

Agenda of Special Meeting

The Board of Trustees Pilot Point Independent School District

A Special Meeting of the Pilot Point Independent School District Board of Trustees will be held October 19, 2026, beginning at 5:00 PM in the Pilot Point ISD Administration Board Room, 829 S. Harrison Street, Pilot Point, TX 76258.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice.

- 1. CALL TO ORDER / ROLL CALL**
- 2. PLEDGES TO THE FLAGS**
- 3. INVOCATION**
- 4. PUBLIC COMMENT**
- 5. DISCUSSION AND ACTION ITEMS**
 - A. Consider and take action to authorize the superintendent to negotiate and enter into a contract with an architecture firm responsive to RFQ dated September 24, 2026: REQUEST FOR QUALIFICATIONS, ARCHITECTURAL SERVICES, based on demonstrated competence and qualifications to perform the services for a fair and reasonable price.**
Casey Adam
- 6. TRUSTEE WORKSHOP**
 - A. Quarter 1 Round Table**
- 7. ADJOURNMENT**

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Pilot Point ISD

Quarter 1 Roundtable
October 19, 2026



Systems Perspective

Manage all components of your organization as a unified whole

Systemic

Well-ordered, repeatable, and exhibiting the use of data and information so that learning is possible, and processes can be continually improved.



Approach

Linked activities with the purpose of producing a product or service for a customer (user) within or outside your organization.



“85% of the reasons of failure are deficiencies in the **system** and **approach** instead of the employees. The role of the leader is to change the approach, not to badger individuals or employees to do better.”

*W. Edwards
Deming*

Systems Check

[Link](#) to current System Check (*click on link and download to see the colors*)

Yellow = reflection beginning of year 24-25

Blue = reflection beginning of the year 25-26

Purpose = reflection beginning of the year 26-27



Priority One: Student Achievement

- 1.1 Student Academic Growth & Achievement
 - BOY Assessments: Beginning of Year
 - Campus overview
 - Grade level comparison
- 1.2 Students are College and Career Ready
 - CCMR Data Update
- 1.3 Student Engagement & Well-Being



PPISD BOY Snapshot

ECC mClass BOY Data:

- 58.5% students at or above benchmark

Math BOY data: 52nd percentile

- 64% of students achieving at or above grade level- BOY

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Reading ELAR BOY data: 52nd percentile

- 61% of students achieving at or above grade level- BOY

Reading SLAR BOY data: 56th percentile

- 63% of students achieving at or above grade level- BOY



ECC mClass BOY Data

Level	Percentage of Student
Well Below Benchmark	28.5%
Below Benchmark	13%
At Benchmark	40.3%
Above Benchmark	18.2%



Math

Elementary- MAP BOY

School Profile		
Achievement Overview		
Pilot Point Elementary School Math K-12		
Grade	Achievement Fall 2026-2027 Median and Distribution	Number of Students
All Grades	55th 14% 18% 25% 28% 15%	486
Percentiles Key 1st - 20th 21st - 40th 41st - 60th 61st - 80th >80th		Rostered Fall 2026-2027 Tested Fall 2026-2027

ELAR

Grade	Achievement Fall 2026-2027 Median and Distribution	Number of Students
All Grades	50th 19% 21% 20% 25% 15%	486
Percentiles Key 1st - 20th 21st - 40th 41st - 60th 61st - 80th >80th		Rostered Fall 2026-2027 Tested Fall 2026-2027

SLAR

Grade	Achievement Fall 2026-2027 Median and Distribution	Number of Students
All Grades	56th 9% 28% 23% 19% 21%	124
Percentiles Key 1st - 20th 21st - 40th 41st - 60th 61st - 80th >80th		Rostered Fall 2026-2027 Tested Fall 2026-2027



Elementary- MAP BOY

Math- Grade Level

Grade ↑	Achievement Fall 2026-2027 Median and Distribution				Sort by	-- select an option --	Number of Students
Grade 2	45th	19%	26%	28%	17%	10%	132
Grade 3	61st	10%	15%	25%	29%	21%	110
Grade 4	60th	9%	16%	26%	35%	14%	124
Grade 5	58th	16%	15%	21%	31%	17%	120
Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th							Rostered Fall 2026-2027 Tested Fall 2026-2027



