

**Agenda of Meeting  
Midlothian ISD  
Board of Trustees Special Meeting**

L.A. Mills Administration Building  
100 Walter Stephenson Road  
Midlothian, Texas 76065

**Monday, May 2, 2022 – 5:30 PM**

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A Special Meeting of the Board of Trustees of Midlothian ISD will be held Monday, May 2, 2022, beginning at 5:30 PM.

The subjects to be discussed or considered, or upon which any formal action may be taken are listed on the agenda, which is attached to, and made a part of this Notice. Items do not have to be taken in the order shown on this meeting notice.

The open portions of this meeting will be streamed live and recorded. The video will be made available to the public on the District’s website.

**PUBLIC COMMENT** – Public comments related to this meeting will be accepted in person only in accordance with the Open Meetings Act and Local District Policy, BED(LOCAL). Members of the public wishing to address the Board during the public comment portion of this regular meeting shall be limited to five minutes, or less, should a change to the allotted time be necessary as determined by the presiding officer based on the meeting.

In-person participants must either sign up online by 4:00 pm the day of the meeting or sign in and complete a "Public Comment Participation Form" and present it to the Board President or designee 10 minutes prior to the start of the meeting. If a completed form for public comment is not received by the applicable deadline posted, the individual will not be able to participate in public comment at this meeting.

In accordance with the Texas Open Meetings Act, Board Members will listen to the comments. The Board, through the presiding officer or Superintendent, can offer factual information, cite Board policy, or direct the administration to investigate items and report back to the Board, but shall not engage in a two-way dialogue with patrons.

- I. FIRST ORDER OF BUSINESS
  - A. Announcement by the presiding officer that a quorum of Board members is present, that the meeting has been duly called, and that notice of the meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551
- II. PUBLIC COMMENT - Members of the public may address the Board during the public comment portion of the board meeting in accordance with Board policy BED (LOCAL). Individuals wishing to speak shall follow the procedures outlined above.
- III. RECOGNITION
  - A. Recognition of Matt Sanders' Service to MISD
- IV. INFORMATION ITEMS
  - A. Discuss City Survey of MISD Students Regarding Parks & Recreation Master Plan
  - B. Trustee Initial Review of Balanced Scorecard Key Strategic Actions and

- Corresponding Measures
- C. Review of 2022-2023 Budget
- V. DISCUSSION/ACTION ITEMS
  - A. Consider Compensation Plan in the 2022-2023 Budget
  - B. Consider Servant Leader Subcommittee Recommendation for 2022
  - C. TEAM Trust SAQ and Good Governance Inventory
- VI. CLOSED SESSION as authorized by the Texas Open Meetings Act, Texas Government Code Chapter 551.
  - A. Deliberation Regarding Personnel Matters, Texas Government Code 551.074:
    - 1. Resignations, Reorganization, Terminations, and Non-renewals of Professional Employees, Employment, Leaves of Absences, Personnel Issues
  - B. Deliberation Regarding Purchase, Exchange, Lease, or Value of Real Property Texas Government Code 551.072
  - C. Deliberation Regarding Students, Texas Government Code 551.082, 551.0821
    - 1. Discipline Issues
    - 2. Non-Discipline Issues
  - D. Team of 8 Inventory Analysis
  - E. Discussion of Board officers, including submissions of intent and qualifications. *This discussion may be conducted in closed session pursuant to Tex. Gov't Code 551.074.*
- VII. RECONVENE TO OPEN SESSION
- VIII. Action, if any, from Items Discussed in Closed Session
- IX. ADJOURNMENT OF MEETING

If, during the course of the meeting covered by this Notice, the Board of Trustees should determine that a closed meeting or session of the Board of Trustees is required, then such closed meeting or session as authorized by the Texas Open Meetings Act, Texas Government Code Section 551.001 et seq., will be held by the School Board at the date, hour, and place given in this Notice or as soon after the commencement of the meeting covered by this Notice as the School Board may conveniently meet in such closed meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

Texas Government Code Section:

- 551.071 Private consultation with the board's attorney.
- 551.072 Discussing purchase, exchange, lease, or value of real property.
- 551.073 Discussing negotiated contracts for prospective gifts or donations.
- 551.074 Discussing personnel or to hear complaints against personnel.
- 551.075 To confer with employees of the school district to receive information or to ask questions.
- 551.076 Considering the deployment, specific occasions for, or implementation of, security personnel, or devices.
- 551.082 Considering discipline of a public school child, or complaint or charge against personnel.
- 551.0821 Discussing personally identifiable information about a public school student.
- 551.083 Considering the standards, guidelines, terms, or conditions the board will follow, or will instruct its representatives to follow, in consultation with representatives of employees groups.

