



PROSPER INDEPENDENT SCHOOL DISTRICT

**P. O. Box 100
Prosper, Texas 75078**

October 19, 2020 – 7:00 PM

REGULAR

AGENDA

Call to Order

“I call this meeting of the Prosper Independent School District to order. Let the record show that a quorum of board members is present, that this meeting has been duly called and that Notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Texas Government Code Chapter 551.”

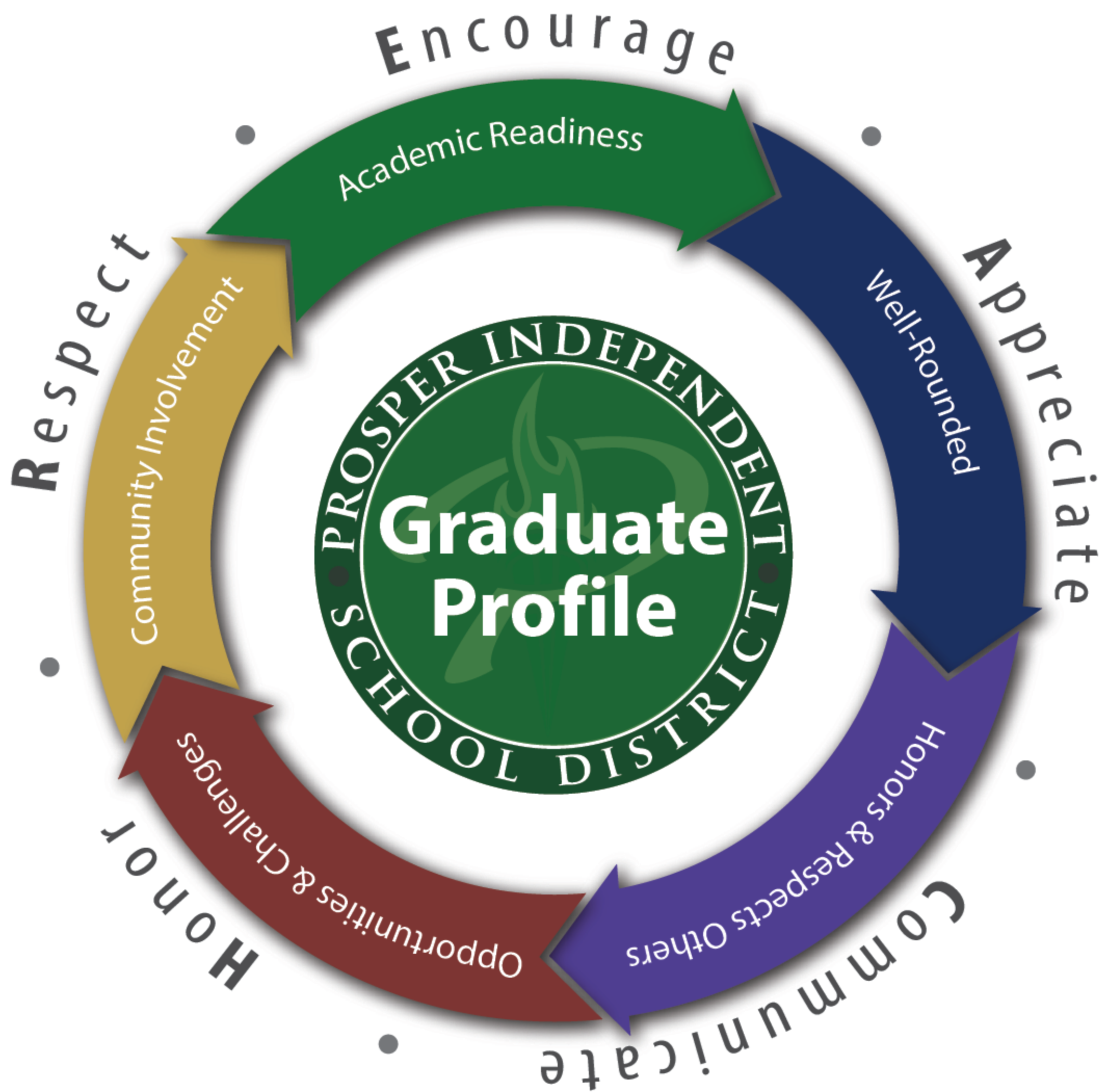
1. Meeting Overview 10-19-20	3
2. Invocation	
3. Pledge of Allegiance	
4. Open Forum/Communications/Presentations	6
A. Recognition Award	
B. Student Outcomes - Recognize and Honor National Merit Scholars	
5. CONSENT AGENDA	7
A. Approve the minutes of the prior meeting(s)	
1. September 21, 2020 Regular Meeting / Tax Rate and September 30, 2020 Special Meeting	
B. PISD Enrollment	
C. Monthly Reports (Construction)	9
6. EDUCATION	17
A. Consideration and possible approval of the TEA required Senate Bill 1566 goals.	
B. Consideration and possible action on approval of seeking class size waivers for those K-4 classrooms that have exceeded 22:1. This approval will serve as an approval for all future class size waivers for the 2020-2021 school year.	
7. BUSINESS	18
A. Consideration and possible action on approval of the Financial/Investment/Tax Report through September, 2020.	19
B. Consideration and possible action on approval of budget amendments (if any).	20
C. Presentation of the Financial Integrity Rating System of Texas (FIRST) for 2020.	
D. Consideration and possible action on approval of the annual renewal of the District's Investment Policy.	