Elementary- MAP BOY

ELAR- Grade Level

Grade ↑	Achievement Fall 2026-2027 Median and Distribution				Sort by	-- select an option --	Number of Students
Grade 2	43rd	25%	21%	22%	15%	17%	132
Grade 3	55th	14%	26%	19%	26%	15%	109
Grade 4	57th	14%	22%	21%	29%	14%	124
Grade 5	51st	21%	19%	17%	30%	13%	121

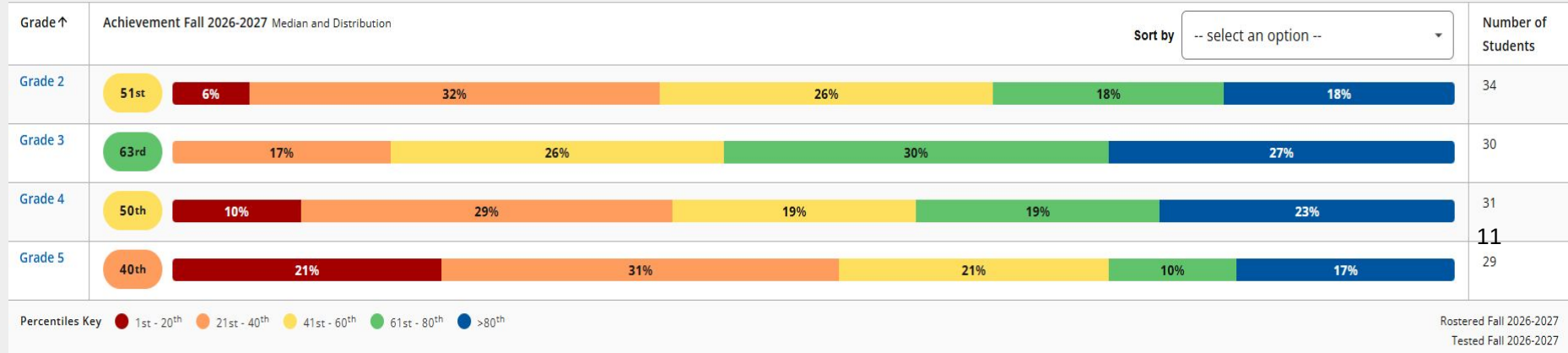
Percentiles Key ● 1st - 20th ● 21st - 40th ● 41st - 60th ● 61st - 80th ● >80th

Rostered Fall 2026-2027
Tested Fall 2026-2027



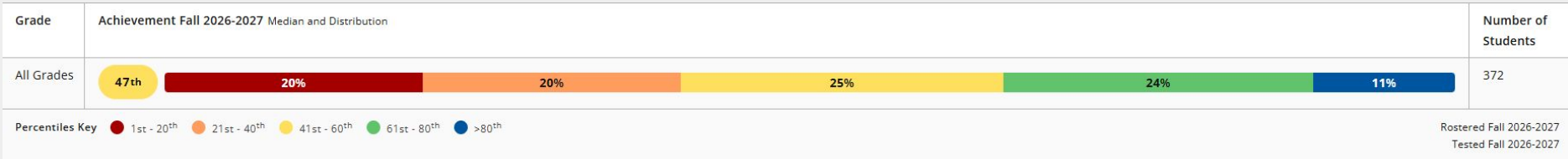
Elementary- MAP BOY

SLAR- Grade Level



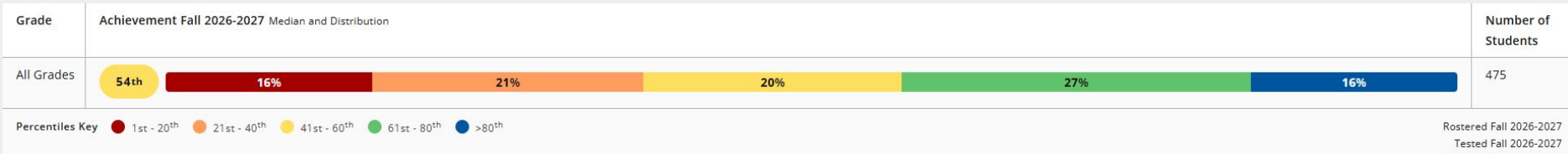
MS- MAP BOY

Math



ELAR

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MS- MAP BOY

Math- Grade Level

Grade ↑	Achievement Fall 2026-2027 Median and Distribution					Sort by -- select an option --	Number of Students
Grade 6	56th	12%	19%	30%	25%	14%	128
Grade 7	47th	24%	18%	24%	19%	15%	140
Grade 8	39th	26%	25%	18%	30%	1	104
Percentiles Key 1st - 20th 21st - 40th 41st - 60th 61st - 80th >80th							Rostered Fall 2026-2027 Tested Fall 2026-2027 13

