



Gregory-Portland Independent School District

BOARD MEMORANDUM

TO: DR. MICHELLE CAVAZOS

FROM: DR. MICHAEL NORRIS

CC: BOARD OF TRUSTEES
DR. ISMAEL GONZALEZ III
PENNY ARMSTRING
DEBORAH GARZA
DR. MICHAEL NORRIS
BRITTNEY SOLIZ SANDOVAL
MICHAEL THIEME

DATE: NOVEMBER 17, 2025

SUBJECT: CONSIDER APPROVAL OF A STAFF DEVELOPMENT WAIVER

PRIORITIES:

PRIORITY 1: EXCEPTIONAL STUDENT PERFORMANCE

- 1.1 - Annually increase performance in reading for all students and all student groups
- 1.2 - Annually increase performance in math for all students and all student groups
- 1.3 - Annually increase performance in College; Career; and Military Readiness for all students and all student groups

PRIORITY 2: HIGH PERFORMING AND ENGAGED WORKFORCE

- 2.1 - Annually increase the percentage of staff satisfaction.
- 2.2 - Annually increase the retention rate of highly effective faculty and staff

PRIORITY 3: QUALITY SERVICE AND IMPACTFUL COMMUNITY ENGAGEMENT

N/A

PRIORITY 4: EFFICIENT AND EFFECTIVE DISTRICT AND CAMPUS OPERATIONS

N/A

BACKGROUND INFORMATION:

Type: Consent

RECOMMENDATION:

District Administration is proposing that the district submit the Staff Development Waiver with TEA. This waiver allows the district to train staff on various educational strategies designed to improve student performance in lieu of student instruction during the school year. The waiver provides for a maximum of 2,100 total waiver minutes to use for professional development for districts that provide operational and instructional minutes. This waiver is for staff development in place of student instruction; therefore, the waiver minutes are only applicable to staff development provided instead of student instruction during the school year

FINANCIAL IMPACT AMOUNT AND FUNDING SOURCE (IF APPLICABLE):

N/A

BOARD RELATED POLICY:

DMA Local

ACTION ITEM SUGGESTED MOTION (if applicable):

That the Board accept the recommendation by District Administration to approve the STAFF DEVELOPMENT WAIVER.