



**Meeting Date:** February 18, 2021

**Submitted By:** Dr. Jeanette Ball  
**Title:** Superintendent

**Agenda Item:** Consider and take possible action regarding approval of Board Training Options

## DISCUSSION/ACTION ITEM

### **RECOMMENDATION:**

Review and selected an option of training for the Board of Trustees that was presented at the December and January Board Meetings.

### **IMPACT/RATIONALE:**

To fulfill the necessary training requirements for Team of Eight training.

### **BOARD ACTION REQUESTED:**

**Approval/Disapproval**

What is the cost per session for school board training?	How many sessions are recommended for the school board?	Please check all the topics you cover.	Please list three Bexar County school districts you have worked with.	How is the effectiveness of your training measured?	If necessary, are you able to provide training in the evenings or weekends?	Provide your name, email and phone number.
<p>The initial Lone Star Governance (LSG) two-day board training is \$3000. (The district may also invite up to 3 cabinet members to attend and will be included in the initial fee. Additional cabinet members are \$400 / person.) That includes the team of 8 and all materials related to the training. This also includes any pre-work needed for the initial training. Follow up training will be priced based on services mutually agreed upon. Typically the first year contract is \$7K and includes board training, attendance at relevant board meetings and technical assistance. Services beyond the first year are typically less depending on level of support requested. Of course, services may also be tailored to district needs which will impact charges either up or down. At all times, the district will know the costs for services before they are rendered.</p>	<p>The initial LSG training is a two day training. We would recommend at least 4 -5 sessions during the first year. (These sessions range from 1 - 2 hour board workshop to board presentations. We can also customize training based on needs and/or requests.)</p>	<p>Accountability Team of Eight Research Based Practices Effective School Board Practices Using Data to Make Decisions</p>	<p>Edgewood ISD, Southside ISD, Harlandale ISD *If you would like district points of contact for each, please let us know.</p>	<p>There are multiple measures: Pre and Post Evaluations of the 2-day training; Post Evaluations of all Workshop trainings Board Progress as measured by the Self-Evaluation done quarterly Anecdotal data collected during district interactions with Board President and Superintendent. Any other measures that are mutually agreed to by the District and the ESC Increase in Student Performance Outcomes as defined by the District Goals</p>	<p>Yes, we are flexible on when the training is provided.</p>	<p>REGION 20 Ed Vara edward.vara@esc20.net 210-218-4267 (cell)</p>
<p>A Full transformation plan averages between \$12,000 to \$20,000 and at minimum includes LSG certificate, EISO, Goal Setting (including working with the Leadership Team on progress measures and HB3), Team of 8 focused on personal and relational work, Board President and Superintendent relationship coaching, and superintendent evaluation process and cycle. Optional racial equity training and community engagement work can be added.</p>	<p>We at Leadership ISD prefer to build out a customized transformation plan for each team. We do not find that a "check the box" training allows for the the personal, relational, and organizational work required for teams to develop the tools for continuous improvement and to set the leadership standard for district improvement. Consequently, this plan is contextualized for each team to provide optimal support. Depending on the teams' starting point this can be anywhere from 4 to 10 work sessions. Hours for these will vary depending on in person or virtual.</p>	<p>Accountability Team of Eight Diversity &amp; Equity Research Based Practices Effective School Board Practices Using Data to Make Decisions Budget</p>	<p>We are new to Bexar County but we have worked with Ft. Worth ISD, Richardson ISD, and Aldine ISD as well as several other boards in North Texas, the Valley and in the El Paso area.</p>	<p>We do post surveys for board members and administration to maintain continuous improvement and provide personalized support to each district. We also measure our success based on the implementation of the strategies - both technical and adaptive - that we provide in our trainings and coaching sessions. How these strategies improve the board effectiveness and accountability and ultimately by the outcome improvement for their students.</p>	<p>Yes</p>	<p>LEADERSHIP ISD Patricia Arvanitis patricia@leadershipisd.org 214.668.0004</p>
<p>\$1,100, plus any required travel expenses for one consultant.</p>	<p>Depending upon the needs of the board, this may be 5-6 sessions.</p>	<p>Accountability Team of Eight Diversity &amp; Equity Research Based Practices Effective School Board Practices Using Data to Make Decisions</p>	<p>South San Antonio ISD may be the only district in the county that has participated in the requested training; however, we have worked in recent years with several of the school districts in Bexar County. This includes: Alamo Heights, East Central, Edgewood, For Sam Houston, Halandale, Judson, Lackland, North East, Northside, Randolph Field, San Antonio, Somerset, Southside, and Southwest ISDs.</p>	<p>Trustees and the superintendent receive a brief survey after each session electronically. We debrief after each session with the board president, superintendent, and senior staff the superintendent would like to include. This includes discussion of what went well and what could be improved as well as planning for the next session. Participating boards complete the XG Board Self-Assessment in advance and have the opportunity to complete it as many times as they desire afterward. This provides a longitudinal tracking of board improvement. Responses are compared with changes in state achievement data.</p>	<p>Yes, most districts choose to hold the sessions on weekday evenings, but we are available any time of day and any day of the week.</p>	<p>TASB Phil Gore phil.gore@tasb.org 512-796-3567, mobile</p>