E. Consideration and possible action regarding potential future school sites, the purchasing of land and associated infrastructure costs, and possible naming of facilities.*(551.072)	21
8. PERSONNEL	22
A. Consideration and possible action on approval of any professional personnel to be employed and status of current professional personnel.*(551.074)	
B. Consultation with District's legal counsel regarding legal and procedural matters related to Level Three parent grievance appeal. *(551.071)	
C. Level Three grievance appeal hearing and deliberations regarding the same. *(551.0821)	
D. Consideration and possible action regarding Level Three parent grievance appeal.	
9. FUTURE BUSINESS	24
A. Important Dates:	
1. November 3, 2020 Election Day	
2. November 6, 2020 Canvass Election - Special Meeting at 8:00 am	
3. November 7, 2020 5:00 pm Rock Hill High School Ribbon Ceremony	
4. November 16, 2020 Regular Monthly Meeting	
5. November 23-27, 2019 Fall Break - NO SCHOOL	

Dr. Holly Ferguson

Dr. Holly Ferguson, Superintendent

Prosper ISD



REACH
Everyone - Everyday

FUNDING & FINANCE Strategy

The security of a district's long-term ability to provide a quality education is rooted in the stability of its funding and finances. By ensuring that our staff and community members have a clear understanding of funding and finance in relation to public education, we will be able to continue to provide a high quality education for all students in PISD while holding on to the traditions and pride that is PISD. By educating the community about school funding and empowering them to vote, we will create a better future by ensuring the hopes and dreams of, not only our current students, but our future students for years to come.

5.1 Strategy: Educate the community about school funding and finances.

Action Plans:

- **5.1** Explain how funding impacts PISD.
- **5.2** Communicate how the bond directly impacts my children, my family and my community.

5.2 Strategy: Empower and engage the community to make an informed voting decision.

Action Plans:

- **5.2.1** Educate the community to explain that the ISD's tax rate will not increase as a result of the bond passage.
- **5.2.2** Identify district-wide ways in which we can make it simple for the community to become educated, find factual information and vote.

6.1 Strategy: Provide a culture-rich environment to retain highly-qualified staff that is reflective of our community.

Action Plan: 6.1 Develop a culture of investment through incentives, training, mentoring and recognition that centers on longevity in the district.

6.2 Strategy: Consistently review budget processes to optimize the operation of district facilities.

Action Plan: 6.2 Create annual maintenance schedule for each school/facility to include a budget plan and staffing guidelines.

COMMUNICATIONS & COMMUNITY PARTNERSHIPS Strategy

Communication is key to creating understanding both inside the school and outside in the community. When stakeholders know what is going on in the district and on the campuses, they can better partner with the district to support students and staff. PISD is committed to a growing, transparent communication that provides opportunities for businesses, parents and community members to become active participants in the school environment.

7.1 Strategy: Engage stakeholders in meaningful interactions that increase awareness and opportunities for partnerships.

Action Plans:

- **7.1.1** Create an "adopt a school" program that will give stakeholders an opportunity to work with specific schools and meet the needs of those schools.
- **7.1.1** Create a plan to work with realtors and home builders to increase their knowledge of PISD programs and schools.

7.2 Strategy: Design a communication plan that transcends state and national mandates and reflects local values and expectations for all stakeholders.

Action Plans:

- **7.2.1** Obtain a unified district application (app) that conveys school, student and parent information through channels that can be subscribed/unsubscribed to by users.
- **7.2.2** Create a digital and print copy of a PISD magazine to convey our identity to external stakeholders.

STRATEGIC PLANNING COMMITTEE

Beliefs, Vision & Plan

Prosper ISD School Board

Strategies & Action Teams

Innovative Learning Members

Dawnda Daniel - Parent/Community
Karen Kidd - Director of Curriculum
Kardel Miller - Principal
Glenda Dophied - Principal
Wendy Kruse - Parent/GT Specialist
Emily Kopeck - GT Specialist
Mike Uber - Parent/Community
Jill Mitchell - Parent/Community
Whitney Brown - Parent/Community
Nate Jacobs - Parent/Teacher
Lauren Hodum - Parent/Teacher

Social & Emotional Health Members

Andrea Graham - Parent/Community
Sarah Feuerbacher Wells - Parent/Community
Merydith Melton - Parent/Community
Kelly Hernandez - Teacher
Prasadika Arangalla - Parent/Community
Sarah Sullivan - Teacher
Debra Hurbough - Counselor
Machelle Scogin - Principal

Human Resources Members

Haley Stelly - Principal
John Burdett - Principal
Jason Jetton - Asst. Principal
Christine Buys - HR Coordinator
Kristen Patterson - Asst. Principal
Karla Rodriguez - PISD Police Officer
Robyn Kovarik - Parent/Teacher
Beth Bish - Parent/Teacher
Jaclyn Byrom - Parent/Community
Shannon Ta - Parent/Community

Facilities Members

Ron Caldwell - Director of District Services
Tiffany Johns - Principal
Valerie Little - Athletic Director
Jeff Smith - Asst. Athletic Director
John Alstrin - Director of Bands
Josh Brown - Parent/Community
Kim Davis - Parent/Community

Funding & Finance Members

Alissa Andrews - Principal
Jennifer Dejong - Teacher
Mya Peterson - Student
Deidra Busbee - Parent/Community
Loren Busbee - Parent/Community
Stacey Heischman - Parent/Community
Alex O'Brien - Teacher
Dustin Toth - Asst. Principal
Rusty Craig - Director of Business Services
Alan Rice - Teacher
Dedrick Buckels - Asst. Principal
Arya George - Student
Brenton Cross - Community
Kelly Cavender - Parent/Community

Communications & Community Partnerships Members

Nick Jones - Asst. Principal
Jessica Mullins - Teacher
Lindsey Leeper - Curriculum Designer
Gina Brock - Receptionist
Keith Kirkland - Professional Learning Admin.
Julio Torres - Community
Michael Hatch - Teacher/Community
Lainie Ereno - Parent
Ji-Yeon Yu - Parent
Mike Labunski - Parent
Nico Ray - Student