551.084 Excluding witnesses from a hearing.

Should any final action, final decision, or final vote be required in the opinion of the school Board with regard to any matter considered in such closed meeting or session, then the final action, final decision, or final vote shall be either:

- (a) in the open meeting covered by the Notice upon the reconvening of the public meeting; or
- (b) at a subsequent public meeting of the School Board upon notice thereof; as the School Board shall determine.

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 2, 2022</b>	
<b>Item:</b>	<b>Recognition of Matt Sanders – MISD Trustee</b>	
<b>Supporting Document(s):</b>	<b>Electronic:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<b>Hard Copy:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>Matt Sanders has served the students and teachers of Midlothian ISD from 2013 – 2022; however, he has made the decision to not seek re-election for the May 7, 2022 General Trustee Election and will be stepping down once the newly elected trustee is sworn in.</p> <p>Outgoing trustees are typically recognized at the May regular meeting; however, Mr. Sanders will be supporting students in the state golf tournament on May 16<sup>th</sup> and will not be present for the meeting.</p> <p>With that understanding, we wanted to take this opportunity to recognize him and the contributions he has made to Midlothian ISD over the last nine years.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	N/A	
<b>Administration Recommended Option:</b>	N/A	
<b>Motion:</b>	N/A	
<b>Presenter:</b>	Gary Vineyard	

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 2, 2022</b>	
<b>Item:</b>	<b>Discuss City Survey of MISD Students Regarding Parks &amp; Recreation Master Plan</b>	
<b>Supporting Document(s):</b>	<b>Electronic:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<b>Hard Copy:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	<p>The City of Midlothian is currently working on a Parks and Recreation Master Plan and is requesting input from students of MISD. Midlothian City Parks and Recreation Director, Heather Dowell, shared with administration that currently the City has shared a survey to gather community input surrounding the master plan for the parks and recreation in Midlothian; but in addition to the current community survey, the City would like to gather input directly from kids in Midlothian.</p> <p>Attached is the proposed survey to be shared with students. The City and MISD Communications will work together in how best to share the survey with students.</p>	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	N/A	
<b>Administration Recommended Option:</b>	Information only	
<b>Motion:</b>	<b>Information only</b>	
<b>Presenter:</b>	Jo Ann Fey, Ed. D.	

**1. How often do you visit Midlothian’s parks?**

- Daily    Once a week    2-3 times a month    Once a month    Every few months    Rarely

**2. What are your top 5 favorite things to do in Midlothian’s parks? (Select up to 5)**

- |  |  |
|--|--|
| <input type="checkbox"/> Enjoying nature, wildlife, etc.         | <input type="checkbox"/> Walking, hiking, running on trails            |
| <input type="checkbox"/> Relaxing                                | <input type="checkbox"/> Biking on trails                              |
| <input type="checkbox"/> Playing at playgrounds                  | <input type="checkbox"/> Roller skating, skateboarding, or scootering  |
| <input type="checkbox"/> Hanging out with friends                | <input type="checkbox"/> Going to the dog park                         |
| <input type="checkbox"/> Picnics, BBQs, and gatherings           | <input type="checkbox"/> Attending special events (Festivals, Markets) |
| <input type="checkbox"/> Playing team sports                     | <input type="checkbox"/> Other (please specify): _____                 |
| <input type="checkbox"/> Organized activities and special events | <input type="checkbox"/> I don’t go to Midlothian’s parks              |

**3. How interested are you in the following activities?**

	<b>Very interested</b>	<b>Somewhat interested</b>	<b>Not at all interested</b>
Amphitheatre / outdoor concerts.....	1	2	3
Park use.....	1	2	3
Family activities.....	1	2	3
Social groups/clubs.....	1	2	3
Nature activities .....	1	2	3
Rental space (for parties, showers, etc.) .....	1	2	3
Sports programs.....	1	2	3
Fitness programs .....	1	2	3
Music programs.....	1	2	3
Creative art programs.....	1	2	3
Dance programs .....	1	2	3
Volunteer projects.....	1	2	3
Environmental education.....	1	2	3

**4. What kinds of things should there be more of in Midlothian? (Select up to 8)**

- Playgrounds
- Playgrounds for all abilities
- Event facilities
- Splash pad
- Dedicated single-use athletic fields
- Multi-use athletic fields
- Artificial turf fields
- Single-use outdoor sport courts
- Multi-use outdoor sport courts
- Mountain bike skills parks / pump tracks
- Skateboard parks
- Dog parks
- Off-leash dog trails
- Camping facilities

- Disc-golf courses
- Designated fishing areas
- Indoor restroom facilities (with plumbing)
- Portable restroom facilities (porta-potties)
- Paved walking trails
- Unpaved trails for hiking
- Unpaved trails for biking
- Community gardens
- Picnic and small group gathering areas
- Environmental education facilities
- Cultural/historic facilities
- Community centers
- Signage (directional, interpretive, etc.)
- Parking at facilities
- Other \_\_\_\_\_

