

**Notice of Public Budget Hearing**  
**The Board of Trustees**  
**Fort Bend Independent School District**

Monday, March 24, 2025

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This is Notice that the Fort Bend Independent School District Board of Trustees will hold a Public Budget Hearing on Monday, March 24, 2025, beginning at 6:00 PM in the Board Room of the Fort Bend ISD Administration Building, 16431 Lexington Blvd., Sugar Land, TX 77479. The agenda packet for the meeting is available at <https://meetings.boardbook.org/Public/Organization/649>.

Members of the public may view the live stream of the meeting at the following address: <https://www.fortbendisd.com/BoardMeetingLivestream>. Members of the public may also address the Board during public comment.

1. Call to order
2. National Anthem
3. Moment of Silence
4. Recognitions 6
5. Superintendent Update 8
6. Board Activity Report
7. President's Update
  - A. Literacy Update
8. Public Comment
9. Information
  - A. Long-Range Boundary Planning and Enrollment Management 14
  - B. Bond 2023 Information 31
  - C. Teacher Incentive Allotment 54
  - D. Intruder Detection Report 63
10. Consent Agenda  
*All items under the Consent Agenda are acted upon by one motion. Upon a Board Member's*

*request, any item on the Consent Agenda shall be moved to the Action portion of the regular agenda.*

<b>A. Fort Bend ISD Board of Trustees Meeting Minutes:</b> Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:	<b>64</b>
1. January 13, 2025 - Called Meeting and Agenda Review	65
2. January 15, 2025 - Superintendent Summative Evaluation Meeting	69
3. January 29, 2025 - Regular Business Meeting	71
<b>B. Milk and Juice (COOP):</b> Consideration and approval for the purchase of milk and juice from Dean Foods dba Oak Farms through the School Purchasing Alliance (SPA) cooperative contract in an amount not-to-exceed \$15,000,000 and authorization for the Superintendent to negotiate and execute the agreement through May 2030.	<b>79</b>
<b>C. Deletion, Adoption and Revision of Policies BDF (Local), CQC(Local), DC (Local), and FEA(Local):</b> Consideration and approval of proposed deletion, adoption, and revision of local policies: BDF(Local), CQC(Local), DC (Local), and FEA(Local).	<b>81</b>
<b>D. Non-Instructional Software Cooperative Purchase (Supplemental):</b> Consideration and approval for the purchase of non-instructional software from Mythics Inc. and TD Synnex/DLT Solutions, LLC through the BuyBoard and Omnia Partners Cooperative contracts and authorization for the Superintendent to negotiate and execute the agreements through February 2029.	<b>93</b>
<b>E. Industry Certifications and Supporting Practice Materials (Supplemental):</b> Consideration and approval for the purchase of industry certifications and supporting practice materials from Open Education and Development Group, LLC through the Central Texas Purchasing Alliance (CTPA) and authorization for the Superintendent to negotiate and execute the agreement through March 2029.	<b>95</b>
<b>F. Memorandum of Understanding for Partnership with Baker Ripley (Head Start):</b> Consideration and approval of key components of a Memorandum of Understanding (MOU) for BakerRipley Head Start Prekindergarten 3 (PK3) program and Fort Bend ISD (FBISD).	<b>97</b>
<b>G. Campus Improvement Plan Performance Objectives:</b> Consideration and approval of the Campus Performance Objectives in each Campus Improvement Plan (CIP) for 2024-25.	<b>107</b>
<b>H. Targeted Improvement Plan for Willowridge High School:</b> Consideration and approval of the Targeted Improvement Plan	<b>280</b>

(TIP) required by Texas Education Agency per ESF grant requirements for Willowridge High School.

**I. Review of Texas Bluebonnet K-5 Sample Materials:** Consideration and approval for the Teaching and Learning Department to order a complete set of Bluebonnet Learning K-5 Reading sample materials to review in its entirety. **282**

**J. Joint Election Agreement and Contract for Election Services:** Review the Joint Election Agreement and Contract for Election Services (“Agreement”) with Fort Bend County to coordinate and administer a general election on Saturday, May 3, 2025 to elect one person to serve a full term as a Trustee in Positions 3 and 7. **283**

**K. Designation of Public Information Act Non-Business Days:** Consideration and approval of the designation of non-business days under the Texas Public Information Act for calendar year 2025 and Spring 2026. **296**

L. Consideration and approval of proposed expenses that exceed \$50,000: Specifically for:

**1. Data Center Co-Location Services Renewal:** Consideration and approval for the purchase of Data Center Co-Location Services from Skybox Data Center in an amount not to exceed \$450,000 and authorization for the Superintendent to negotiate and execute the agreement through May 2030. **299**

