



Agenda of Special Board Meeting

The Board of Trustees McAllen Independent School District

VISION	The McAllen Independent School District is a multicultural community in which students are enthusiastically and actively engaged in the learning process. Students demonstrate academic excellence in a safe, nurturing and challenging environment enhanced by technology and the contributions of the total community.
MISSION	The mission of the McAllen Independent School District is to educate all students to become lifelong learners and productive citizens in a global society through a program of educational excellence utilizing technology and actively involving parents and the community.
GOALS	<ol style="list-style-type: none">1. Student Achievement/Student Focus2. People Development3. Facility Priorities4. Financial Priorities
STRATEGIES	<ol style="list-style-type: none">1. Branding2. Attract/Retain High Quality Staff3. Engaging Learning Environment4. Rigorous/World Class Standards to Customize for Every Learner5. Partnerships with Business/Civic/Education/Organizations6. Future Ready Students7. Financial Priorities

A Special Board Meeting of the Board of Trustees of the McAllen Independent School District will be held Monday, January 17, 2022, beginning at 5:30 PM Dr. Ricardo Chapa Board Room/Administration Building of the McAllen Independent School District, 2000 North 23rd Street, McAllen, TX 78501.

Items listed on this agenda may be taken in an order other than as shown on this agenda. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

At this meeting there may be discussion and action by the Board on the item(s) and subject(s) listed as follows:

1. **CALL MEETING TO ORDER**
2. **PUBLIC COMMENT(S)**
3. **RECESS TO CLOSED SESSION: Board of Trustees may go into Closed Session pursuant to Sections 551.071 and 551.074, Texas Government Code, to discuss the following:**
 - A) Superintendent's Formative Conference 3
4. **RECONVENE IN OPEN SESSION**
 - A) Superintendent's Formative Conference
5. **ADJOURNMENT**

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Board will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on January 14, 2022 at 3:00 P.M.

*Natalia Goza
on behalf of the Board of Trustees*

**BOARD AGENDA REPORT
MCALLEN INDEPENDENT SCHOOL DISTRICT**

MEETING DATE: January 17, 2022

SUBJECT: Superintendent's Formative Conference

REFERENCE: McAllen Independent School District Board Policy BJCD (LEGAL) Superintendent Formative Conference

BACKGROUND INFORMATION/REASON FOR BOARD CONSIDERATION: As per McAllen Independent School District Board Policy BJCD (LEGAL), the Board shall appraise the Superintendent annually. As per McAllen ISD Board Policy BJCD (LOCAL), the Board may at any time conduct and communicate oral evaluations to augment its written evaluations

ADMINISTRATIVE CONSIDERATIONS/FACTS AND ANALYSIS: On Monday, June 7, 2021, the Board approved the Summative evaluation of the Superintendent, using as a guide, the Superintendent's Performance Appraisal Instrument. "One of the big responsibilities our school board has each year—and it's required by Texas law—is to evaluate our superintendent's performance."

The appraisal of our superintendent isn't a one-time annual obligation—it should be thought of as the culmination of a yearlong cycle. The superintendent evaluation is a critical board governance tool. The key to success is to treat the evaluation of the superintendent as an extension of the district's planning process. It is a three-step evaluation cycle as an ongoing process to ensure continuous communication between the board and superintendent that regularly revisits: District and student performance; Superintendent performance goals; Shared expectations of the board and superintendent. Today's meeting is the formative conference by the board with the superintendent. The board should hold at least one annual formative conference. This is like an interim checkup. It's an opportunity for the board and superintendent to touch base on expectations and discuss the progress toward goals.

During the formative conference:

- The superintendent will update the board on progress made toward key performance indicators developed following the goal-setting session.
- The board can see how it might assist the superintendent and administration in meeting expectations and goals.

Formative conferences are not a substitute for periodic discussions related to reporting and monitoring progress during the normal course of board meetings.

While the board is only required to hold one of these conferences, the board could hold them more frequently—quarterly or even monthly. Ideally, the formative conference should be scheduled well before the summative conference. This gives the board and superintendent time to address any issues identified in these conversations.

LEGAL REVIEW: None

BUDGETARY CONSIDERATIONS: None

RECOMMENDED BOARD ACTION: For Information Only

SUBMITTED BY: _____

Sam Saldivar, Jr.
SUPERVISOR: Sam Saldivar, Jr. (Jan 14, 2022 14:45 CST)

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Approved for presentation to the Board of Education:

J. A. Gonzalez