Prim Bava - Parent/Community
Vincent Dawes - Community
Lacey Kuehn - Teacher
Seth Rutledge - Advanced Academics Coordinator
Leilani Bonds - Teacher
Sharon Sovereign - Teacher
Meredith Bell - Curriculum Designer
Ashley Pontarelli - Design Coach
Trent Turner - Curriculum Designer
Kenyetta Pettaway - Community

Alexis Webb - Director of Program Eval & Curriculum Support
Jen Sanchez - Parent/Community
Jill Beitel - Community
Jen Lutes - Community
Mickey Gunn - Community
Tracy McCurry - Administrative Assistant
Cindy Parker - Secretary
Josh Long - Community

Nicholas Miller - Parent/Community
Jane Davis - Parent/Community
Bernadette Gerace - Human Resources Director
Stephanie Romero - Teacher
Cyndi Lee - Teacher
Lexi King - Teacher
Michelle Askew - Teacher
Willard Hart - Community
Aimee Stanton - Curriculum Designer

Kris Wilson - Parent/Community
Patrick O'Neil - Director of Instructional Media
Todd Shirley - Principal
Greg Bradley - Assistant Superintendent
Blair Hickey - Executive Director of Special Education
Marisol Balderas - Asst. Principal

Melissa Weiss - Asst. Principal
Jacqueline Wrightsil - Parent/Community
Cole Kindiger - Student
Shelly Spears - Principal
Kimberly Newman - Asst. Principal
Christy Smith - Teacher
Nicole Nunn - Teacher
Jill Sentlingar - Parent/Community
Gwen Ray - Parent/Community
Karen Walker - Community
Kari Roan - Curriculum Designer
Drew Watkins - Superintendent
Amy Limas - Community
Drew Wilborn - Community



Strategic Plan

2019-2025

Prosper Independent School District

AT PROSPER ISD...

We BELIEVE

- **Students are first** in all decisions
- In **valuing all students** and their success and well-being
- In **innovation** in curriculum and technology
- In being intentional in **creating opportunities** that will **propel students forward**
- In recruiting, hiring and retaining employees with the **Prosper heart**
- In the **importance** of a supportive and demanding **community**
- In our commitment to our **Graduate Profile**
- In protecting our **small-town feel**
- In providing a **safe and nurturing environment** for students and staff
- Our success is grounded in tradition

Our VISION

Grounded by **Tradition**, Soaring to **New Beginnings**.

Our MISSION

The mission of PISD is to develop and graduate motivated, academically prepared individuals with the strength of character to make contributions to a rapidly changing society through an educational system that maintains high expectations, provides quality instruction and establishes a safe, orderly learning environment in the community that lives its name.

Strategic Planning PROCESS

Strategic planning is thoughtful, purposeful planning developed by district stakeholders. An effective Strategic Plan encompasses all facets of an organization and determines the organization's long-term goals and the actions to take to accomplish these goals. Strategic Planning will truly influence the future by establishing a measurable plan and developing the accountability to ensure that the plan is followed. The PISD Strategic Planning Committee met on May 8-9, 2018 for the Strategic Planning Retreat where members worked on the District Mission, Vision and Belief statements. Members then decided upon the Strategic Objectives and were broken into committees to work on their respective strategies. Each Strategic Objective Committee met a minimum of two times in person in addition to online collaboration to develop the final Strategic Objective Statements as well as the Corresponding Action Plans.

STRATEGIC PLAN

INNOVATIVE LEARNING Strategy

Growth happens most when we are uncomfortable and find struggle in our endeavors. PISD is committed to providing an educational environment that fosters growth in teachers and students alike through risk-taking, productive struggle, feedback, observation, collaboration and communication. Establishing a growth-mindset culture in PISD allows for the development of realistic expectations of what it takes to succeed in the world at large ultimately resulting in increased, authentic, transferable student and teacher learning. Ultimately, these action plans will increase student achievement and boost teacher morale.

1.1 Strategy: Foster a culture of risk-taking and productive struggle for both students and educators.

Action Plans:

- **1.1.1** Identify ways to promote feedback that encourages risk-taking and values the learning process that fosters a growth mindset.
- **1.1.2** Design communication to all stakeholders about the strategic initiative focus of valuing the learning process.
- **1.1.3** Continue to promote and value traditions through a safe environment that recognizes struggles and encourages individual growth.

1.2 Strategy: Provide opportunities for observation, collaboration, and communication among educators.

Action Plans:

- **1.2.1** Establish a comprehensive district support system to encourage collaboration and retention of employees while keeping grounded in our tradition.
- **1.2.2** Implement processes and support structures to ensure efficiency and effectiveness of collaborative planning.
- **1.2.3** Support teachers in using various strategies to enhance styles of individual learners in the classroom.

SOCIAL & EMOTIONAL HEALTH Strategy

Human connection is a key component to positive emotional health and personal growth. PISD is committed to the belief that a sense of belonging to a greater community improves an individual's motivation, health, and happiness. PISD is committed to ensuring a positive social emotional health for the whole child believing that Social Emotional Learning is a valuable investment in PISD students' futures but that it will also add to the overall well-being of PISD staff members. Ultimately, these action plans will help to meet the goal that all PISD students graduate ready to be contributing members of society in whatever capacity they choose.

2.1 Strategy: Create formal and informal social and emotional systems for establishing personal connections and understanding of the Prosper culture and traditions across the campus and district levels.

Action Plan:

- **2.1** Implement an intentional, standardized district plan that focuses on Social and Emotional Health while allowing autonomy to meet campus needs.

2.2 Strategy: Cultivate opportunities to unite staff, students and families to reinforce traditions and develop a sense of belonging.

Action Plan:

- **2.2** Impact the sense of connection within all PISD students, families and staff.