**2. Radio Equipment and Related Items and Services (Increase):** Consideration and approval to increase the existing contract awarded under 21-084TA Radio Equipment and Related Items and Services by \$150,500 for a total not to exceed amount of \$676,500, to continue purchasing Radio Equipment and Related Items and Services through July 2026. **301**

**3. Special Programs, Services, Materials and Related Items (Supplemental):** Consideration and approval for the purchase of special program services, materials, and related items from multiple vendors and increase the existing contract by \$6,000,000 for a total not to exceed amount of \$12,800,000, and authorization for the Superintendent to negotiate and execute the agreements through March 2028. **303**

11. Convene in closed session under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section

551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student

A. Consider hearing officer's recommendation regarding request to transfer student who engaged in bullying.

12. Reconvene in Open Session

13. Consider Action on Closed Session Items

14. Action

**A. Budget Amendment Regarding of 2023 Bond Program Contingency** 333  
**Funds:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed by Administration.

**B. Construction Services Agreement for HVAC-MEP West Zone 1 Renovations and Upgrades at Multiple Campuses** 335  
**(BP046):** Consideration and approval of a Construction Services Agreement with M Scott Construction, Inc. for HVAC-MEP West Zone 1 Renovations and Upgrades at Multiple Campuses (BP046), for a not-to-exceed amount of \$4,765,100 and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**C. School Boundary Advisory Committee Membership:** Consideration and approval of members for the School Boundary Advisory Committee (SBAC). 342

15. Future Meeting Discussion 343

16. Adjournment

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*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 or Texas Government Code section 418.183(f). 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. [See BEC (LEGAL)]*

The following Fort Bend ISD Goals may be referenced in agenda items included in this document:

Goal 1: Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

Goal 2: Fort Bend ISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

Goal 3: Fort Bend ISD will recruit, develop, and retain high quality teachers and staff.

Goal 4: Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

Goal 5: Fort Bend ISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Recognitions**  
**Department: Communications**

### **Recommendation**

The Administration recommends that the Board recognize:

- National Anthem performance from Travis High School Band
- Austin High School students receive honors from Commander of Naval Air Forces Flight Academy
- Hightower High School Girls Varsity Basketball for second place in State Championship
- Marshall High School Boys Varsity Basketball for second place in State Championship
- Fort Bend ISD Communications Department for earning thirty-five awards at the annual Texas School Public Relations Association's annual Star Awards

### **Summary**

National Anthem performance by a trombone ensemble from Travis High School.

Each year, the United States Navy funds scholarships worth twenty-six thousand dollars for a selected ten students to attend its flight academy. Austin High School leads the nation in the number of students selected for this academy. Naval JROTC cadet Precious Ukah was selected as one of ten students to participate in the upcoming Commander of Naval Air Forces Flight Academy this summer. Cadet Haley Soo was selected as an alternate. These two cadets were chosen out of over five hundred students from across the nation.

We would also like to recognize from Austin High School cadets Andy Chang and Imoleayo Oyeku, for completing the 2024-2025 Commander of Naval Airforces Flight Academy and becoming Federal Aviation Administration Certified Pilot Cadets. We would like to thank Senior Chief Aaron Johnson for his leadership and guidance over these students.

Hightower High School Girls Varsity Basketball team is being recognized for earning second place in the State Championship game.

Marshall High School Boys Varsity Basketball team is being recognized for earning second place in the State Championship game.

Fort Bend ISD Communications Department is being recognized for earning thirty-five awards at the Texas School Public Relations Association's annual Star Awards program. The awards included two Best of Categories, twenty gold awards, eleven silver awards and two bronze awards in the categories of print, writing, published news