**5. What, if anything, prevents you from using Midlothian's parks more often? (Select up to 3 biggest reasons)**

- |  |   |
|--|---|
| <input type="checkbox"/> Do not know where to go/unfamiliar with offerings | <input type="checkbox"/> I do not feel safe                                 |
| <input type="checkbox"/> Don't offer the programs I want                   | <input type="checkbox"/> I do not feel welcome                              |
| <input type="checkbox"/> Program fees are too expensive                    | <input type="checkbox"/> There are no safe routes to facilities in our area |
| <input type="checkbox"/> My parents have to drive me                       | <input type="checkbox"/> Not accessible for people with disabilities        |
| <input type="checkbox"/> Parks are closed when I want to visit             | <input type="checkbox"/> I am not interested in parks                       |
| <input type="checkbox"/> Parks equipment is damaged / dirty                | <input type="checkbox"/> I do not have the time to visit parks              |
| <input type="checkbox"/> Facilities lack the right equipment/amenities     | <input type="checkbox"/> Other  |
| <input type="checkbox"/> Too crowded                                       | <input type="checkbox"/> Nothing prevents me from using more often          |

**6. If you had to pick ONE thing, what do you think is most important for the City's 10-year plan for parks, recreation, open space and trails to address?**

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**Our last questions are about you. All answers.**

**7. Do you participate in any of the following? If so, please select all that apply:**

- Midlothian Amateur Baseball Association
- Midlothian Girls Softball Association
- Midlothian Soccer Association
- Midlothian Tennis Association
- Midlothian Youth Football League
- Midlothian Basketball League
- Texas Master Naturalists
- Midlothian 4-H Club
- Future Farmers of America (FFA)
- Girl Scouts
- Boy Scouts / Cub Scouts

- Civic Center Association
- Midlothian Arts Council
- Cultural Arts Association
- Other\_\_\_\_\_