Grade	Achievement Fall 2026-2027 Median and Distribution					Number of Students
All Grades	85th	11%	24%	65%		37
Percentiles Key 1st - 20th 21st - 40th 41st - 60th 61st - 80th >80th						



MS- MAP BOY

ELAR- Grade Level

Grade ↑	Achievement Fall 2026-2027 Median and Distribution					Sort by -- select an option --	Number of Students
Grade 6	48th	22%	14%	29%	26%	9%	128
Grade 7	52nd	14%	24%	28%	16%	18%	139
Grade 8	52nd	22%	19%	23%	21%	15%	140

Percentiles Key

1st - 20th21st - 40th41st - 60th61st - 80th>80th

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Rostered Fall 2026-2027

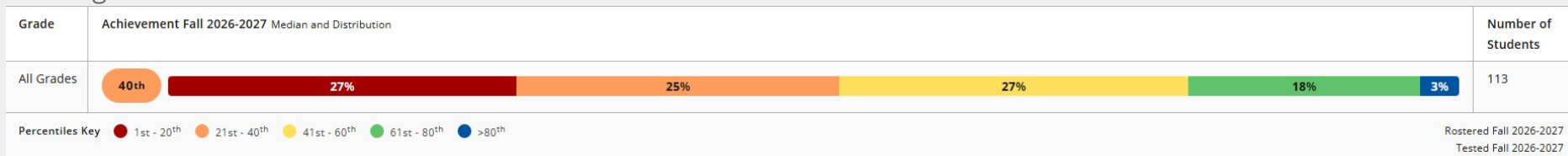
Tested Fall 2026-2027



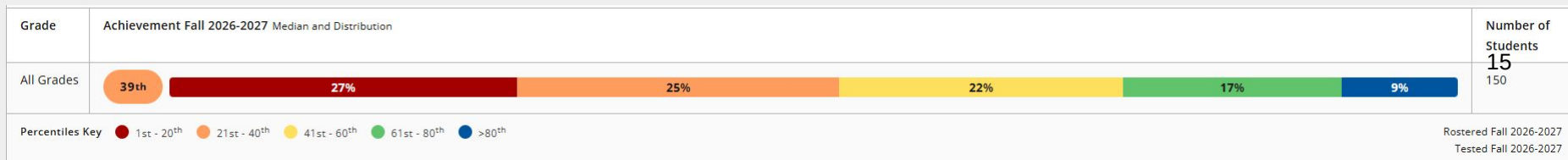
Math

HS- MAP BOY

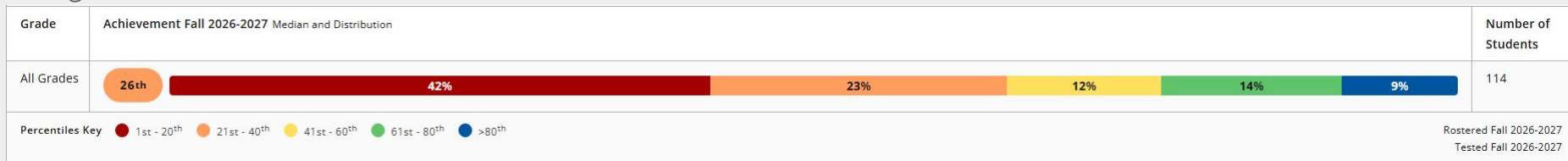
Alg. 1



Geometry



Alg. 2



HS- MAP BOY

ELAR- Grade Level

Grade ↑	Achievement Fall 2026-2027 Median and Distribution					Sort by -- select an option --	Number of Students
Grade 9	59th	16%	19%	17%	33%	15%	134
Grade 10	55th	12%	23%	22%	27%	16%	146
Grade 11	54th	17%	21%	19%	25%	18%	96
Grade 12	51st	18%	21%	23%	22%	16%	16 99
Percentiles Key ● 1st - 20 th ● 21st - 40 th ● 41st - 60 th ● 61st - 80 th ● >80 th							
							Rostered Fall 2026-2027 Tested Fall 2026-2027