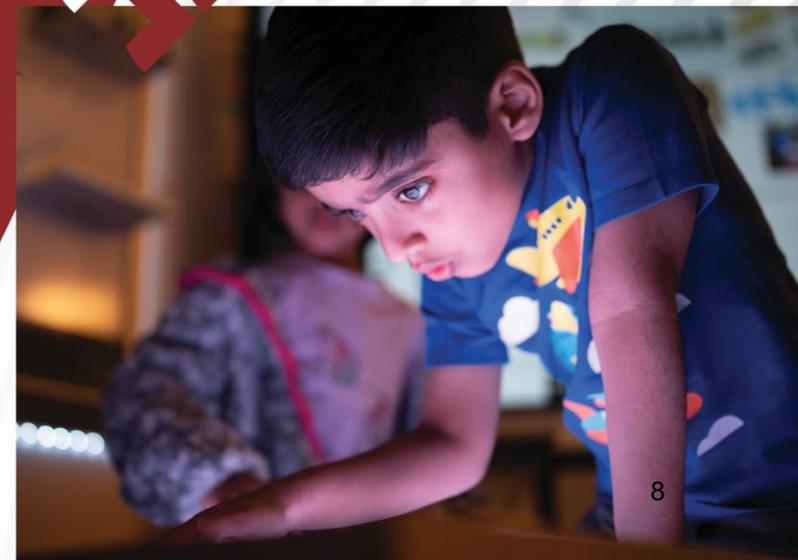
release, graphics, video, computerized/electronic communications, digital and print magazine, website and special events for projects completed during the 2023 - 2024 school year.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Chassidy Olainu-Alade  
Interim Chief Communications Officer



# Superintendent's Update March 24, 2025

# Lead THE PAC



# REALTORS' WORKSHOP BREAKFAST



# FBISD HONOR ROLL SCHOOLS

## *Educational Results Partnership*

Bhuchar Elementary

Brazos Bend Elementary

Commonwealth Elementary

Cornerstone Elementary

Madden Elementary

Oakland Elementary

Oyster Creek Elementary

Sullivan Elementary



Bowie Middle School

Fort Settlement Middle School

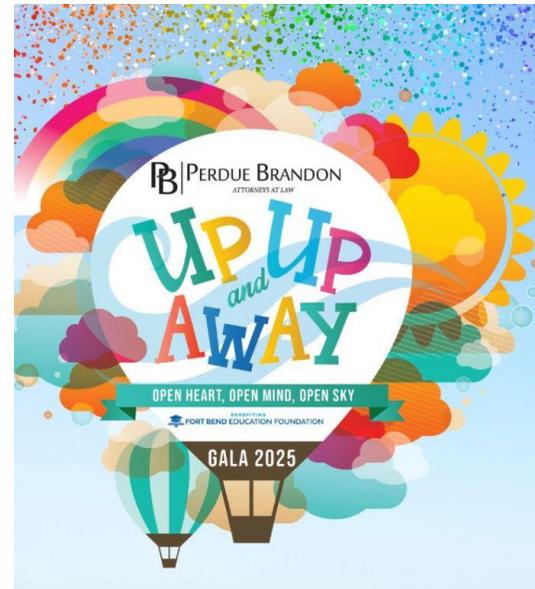
Garcia Middle School

Sartartia Middle School

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# FBISD EDUCATION FOUNDATION GALA RESULTS



**PERDUE BRANDON**  
ATTORNEYS AT LAW

**UP and UP**  
**AWAY**

OPEN HEART, OPEN MIND, OPEN SKY

FOR T BEND EDUCATION FOUNDATION

GALA 2025

**2025 FBIF GALA  
A HUGE SUCCESS!**

Because of you, we  
reached new heights in  
fundraising!



# STUDENT ACHIEVEMENTS



**Writer Laiba Effendi**  
*Kempner High School*



**Swimmer Jack Boysen**  
*Kempner High School*





# Lead

THE PAC

# Thank You!

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Information: Long-Range Boundary  
Planning and Enrollment  
Management**  
**References: FC(Local)**  
**Department: Deputy Superintendent Chief of  
Staff**

**Summary**

Staff will present an update on 2025-2026 enrollment management at Neill Elementary and long-range boundary planning timeline. This serves as part of the District's overarching strategy to plan for efficient campus utilization, facilities, and attendance boundaries.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Beth Martinez  
Deputy Superintendent Chief of Staff

FBISD

# Long-Range Boundary Planning and Enrollment Management



**Lead**  
**THE PAC**

# Presentation Overview

## Enrollment Management

- 2025-26 Neill Cap and Overflow Plan

## Long-Range Boundary Planning

- Background and Rationale
- Planning Strategy and Overview
- Three-Year Planning Outlook



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# 2025 - 26 Neill ES Enrollment Management