HUMAN RESOURCES Strategy

The quality of instruction provided in a classroom or on a campus is directly correlated to the quality of educational professionals providing the collaborative service. To this end, PISD is committed to recruiting and hiring the best educators available. Studies have found that students in same race teacher classrooms have reported higher levels of personal effort, postsecondary motivation, academic engagement and higher achievement. As Prosper grows and diversity increases, our students deserve the opportunity to have a multicultural education provided through a diverse demographic of staff members. HR and campus administration must, then, focus on developing a marketing solution that will target the hiring and retention of a diverse group of highly qualified educators that more closely mirror the cultural diversity of the student population while embedding ongoing cultural training into required professional development.

3.1 Strategy: Create a plan to increase cultural responsiveness through ongoing professional learning with all staff.

Action Plan:

- **3.1** Embed ongoing cultural training into district required professional development.

3.2 Strategy: Develop an intentional recruiting plan that reaches a diverse group of highly qualified employees.

Action Plan:

- **3.2** Create a marketing solution that will target the hiring and retention of a diverse group of highly qualified employees.

FACILITIES Strategy

During times of rapid growth, one of the first areas to be impacted is the organizational facilities. Whether considering schools over capacity or not enough program facilities to meet the growing needs of student involvement, facilities are a focal point that must be assessed. PISD is committed to providing high quality learning facilities for our students and staff while also developing a solid plan for creating equity and efficiency in regards to programs and facility use in a time of such rapid growth.

4.1 Strategy: Develop a plan that ensures that facilities reflect community expectations and student needs.

Action Plan:

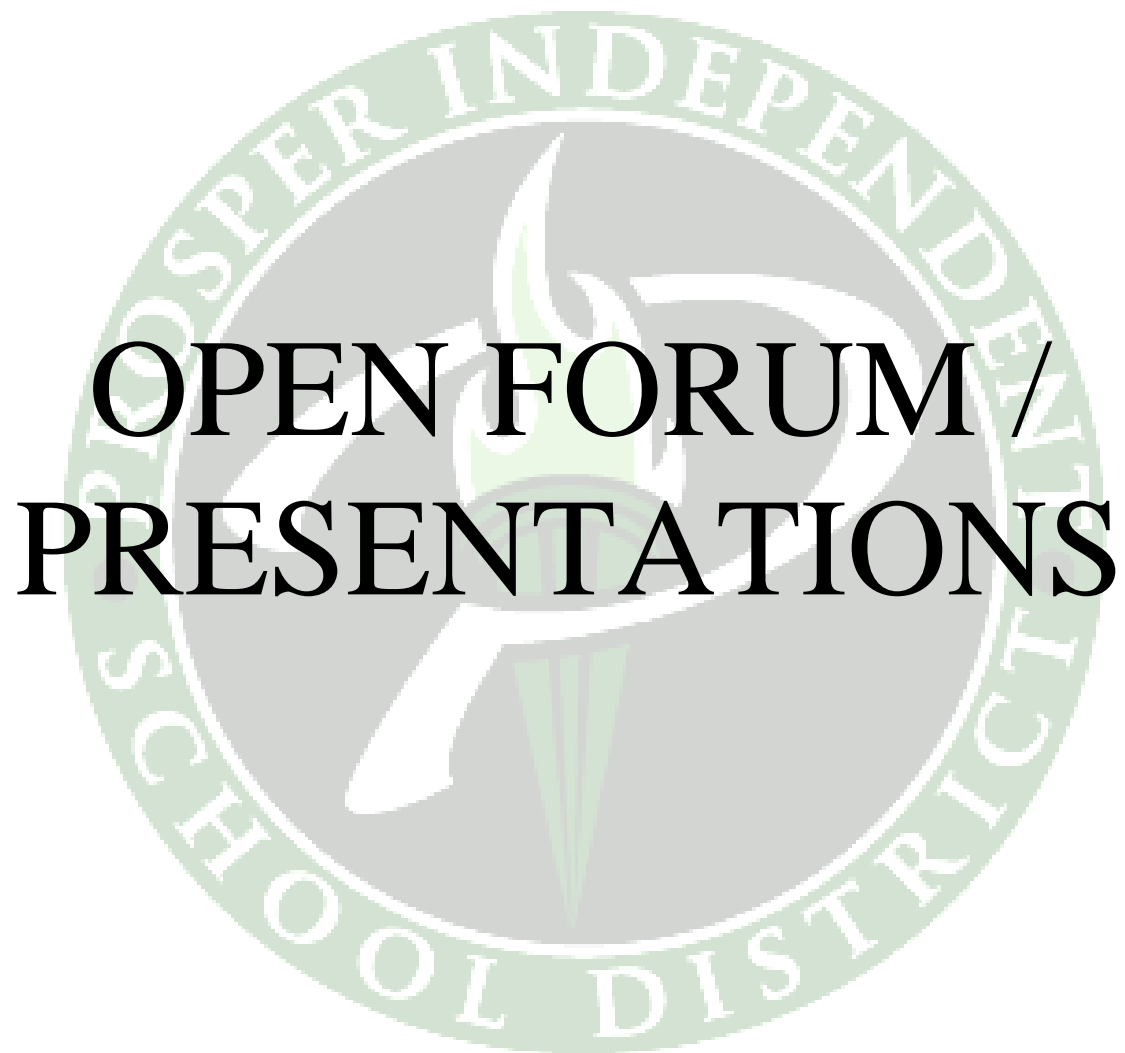
- **4.1** Create vehicles for input from all stakeholders in new construction, renovations and improvements.

4.2 Strategy: Develop a plan for capital improvements for all facilities.

Action Plan:

- **4.2** Create a Facilities and Maintenance Improvement Review Committee to make recommendations for future renovations and improvements.