Nationally Normed Percentiles

	Math Achievement	ELAR Achievement	SLAR Achievement
Elem	55th	50th	56th
MS	47th	54th	NA
HS	40th- 39th- 26th	54th	NA

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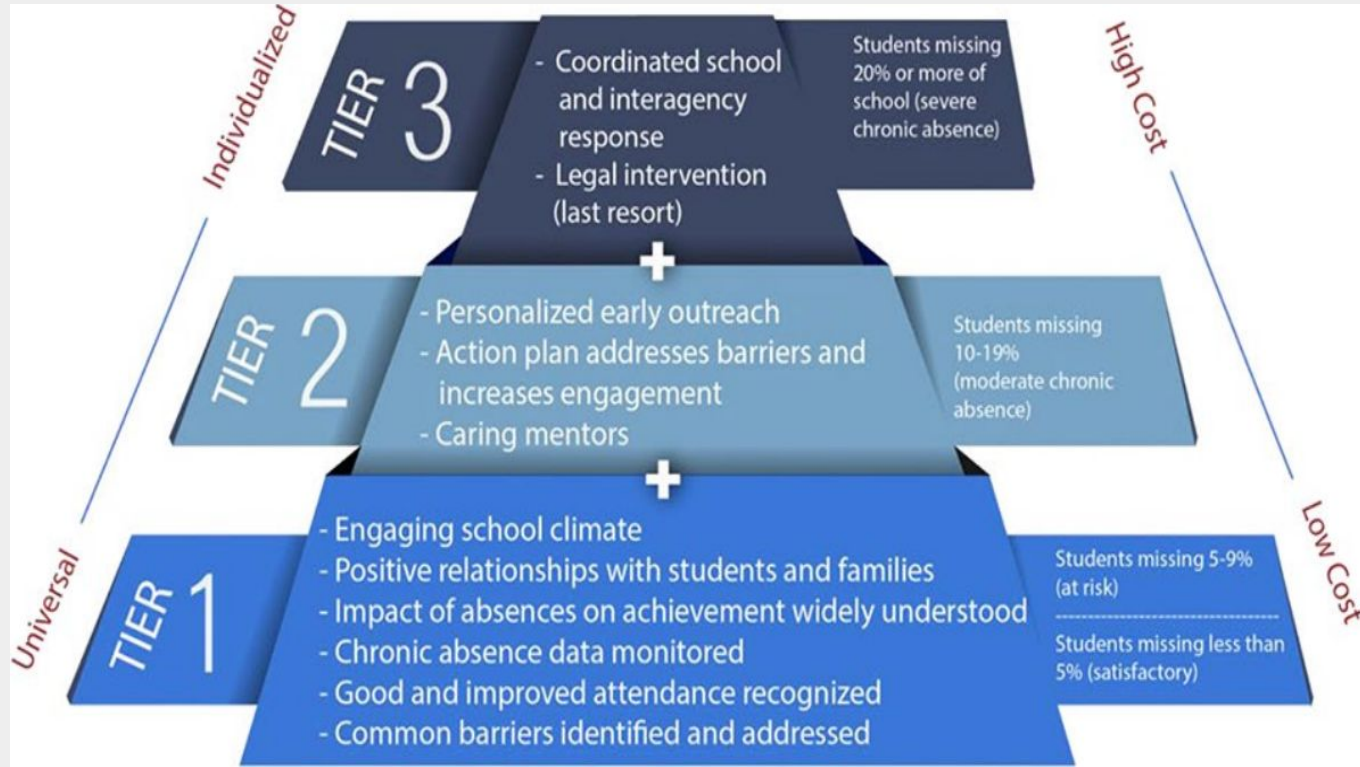
CCMR/ Higher Education Data

Data	Previous Year	Most Current Data
Honors Classes Offered	2026: 9	2027: 10
AP/Dual Credit Classes Offered	2026: 22	2027: 30
IBCs Earned	2025: 106	2026: 125
Successful TSI Exams	2025: 28	2026: 109
ACT/SAT/PSAT	2025: 173	2026: 204
ASVAB/Military	2025: 10	2026: 5

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Student Engagement & Well-being: ATTENDANCE



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Student Engagement & Well-being: ATTENDANCE