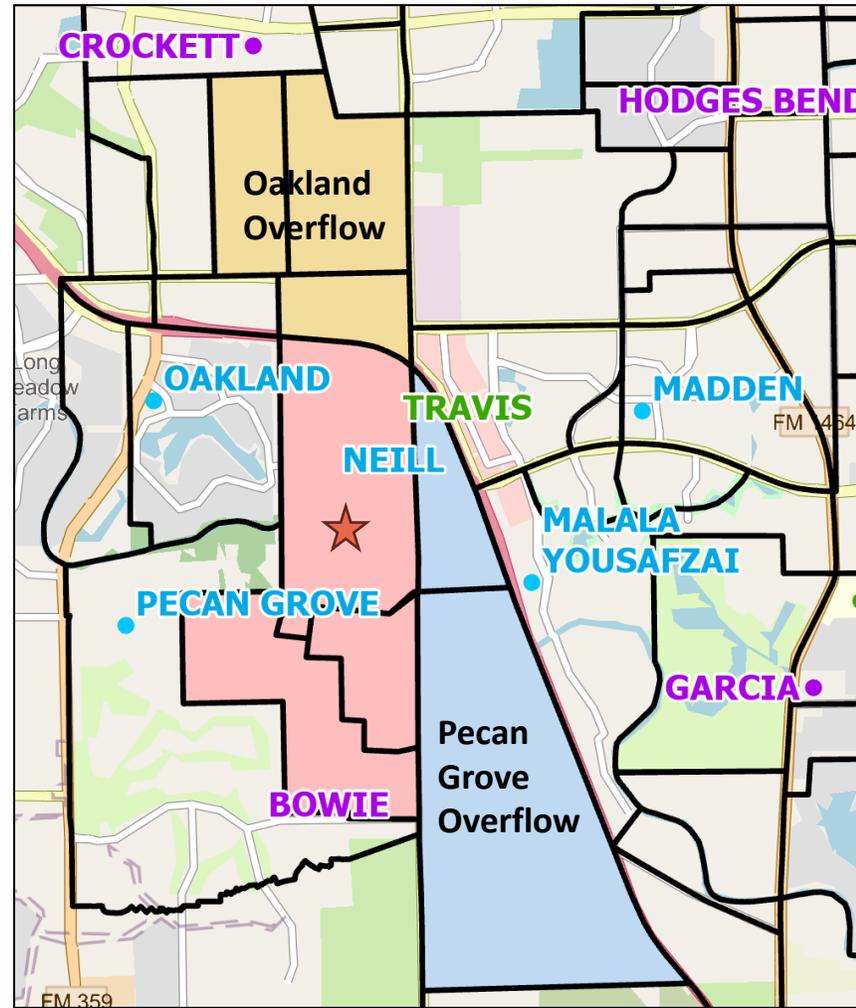
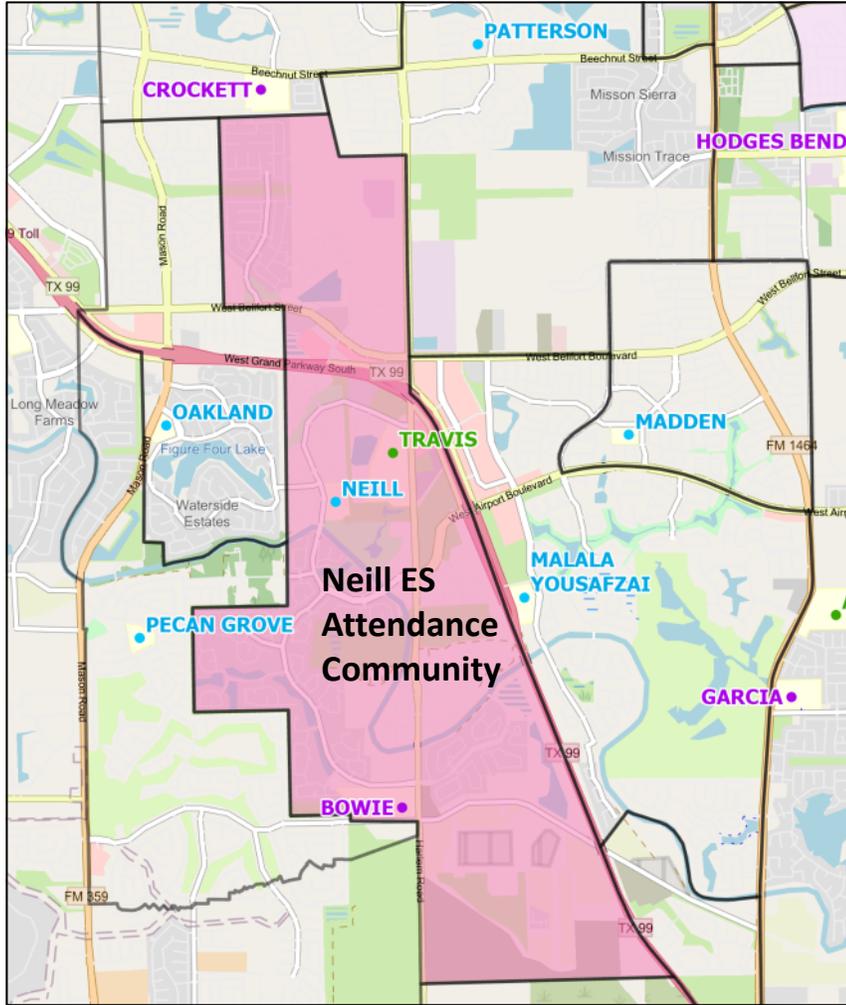
## 2025-26 Cap and Overflow for new enrollment effective 5/30/25

