming back into their communities. Mr. McCombs asked when the district will be working with all 254 counties.

Mano DeAyala said the bottom line is, going forward, the sooner the offenders are employed, the less likely they will return to prison. The other side of the coin is parole and probation often times have programs that are required, and they restrict the ex-offender geographically in their employment. It seems like there must be a lot of coordination between helping offenders obtain employment and also have them complete their post release programs.

Judge Wainwright commented that Board members have visited dozens of units across the state and have encountered these situations when they visit. Obviously, for Mr. Gutierrez and his department, this information is helpful. They look at training, employability and certifications in making decisions in Pardons and Paroles.

Judge Wingate asked what process WSD follows when it places an offender in a facility. How does WSD match aptitude, availability and training for students? How does the district make sure the training the offender wants and needs is the training for which they have an aptitude? Are the students limited to just the CTE programs on their unit of assignment?

Dr. Carpenter said the counselors play a very important role in determining what training a student will receive before they ever start training. The counselor talks to the offender about what their crime is and what restrictions will be present when they work in a particular area. The counselor makes sure offenders are enrolled in a certified class where their crime will not prohibit them from getting a job. WSD also works closely with Pam Thielke of the Parole Division and April Zamora of the Reentry Division to help get individuals into careers that align with their training. These partners have also been helpful in obtaining permission for offenders to move out of region to work when it is appropriate and possible.

Mr. Jones said WSD also tries to keep the offenders in certain career clusters. There may be three different certifications offered in a certain field. The offenders are interviewed by the unit counselors to determine the classes they are best suited for. Placement is based mainly on interest and ability, rather than aptitude testing.

Chairman Wainwright thanked everyone for attending the meeting. The next meeting of the WSD Board of Trustees will be Friday, February 23, 2018, at the Wyndham Garden Hotel in Austin.

ADJOURNED

There being no further business for the regular session, Chairman Wainwright adjourned the 303rd meeting of the Windham School District Board of Trustees at 9:37 a.m.

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.