Tier 1 – Universal Prevention (for all students)

- SEL & Trauma-Informed Training (staff)
- Clear Attendance Policy (posted, explained)
- Automated Daily Attendance Alerts (parents notified)
- PBIS Attendance Incentives (recognition/rewards)
- Data Dashboard (school wide attendance monitoring)
- Announcements (shot, non-judgmental blips)

Tier 2 – Targeted Early Intervention (at-risk students)

- Weekly Attendance Review (identify <90% attendance)
- Personalized Parent Contact (scripted calls/texts)
- Teacher Check-Ins / Mentor Assignment
- Attendance Support Plan (document barriers + solutions)
- Small-Group SEL/Skill-Building Sessions
- Home Visits (by counselor/liaison)

Tier 3 – Intensive & Legal Intervention (chronic truancy)

- Formal Truancy Meeting (student + parent + admin)
- Interagency Referral (social services, mental health)
- Case Management Documentation (ongoing₂₀ tracking)
- Legal Notice Letters (state-compliant, escalating)
- Court Diversion or Truancy Board (before legal filing)
- Final Legal Action (juvenile court, if all else fails)



Student Engagement & Well-being: ATTENDANCE

Over the past few years Pilot Point ISD has maintained a firm emphasis on the importance of attendance. We thank the hard work of our students, staff, families and leadership for their commitment to this initiative. As a result of that work we have maintained an average attendance rate of 95% or above Pre-K-12. Here's how the district has performed each year based on mid-September samples:

2023-2024	2024-2025	2025-2026	2026-2027
95.12%	95.29%	95.31%	95.07%

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Student Engagement & Well-being: CONNECTEDNESS

Connectedness in schools refers to the sense that students feel belonging, support, and meaningful relationships with peers, teachers, and the school community. Its importance is backed by research and has profound effects on academic, social, and behavioral outcomes.

Academic Engagement and Achievement

Feeling connected helps students attend school and stay motivated in class.

Social-Emotional Development

Clubs teach teamwork, communication, and emotional skills.

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Reduced Risk Behaviors

Connected students are less likely to skip school or engage in risky activities.

Sense of Identity and Belonging

Being part of a club helps students feel valued and included.

Improved Retention and Graduation Rates

Students engaged in school are more likely to stay in school and graduate.

Bridge Across Communities

Clubs connect students from different backgrounds and encourage understanding.



Student Engagement & Well-being: HIGH SCHOOL CLUBS AND ORGANIZATIONS

Academic UIL - 25
Athletic Training - 16
Band - 109
Baseball- 23
Bass Fishing - 8
Boys Basketball - 28
Girls Basketball - 24
Cheerleading - 23
Cross Country - 26
FFA - 475
Football - 82
E-Sports - 14

Golf - 20
National Honor Society - 64
One Act Play - 22
Powerlifting - 15
Softball - 16
Shooting Team - 11
Soccer - 48
Student Council - 20
Tennis - 32
Track - 65
Volleyball - 28
Wrestling - 17
Yearbook - 8

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Student Engagement & Well-being: MIDDLE SCHOOL CLUBS AND ORGANIZATIONS

Academic UIL - 70
Band - 163
Boys Basketball - 30
Girls Basketball - 30
Cheerleading- 20
Cross Country -25
Crochet Club - 25
FCA - Varies
FFA - 52
Football -75

National Jr. Honor Society - 70
Shooting Team - 7
Girls Soccer - 20
Boys Soccer - 20
Student Council - 15
Track and Field - 80
Volleyball - 30
Yearbook - 4

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Student Engagement & Well-being: ELEMENTARY SCHOOL CLUBS AND ORGANIZATIONS

Academic UIL - 110

Lunch Bunch - 25

Bearcat Crew - 11

25



Student Engagement & Well-being: Counseling

Personnel:

The high school has two professional school counselors, while the elementary school (ES), middle school (MS) and early childhood center (ECC) have experienced, fully certified counselors who are specifically focused on working with their respective age groups.