- **Overflow to Oakland ES:** North of 99 (1st-5th grade students)
- **Overflow Pecan Grove ES:** East of Harlem Road (1st-5th grade students)
- **Remain at Neill ES:** South of 99/West of Harlem Road (1st-5th grade students)

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**All 2025-26 incoming kindergarten students may enroll at Neill ES**

# 2025 - 26 Neill ES Enrollment Management



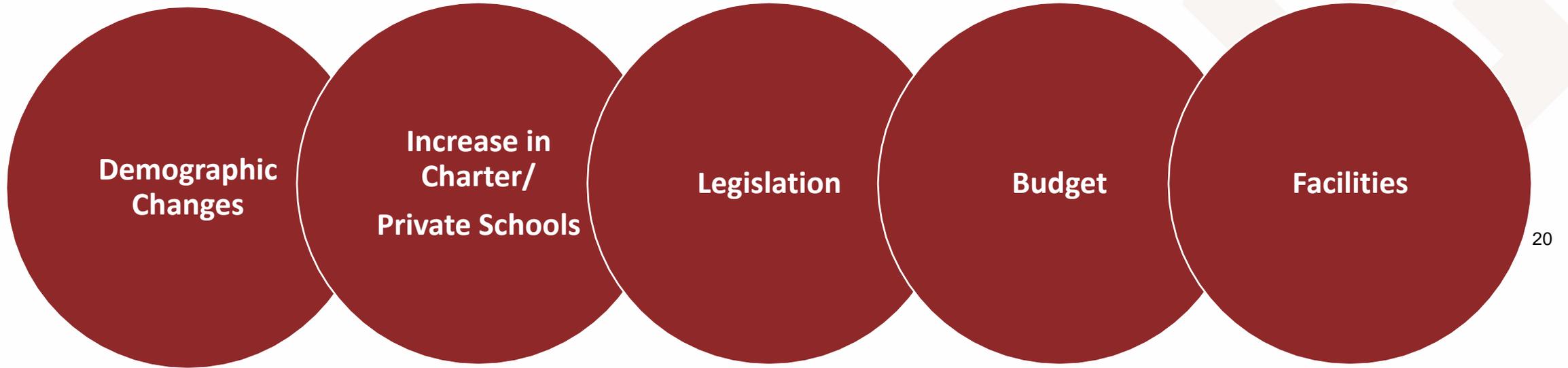
- Legend**
- Gold: Overflow to Oakland ES
  - Blue: Overflow to Pecan Grove ES
  - ★ Pink: Remain at Neill ES

# Inflection Point

As the District trends toward enrollment stabilization, we must strategize to create balanced and efficient campus utilization through **long-range boundary planning** to ensure that all students have access to quality education, resources, and programs.