OPEN FORUM / PRESENTATIONS



CONSENT AGENDA

Item 5: Consider action on approval of the Consent Agenda as included in your board packet (minutes, enrollment information, and construction update).

BOARD UPDATE

PROSPER INDEPENDENT SCHOOL DISTRICT



NEW ELEMENTARY SCHOOL #14

AS OF OCTOBER 2020

WORK COMPLETED AND ONGOING:

Site

- Completed storm inlet tops
- Removing temp road on west side; Continuing to back fill behind curbs
- Completed drive C
- Continuing underground (pull boxes) around building
- Co-serv has verified conduits to transformer pad
- Temporary power installed by October 2
- Final power design is being completed and should have in hand in the next two weeks
- Fire lanes have been striped and painted
- Fire marshal has given us permission on all areas for vertical construction
- Tornado shelter coordination meeting with Huckabee completed by October 12
- Underground electrical/plumbing/fire sprinkler has been completed

Main Building

- Started ICF walls – Area 4
- Slab poured – Area 3; Control lines on slab has been establish
- Plumbing lay out in restrooms and installing carriers to support sinks – Area 3
- Slab poured – Area 2
- Water cure started – Area 2
- Pier caps have been completed – Area 1
- Void boxes to begin being set – Area 1
- Slab steel to be installed – Area 1
- Slab pour to be completed – Area 1

TWO WEEK LOOK-AHEAD:

- Pipe bollards on site for dumpster area
- Grade and lime dumpster area
- Slab pour – Area 2; Continue prepping – Area 1
- Form up and set anchor bolts at front canopy
- ICF concrete pours
- Pour remaining inlet tops on drive C
- Pogue to move trailer from landscaped areas
- Irrigation to begin installation

BOARD UPDATE

PROSPER INDEPENDENT SCHOOL DISTRICT



NEW ELEMENTARY SCHOOL #14 (CONTINUED)

AS OF OCTOBER 2020

Aerial - Looking Northeast



Aerial - Looking Northwest



Aerial - Looking Southeast



Aerial - Looking Southwest



BOARD UPDATE

PROSPER INDEPENDENT SCHOOL DISTRICT



NEW ELEMENTARY SCHOOL #14 (CONTINUED)