Training:

- **ISD Staff:** Prior to Sept 30: Approximately 93% all four campuses had completed the mandated mental health modules. Prior to the first day of school: Approximately 49% of all four campuses had completed the mandated mental health modules.
- **Counseling Department:** Counselors and Principals met with TxSP in July beginning the process of collecting data as we continue to pursue excellence in the Texas Model for Comprehensive Counseling Programs. Counseling Dept Newsletters continue to go out each quarter in addition to monthly newsletters from each campus as needed. Counselors are receiving training each month during their department meetings. Completed - Suicide Prevention and the School Counselor's Role & District Crisis Response Team



Student Engagement & Well-being: Counseling

Other Initiatives:

- Plans are underway to enhance and expand the yearly College and Career Fair as we continue to partner with Pilot Point Works. The goal this year is to expand our reach to more students at the secondary level and include the parents/families.
- Principles of Ag is now an elective at PPMS with approximately 50 students signed up. This offers the students an opportunity to begin their endorsement pathway early.
- Senate Bill 12 Consent is now part of the registration process - freeing up time for the counseling staff to work more with students and programs.
- Routine Presentations with The Grant Halliburton Foundation are underway on each campus helping students reach their full potential.
- CCMR testing, (PSAT, ACT, SAT, TSI, ASVAB) is being offered more frequently with more participation than last school year. Communication surrounding college readiness has increased with positive feedback from all parties.

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Goals at a Glance

Objective	Target	Q1 2025–26	Q1 2026–27
2.1 Recruitment – Job Fairs	100% attendance	100%	100%
2.1 Recruitment – Childcare	100% student retention, 75% staff retention	96% student retention	100% student retention
2.2 Staff Retention – Turnover	Reduce from 34% to 19%	22% (2024–25)	18.8% (Spring 2026)
2.2 Staff Retention – Survey	Increase participation from 71% to 90%	79%	71%
2.3 Professional Development	Increase satisfaction from 48% to 85%	57%	50%

2.1 Recruitment of Staff



Teacher Incentive Allotment

Data capture year

29

Eligible teachers

13

Proposed for designation



Employee Daycare

Fully staffed

9

Staff members
(up 2)

30

Students
enrolled

100%

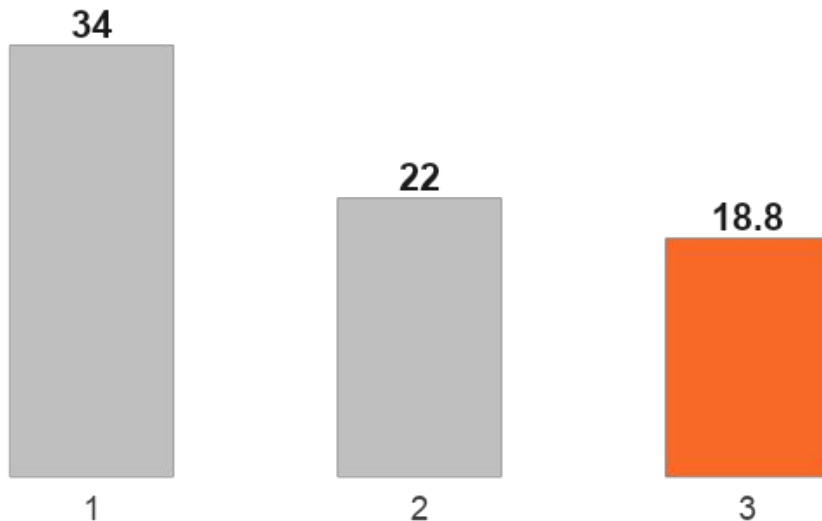
Students retained
from last year

29

New daycare director hired and doing a phenomenal job.

2.2 Retainment of Staff

Teacher Turnover Rate



18.8%

Teacher turnover, Spring 2026

Below the 19% goal; down from 22%
30

71%

Staff survey participation

Goal: 90%

Recognition & Staff Development

2.2 District Employee Recognition



Adopt a Bearcat

25 community and staff members participating



Alpaca Pulse Surveys



Bearcat Shout Outs



Employee of the Month



Teacher of the Year



2.3 Develop Staff

50%

Satisfaction with professional development

Down from 57% (Q1 2025–26)
Goal: 85%

Goals at a Glance

Objective	Target	Q1 2025–26	Q1 2026–27
3.1 Parent Survey Response	30% response rate	12% (Fall 2025)	24% (Fall 2026)
3.1 Parent Satisfaction	90% satisfaction	67% (Fall 2025)	63% (Fall 2026)
3.2 Social Media Performance	145K views, 2.6K interactions, 23K reach	296.1K views, 6.5K interactions, 25K reach	625K views, 58K interactions, 79.3K viewers ³²
3.2 Community Survey	30% participation	—	—
3.2 Community Partnerships	10 partnerships	—	—
3.3 Government Relations	100% city meeting attendance	Regular attendance maintained	Regular attendance maintained