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# Influencing Variables

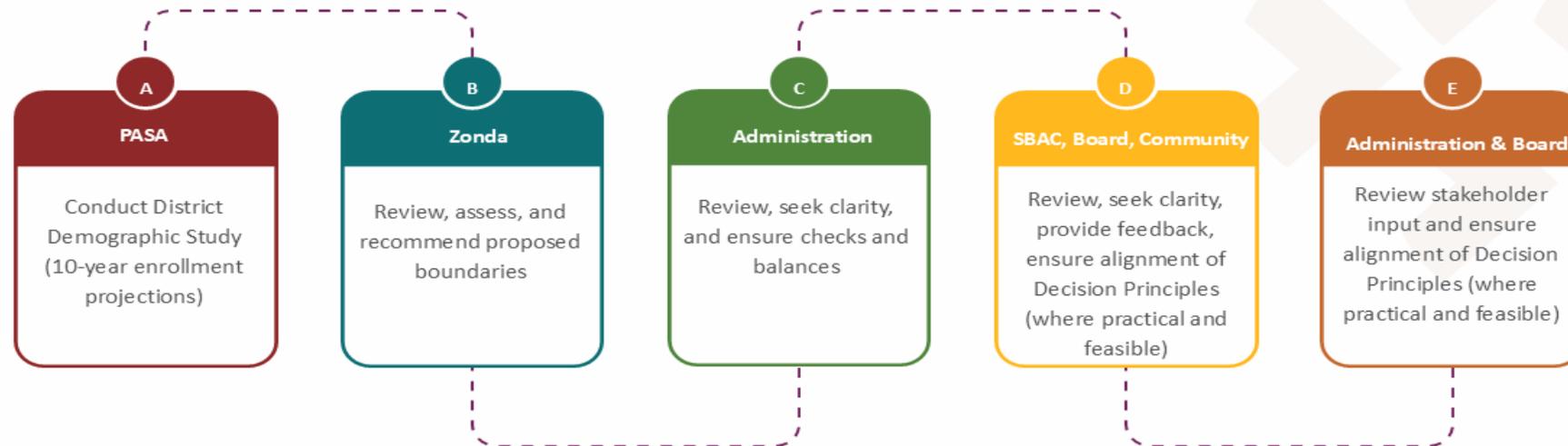


\*Each of these variables play a vital role in the long-range boundary planning process and can potentially impact the timeline.