AS OF OCTOBER 2020

Fire Lane Complete



Grade Beams and Plumbing at Shelter



BOARD UPDATE

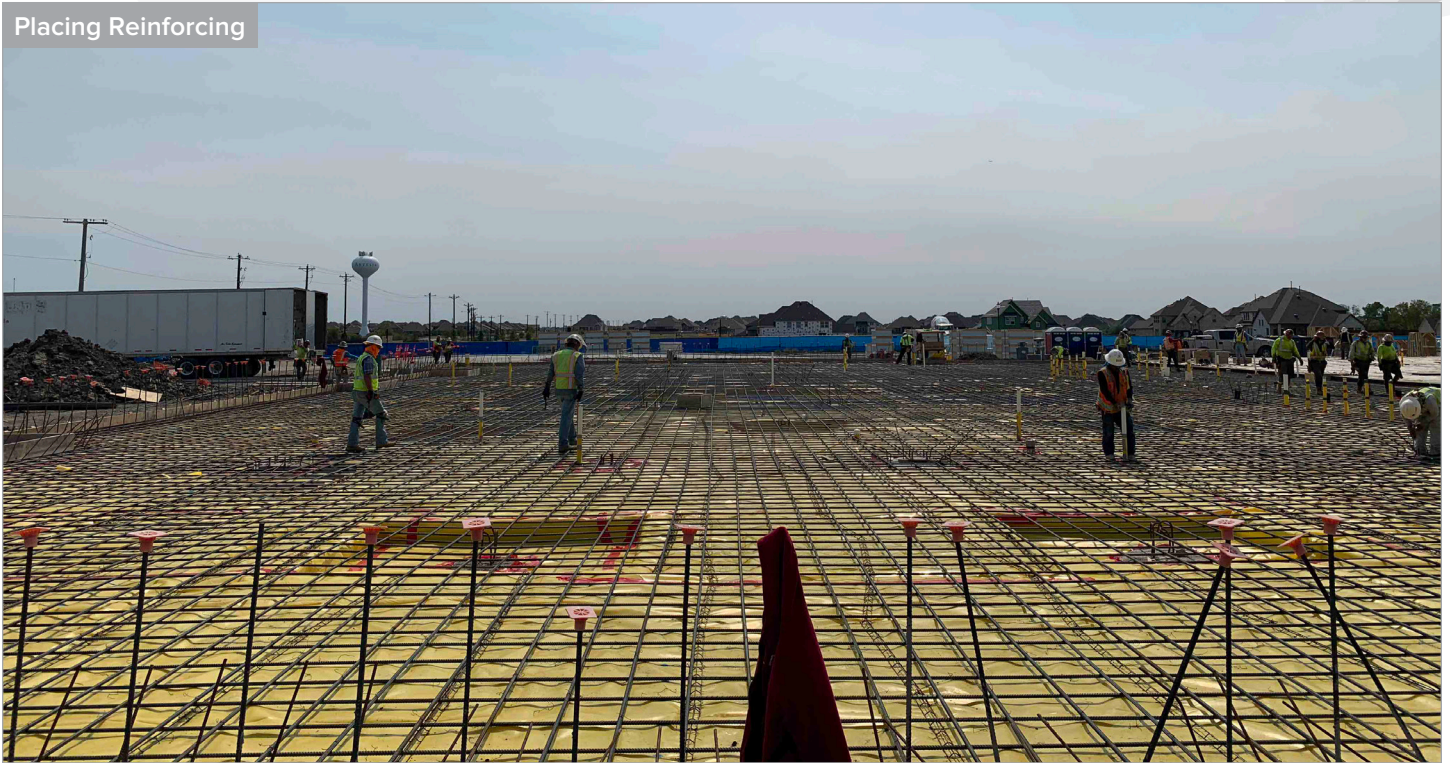
PROSPER INDEPENDENT SCHOOL DISTRICT



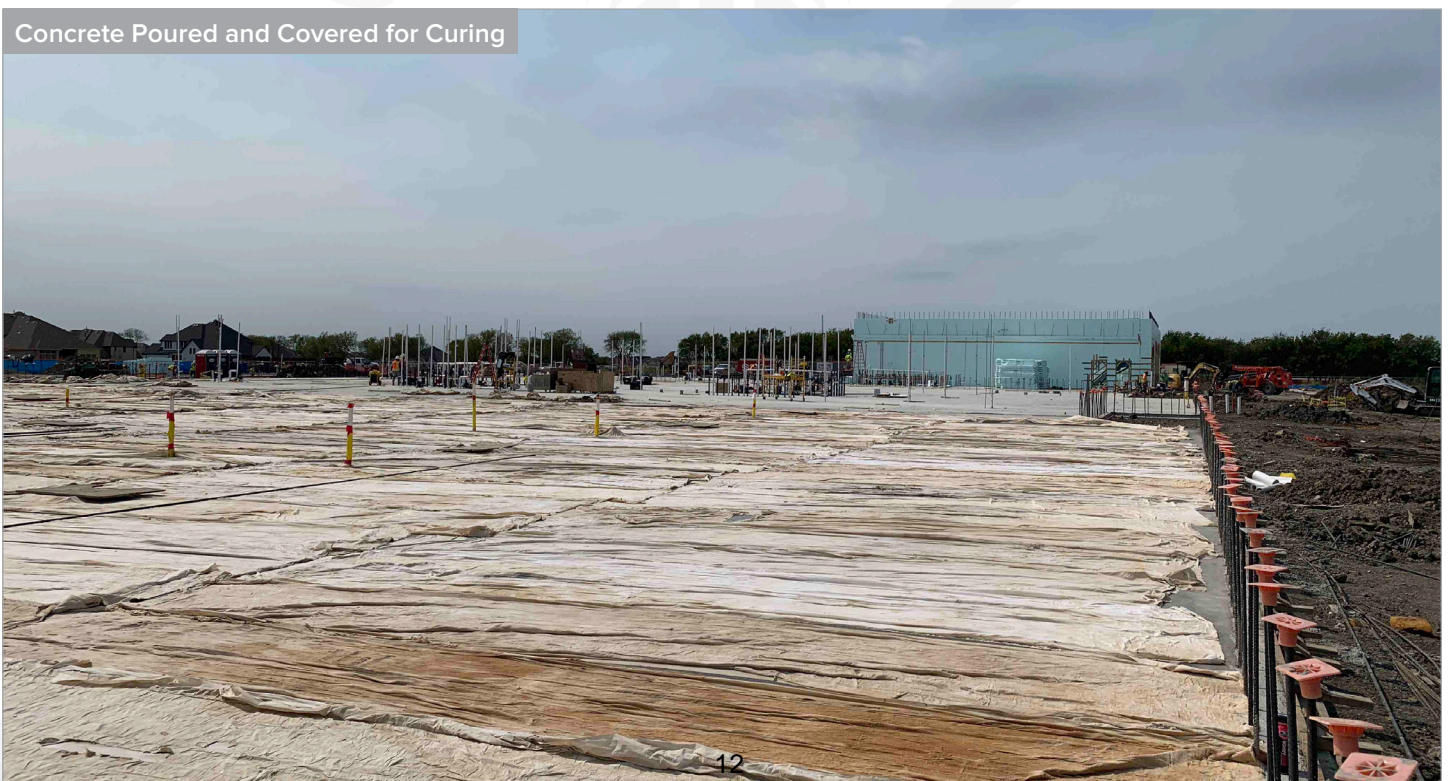
NEW ELEMENTARY SCHOOL #14 (CONTINUED)

AS OF OCTOBER 2020

Placing Reinforcing



Concrete Poured and Covered for Curing



BOARD UPDATE

PROSPER INDEPENDENT SCHOOL DISTRICT



NEW ELEMENTARY SCHOOL #14 (CONTINUED)

AS OF OCTOBER 2020

ICF Exterior Walls at Kitchen



ICF Wall Erection and Bracing



BOARD UPDATE

PROSPER INDEPENDENT SCHOOL DISTRICT



NEW ELEMENTARY SCHOOL #14 (CONTINUED)

AS OF OCTOBER 2020

ICF Interior Wall at Cafetorium



Plumbing for Multi-User Restroom near Cafetorium



BOARD UPDATE

PROSPER INDEPENDENT SCHOOL DISTRICT



NEW ELEMENTARY SCHOOL #13

AS OF OCTOBER 2020

WORK COMPLETED AND ONGOING:

Main Building

- SWP3 was installed on 9/25/2020
- Huckabee Pre-Construction meeting was held on 9/29/2020
- Test Piers are being completed 10/1/2020 with Miller Sierra and Alpha Testing
- Building corners are being established 10/1/2020
- Onsite Civil Pre-Construction meeting is scheduled for 10/2/2020 @ 10:30am onsite
- Dirt work equipment will be mobilized on 10/2/2020
- After the onsite Pre-Construction meeting and SWP3 inspection is completed on 10/2/2020 Pogue will have the green light to start construction.
- Dirt work contractor to start pushing dirt on 10/3/2020
- Building permit is ready to be picked up. Pogue will verify any fees and pick up the building permit week of 10/5/2020
- Utility contractor is working on submittals and will start mid-October
- All major trades have been issued contracts

TWO WEEK LOOK-AHEAD:

- Site grading
- Pad grading
- Site utilities

BOARD UPDATE

PROSPER INDEPENDENT SCHOOL DISTRICT



NEW ELEMENTARY SCHOOL #13 (CONTINUED)

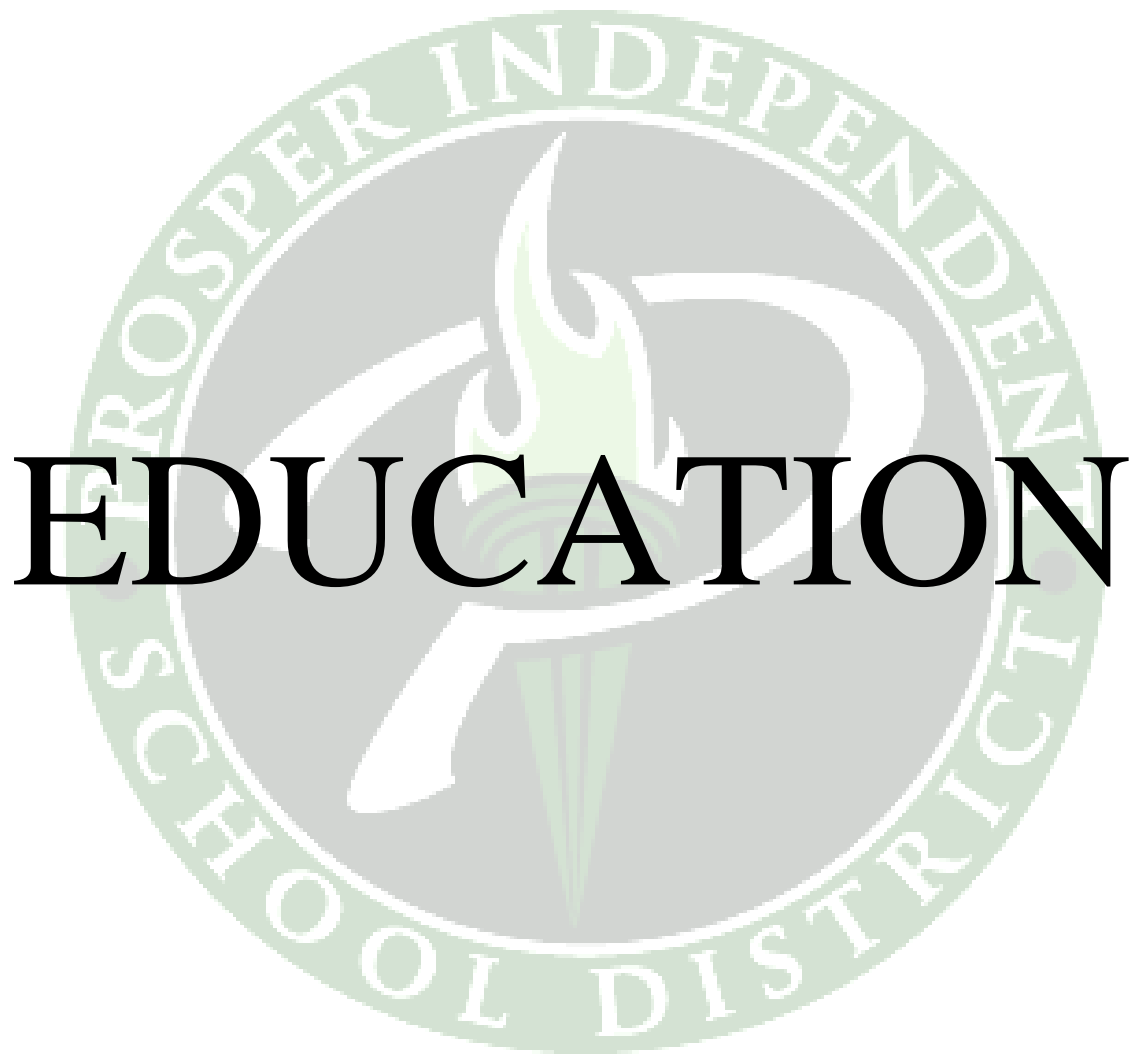
AS OF OCTOBER 2020

Site Erosion Control



Site Mobilization





EDUCATION



Item 7A: Consider action on approval of the
Financial/Investment/Tax Reports.

