



DUNCANVILLE ISD

Writing success stories, one student at a time.

Regular Board Meeting

March 17, 2025

AGENDA SECTION: Action Agenda

SUBJECT: Consider and take possible action under DFFB (Local) to approve a resolution declaring a reduction in force due to a program change and identifying the employment areas affected.

BOARD POLICY: DFFB (LOCAL)

STRATEGIC GOAL(S): Priorities 1, 3 and 4

FISCAL NOTE: N/A

PREPARED/PRESENTED BY: Pamela Brown, Chief Human Resources Officer

Background Information

The decision to transition 19 Instructional Support Specialists into 11 Instructional Coach positions, as previously discussed, supports our district's goals:

- **Filling Teacher Vacancies:** By reallocating positions, we aim to ensure that students are taught by highly qualified educators, helping to fill key teaching roles.
- **Maximize Efficiency:** This change reflects our ongoing efforts to streamline resources and maintain fiscal responsibility.
- **Improving Educational Outcomes for Students:** By moving experienced educators closer to the classroom, we will better position them to mentor and support their peers, improving teaching practices across the district.

This restructuring is a strategic move to strengthen our educational system and better meet the needs of our students. While the term "reduction in force" is referenced in policy, and the "program change" will result in an overall reduction of personnel employed by the district it's important to clarify that all current Instructional Support Specialists in good standing will remain employed by the district. Instructional Support Specialists who are not selected as Instructional Coaches will serve as Mentor Teachers, taking on the role of the classroom teacher of record. These individuals will also receive a \$7,500 stipend, in addition to their regular compensation, based on their years of experience within the teacher salary scale.

Recommendation

It is recommended that the board approve the resolution declaring a reduction in force due to a program change with the identified employment areas affected.

Communication Deployment

- Board Minutes



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Suggested Motion

I move that we approve the resolution declaring a reduction in force due to a program change with the identified employment areas affected.

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Respectfully submitted,

Dr. T. Lamar Goree
Superintendent