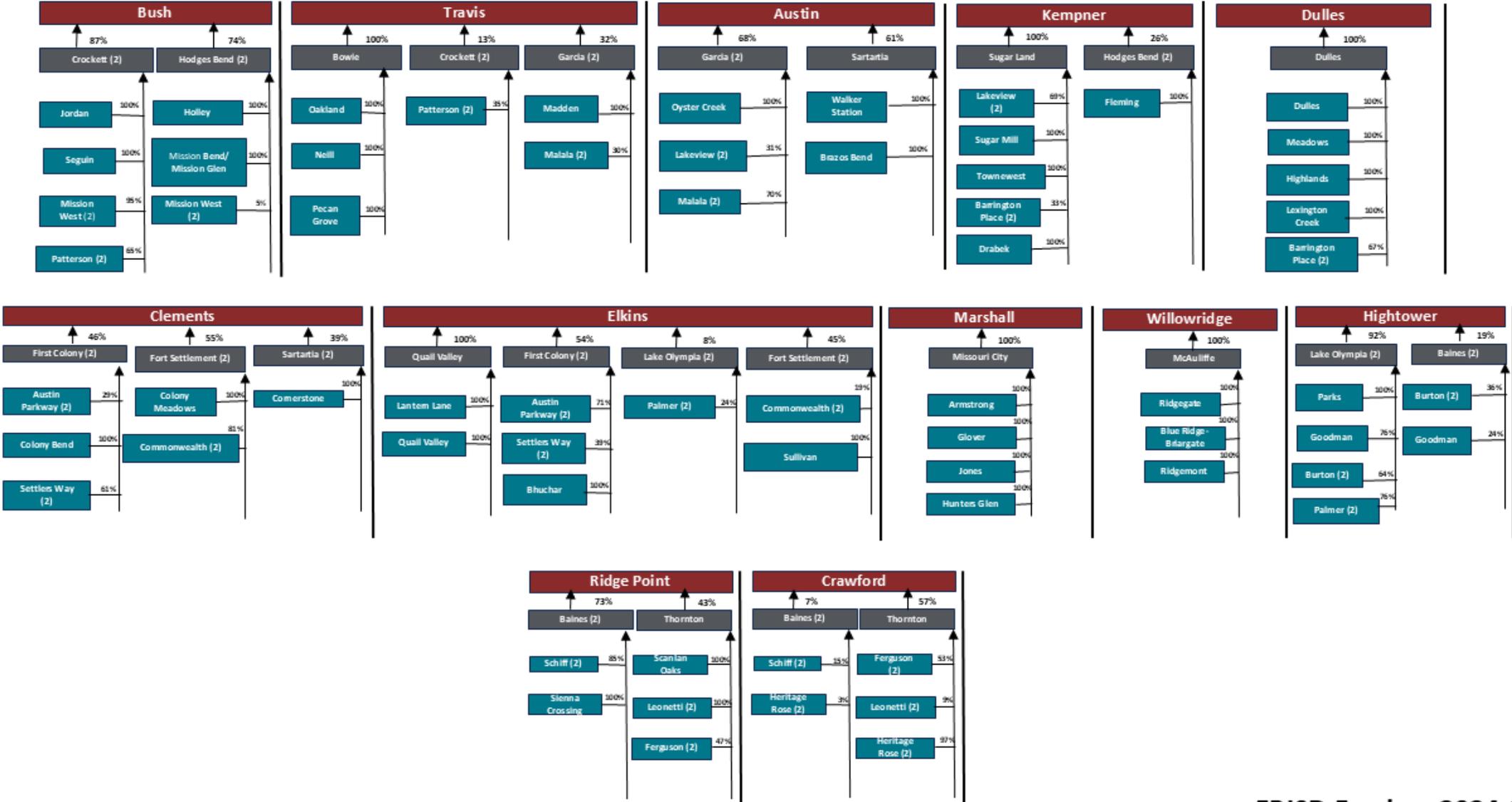
# Planning Blueprint

- All high school feeder patterns will be reviewed for optimal efficiency.
- Any campus within a feeder pattern could be impacted by a boundary change.
- Feeder pattern adjustments could occur.
- Planning units may be split only when needed to ensure efficiency in campus utilization.

***Stakeholder engagement is vital to the process***



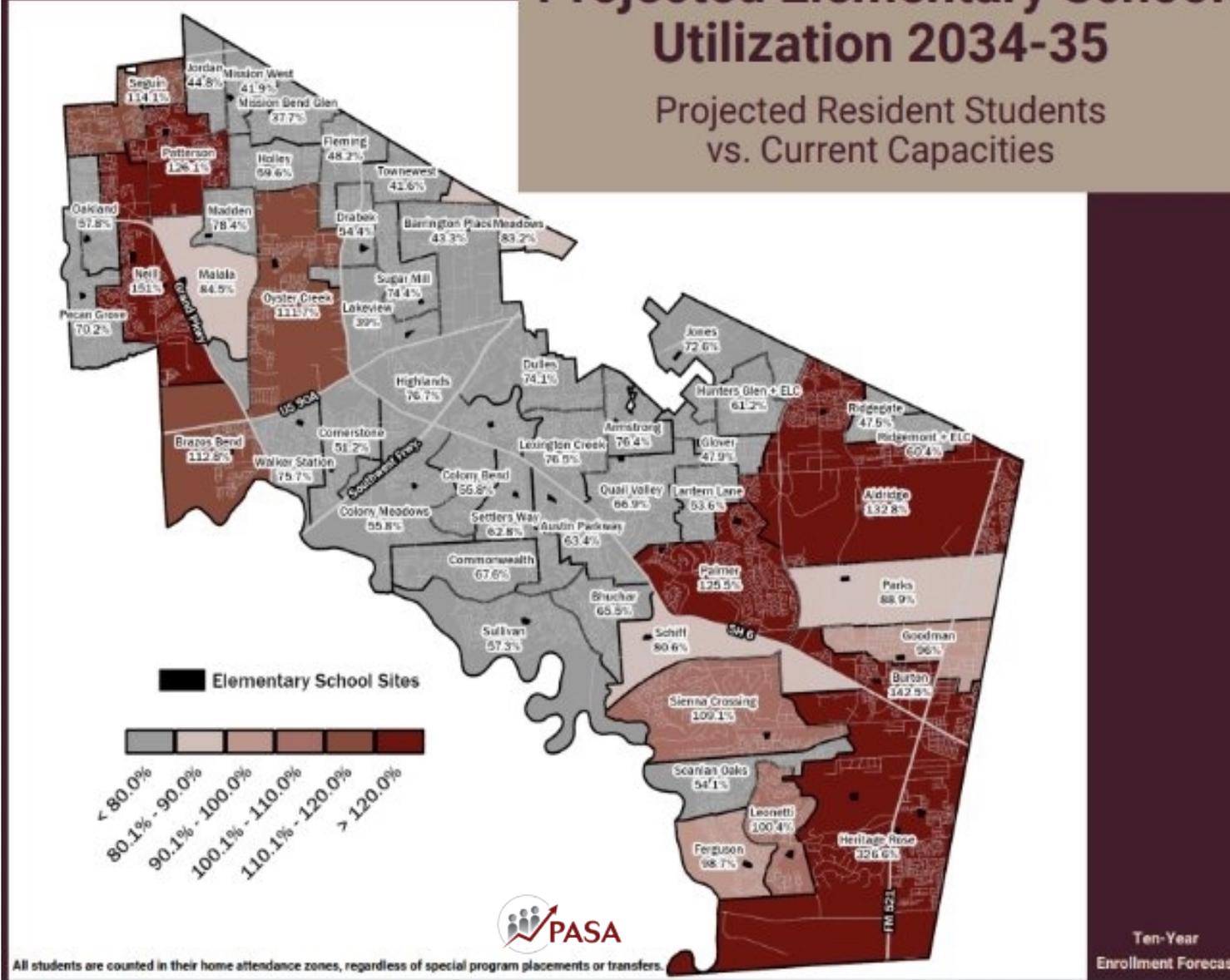
# District Feeder Patterns



NOTE: The percentages reflected on this chart are subject to change due to enrollment changes.