3.1 Parent & Family Engagement

24%

**Parent survey response,
Fall 2026**

Doubled from 12% in Fall
2025

Goal: 30% (revised from
85%)

63%

**Satisfaction with district
communication, Fall 2026**

67% in Fall 2025
61% in Fall 2024

Goal: 90%

How we reach families



District Newsletters

Board Update and Quarterly
Newsletters



ParentSquare

Implemented for district
communication



Website

Launched new website in August



Social Media

Facebook, Instagram

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3.2 Social Media Performance

625K

Quarterly Views

Target: 145K

431% of Goal

58K

Engagement

Target: 2.6K

2230% of Goal

79.3K

Viewers

Target: 23K

345% of Goal

34

Social media performance continues to exceed all targets, demonstrating strong community engagement.

3.2 Community Engagement: Silver Bearcats



Community group
kicked off this fall

40

Interest form sign-ups

~15

Attended the kickoff breakfast

Event calendar



Kickoff Breakfast

Completed



Silver Bearcats Night at Volleyball

Completed



Middle School Tour & Facilities Update

October 19



Friendsgiving

Planned · November



Curriculum Update & Elementary School Tour

Planned · December

35

3.3 Governmental Relations



City of Pilot Point
Maintaining regular attendance at Pilot Point meetings



Region 11 Partnership
Regular attendance at professional development sessions

Partnering with Region 11 for

TIA	Technology
HR	PEIMS ³⁶
Safety & Security	Federal Programs
Food Service	Student Services

Priority Four

- 4.1 Transparent & Systematic process for an annual strategic allocation of resources
 - 2025-2026 (Based on 24-25 Data) First score 98
 - We gained back the 2 points that were lost in the prior year on indicator 11. Our total long term debt was higher than our assets in the prior year. With the transportation center being finished and our other building upgrades we were able to get those points back.
 - Sustain Audit with limited to no findings
 - Audit for 25-26 has not been completed
 - Began shifting 2% of funding priorities from 6300 & 6400 to 6200 to support education professional learning with the 26-27 budget.
 - Will continue this work while preparing the budget for 27-28.

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Priority Four: Fiscal Responsibility: FACILITY MANAGEMENT AND PLANNING

Purpose:

Establish a proactive roadmap for facility maintenance, upgrades, and capital projects. Align long-term facility needs with projected expenditures to ensure fiscal responsibility.

Key Components Underway:

Facility Assessments – regularly evaluate building conditions and infrastructure needs.
Expenditure Projection Plan (EPP) - monitor spending against projections and adjust as-needed.

Integration of Community Advisory Committee feedback - seek advisory committee feedback to inform past outcomes and future planning initiatives.



Priority Four: Fiscal Responsibility: FACILITY MANAGEMENT AND PLANNING

As of now, the district is using SherpaDesk for both technology and maintenance operations. This system is in the process of being sunsetted. Consequently, we are transitioning our technology and maintenance work order system to Eduphoria as an add-on to our existing Eduphoria agreement with Region 11. This transition is planned for January 1, 2026.

Over the next three months, we will work with Eduphoria to ensure a smooth crossover. This will involve:

- Virtually moving inventory and identifying facilities, classrooms, rental agreements, and assets.
- Conducting administrative training.
- Providing maintenance and technology training.
- Offering campus leadership training.
- Delivering end-user training for teachers and staff.

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The process is currently proceeding on schedule, and we remain on track for the January 2026 transition. Once implemented, the new system will allow us to analyze metrics such as ticket volume, ticket types, and average response times. Our goal is to reduce the average response time to 24 hours or less for every ticket.



Priority Four

- 4.3 Explore Effectiveness & Efficiencies of expenditures and alternative sources of revenues
 - Increase in Grant Funding
 - We have received a few Safety & Security Grants over the last year
 - Most of our departments are looking into grant opportunities to purchase necessary items.
 - Monthly review of financials and purchasing by fund and object code.
 - I continue to look at the budget monthly and send updated budgets to each department or campus for their review. If they see anything incorrect they can let me know.