**8. How old are you?**

- 10 or younger
- 11-13
- 14-17
- 18+

**9. What is your gender?**

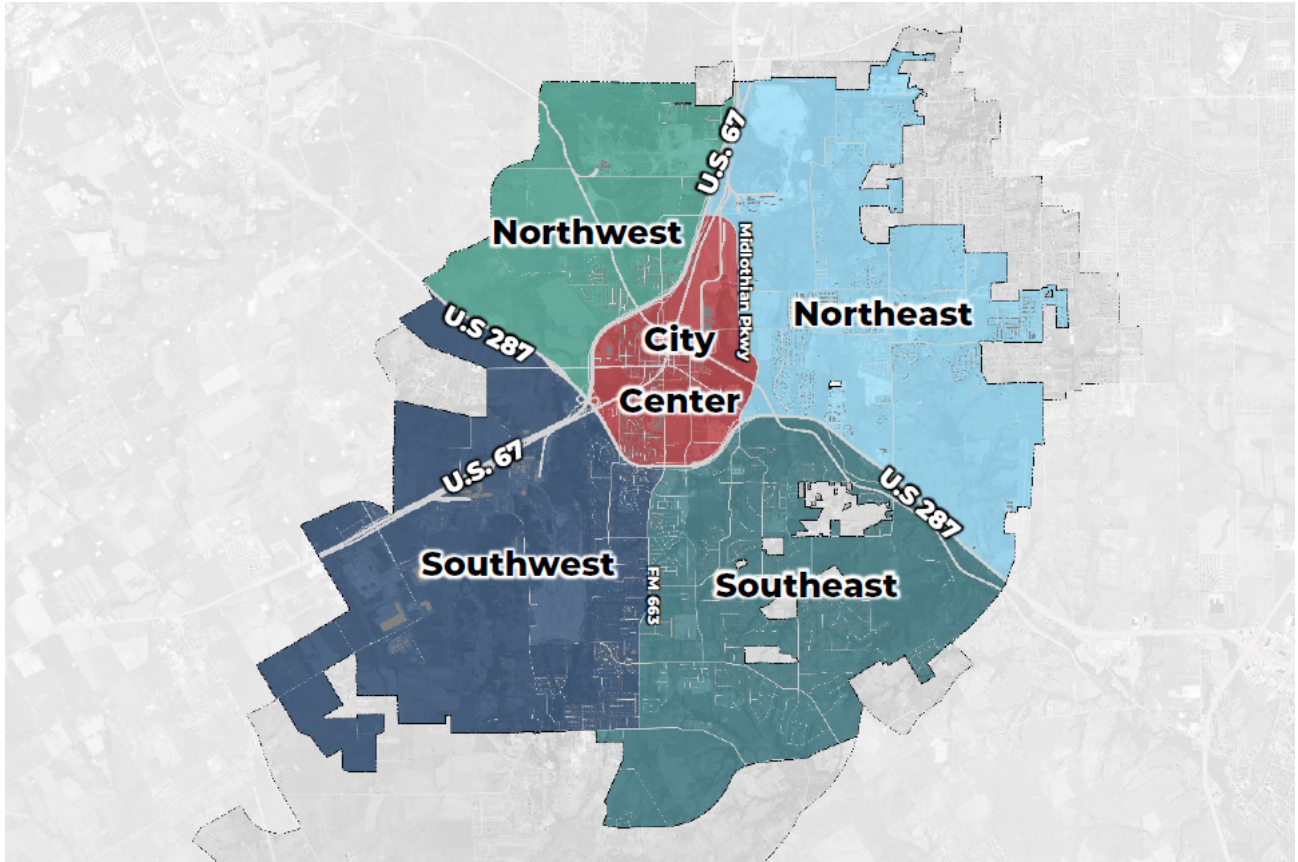
- Female
- Male
- Prefer not to say

**10. Which race or ethnicity do you most identify with? Please check all that apply.**

- American Indian and Alaska Native
- Asian
- Black or African American
- Hispanic or Latino/a/x
- Middle Eastern or North African
- Multiracial or Multiethnic
- Native Hawaiian or Other Pacific Islander
- White
- Another race or ethnicity

**11. In which area of Midlothian do you live? (see below map)**

- City Center (north of Hwy 287, east of Hwy 67, and west of Midlothian Parkway)
- Northeast (north of Hwy 287, east of Midlothian Parkway)
- Northwest (north of Hwy 287, west of Hwy 67)
- Southeast (south of Hwy 287, east of FM 663)
- Southwest (south of Hwy 287, east of FM 663)
- I don't live in Midlothian



**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	<b>May 2, 2022</b>
<b>Item:</b>	<b>Strategic Planning: Trustee Review of Balanced Scorecard Key Strategic Actions and Corresponding Measures</b>
<b>Supporting Document(s):</b>	Electronic: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Hard Copy: Yes <input type="checkbox"/> No <input type="checkbox"/>
<b>Background Information:</b>	<p>As a recap up to this point:</p> <ul style="list-style-type: none"> <li>• November 2021, the Superintendent met with representatives from Moak Casey for an intake meeting regarding the upcoming Strategic Planning Process.</li> <li>• December 2021, the Board, Superintendent, and Cabinet level leaders began the work around strategic thought, design and continuous improvement. This group has continued through the learning together: 12/6, 1/03, 2/7, 3/7</li> <li>• March 7, 2022, the Balanced Scorecard was reviewed specific to the priorities and Performance Objectives. A more detailed copy was included in follow-up Board notes to show an example of how the tactical and operational work is embedded. We are now ready to adopt the Priority and Performance Objective portions (Strategic) of the Balanced Scorecard</li> <li>• April 4, 2022, the Board approved the Balanced Scorecard Priorities and Performance Objectives</li> </ul> <p>For the May 2<sup>nd</sup> workshop, we will do a comprehensive review of the methodologies and requirements surrounding the build out of the Balanced Score Card with a focus on priorities 1 and 2 (Focus on Priorities 3 &amp; 4 to follow in June).</p> <p>Dr. Gibson will help guide the conversation and model ways to question using the strategies/question prompts to assist the Board in governing through the strategic approach.</p>
<b>Fiscal Impact/Budget Function Code:</b>	Budget Neutral
<b>Policy:</b>	N/A
<b>District Goal:</b>	Goal 2: Develop a comprehensive staffing plan to foster innovation, effective communication, and a high performing culture throughout the district.
<b>Administration Recommended Option:</b>	N/A
<b>Motion:</b>	N/A
<b>Presenter:</b>	Greg Gibson, Jennifer Ellison and Jo Ann Fey

**Midlothian I.S.D. School Board Agenda Item Detail**  
**L.A. Mills Administrative Complex Boardroom**

<b>Board Meeting Date:</b>	May 2, 2022	
<b>Item:</b>	TEAM Trust SAQ and Good Governance Inventory	
<b>Supporting Document(s):</b>	<b>Electronic:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	<b>Hard Copy:</b> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
<b>Background Information:</b>	Trustees will work on completing the TEAM Trust SAQ and Good Governance Inventory.	
<b>Fiscal Impact/Budget Function Code:</b>	N/A	
<b>Policy:</b>	N/A	
<b>District Goal:</b>	Build a strong foundation of the MISD culture through communication and engagement to empower all stakeholders.	
<b>Administration Recommended Option:</b>	This is a Board discussion	
<b>Motion:</b>	This is a Board discussion	
<b>Presenter:</b>	Greg Gibson	