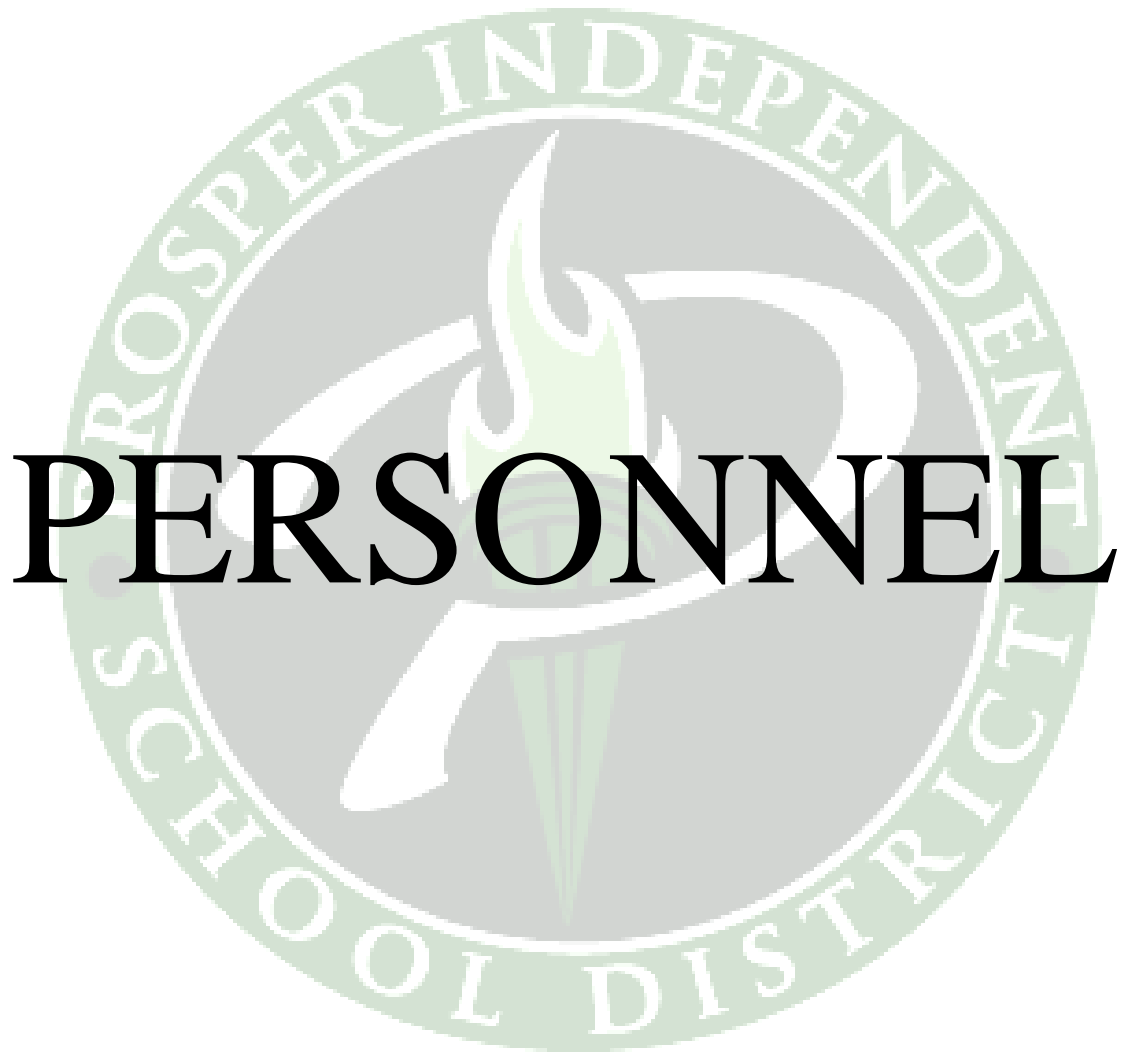
Item 7B: Consider action on approval of any budget amendments.

EXECUTIVE SESSION

The School Board may conveniently meet in such closed or executive meeting or session concerning any and all purposes permitted by the Act, including, but not limited to the following sections and purposes:

- 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.**
- 551.076 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.**
- 551.083 Considering the standards, guidelines, terms or conditions the Board will follow, or will instruct its representatives to follow, in consultation with representatives of employee 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 or executive meeting or session, then the final action, final decision, or final vote shall be either the open meeting covered by the Notice upon the reconvening of the public meeting or at a subsequent public meeting of the School Board.



Prosper ISD Educator Profile

The collective stakeholders and communities that serve Prosper ISD strive for the Prosper ISD Educator to be a model for the students of the district in their academic abilities and drive, in their constant pursuit of challenges and learning opportunities, in their well-rounded experiences, in their fair and respectful treatment of others, and in their contributions towards the community through their involvement.

1 EXHIBITS ACADEMIC READINESS

The Prosper ISD Educator provides a challenging curriculum to the student, helping him or her to pursue academic success in all levels of education, culminating in a successful transition to college, career or the workforce. The educator provides classroom experiences that match the student's strengths and interests, as well as challenges the mind, imagination, feelings and social skills. The educator encourages the student to think critically and to express ideas clearly through multiple expressions in order to develop an academic skill set that allows for mastery of appropriate and rigorous coursework. The educator models self-discipline, initiative, creativity and personal integrity.

2 SEEKS THE OPPORTUNITIES & CHALLENGES OF LEARNING

The Prosper ISD Educator provides the student with opportunities to learn and grow as well as be reflective and self-evaluative through a diverse background of formational experiences. The educator offers a safe haven for the mistakes and false starts inherent in learning, teaching the student that intellectual risk-taking and resiliency are necessary for growth. The educator enables growth in an ever changing digital learning and global society. Further, the educator treats the student with respect and dignity. The educator models this by seeking opportunities for their own growth personally and professionally.

5 DEMONSTRATES WELL-ROUNDED CHARACTERISTICS

The Prosper ISD Educator appreciates the variety of talents and gifts that each student displays, providing opportunities for the student to excel in areas of interest, which may include: art, music, UIL, the stage, career training, and the athletic fields. The educator promotes aesthetic and physical development as essential to an education and supports activities in the competitive arena that promote teamwork, leadership, responsibility, integrity, humility, and physical and emotional fitness. The educator models this by getting involved in supporting student growth as a sponsor, coach or facilitator in areas of enrichment. The educator also models physical and emotional health through their daily habits.

3 VALUES HONORING & RESPECTING OF OTHERS

The Prosper ISD Educator displays honor in his or her actions and words. The educator stresses and models the importance and use of Respect, Encouragement, Appreciation, Communication and Honor, respecting differing ideas and opinions while clinging to their own values. The educator conscientiously chooses to act in accordance with the principle, "Treat others as you wish to be treated" in their interactions with students, teachers, administrators, parents and community members in a variety of settings.

4 CONTRIBUTES TOWARDS COMMUNITY THROUGH INVOLVEMENT

The Prosper ISD Educator displays ethical thinking and ethical action in the classroom and on campus and lives the principle of responsibility to community, which is learned through involvement in a cause or service. The educator models for the student a desire to put others before self, responding in love and service to those in need and striving to move beyond self-interest or self-centeredness in relationships with others.





FUTURE BUSINESS