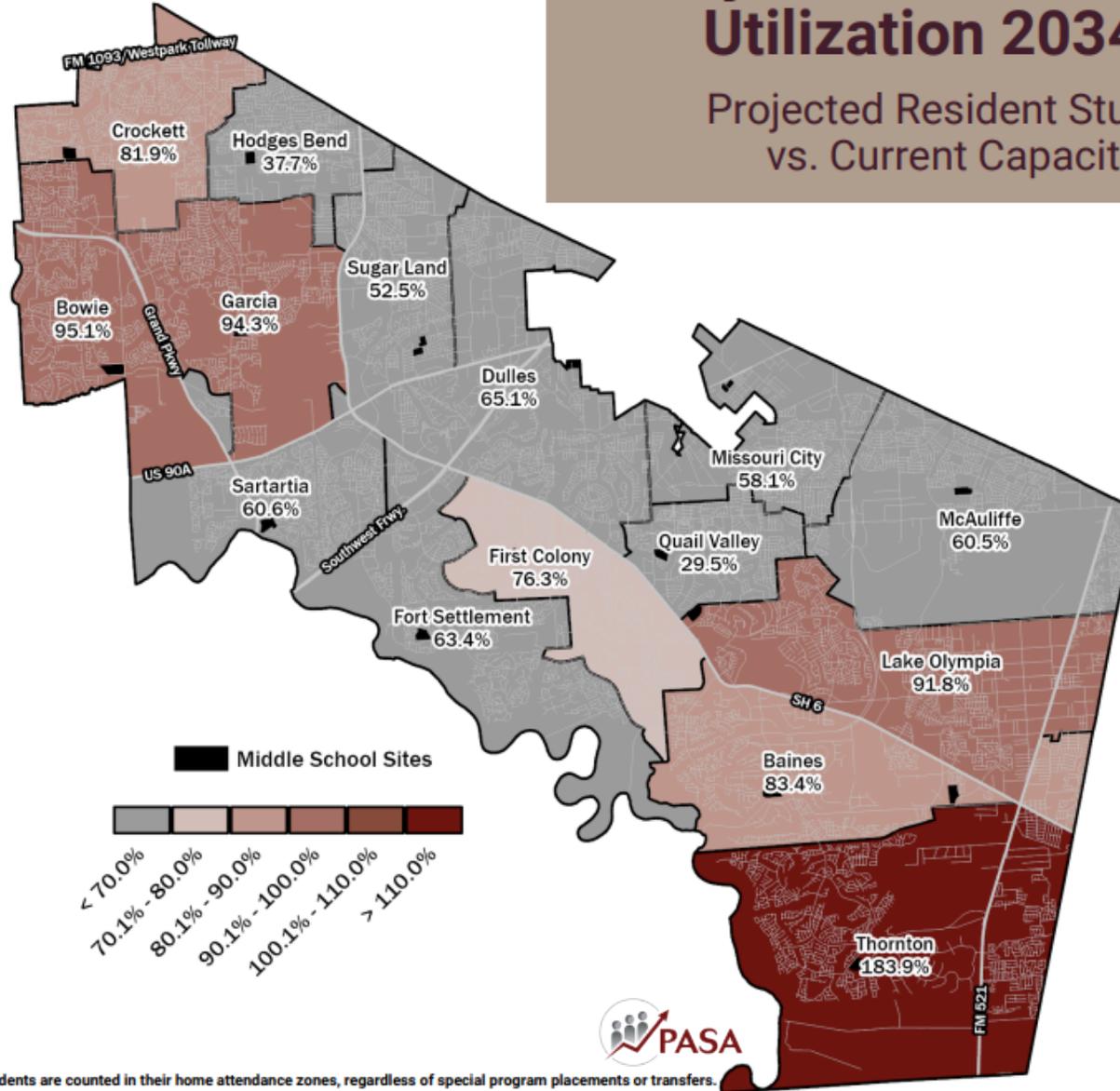
# Projected Elementary School Utilization 2034-35

## Projected Resident Students vs. Current Capacities



# Projected Middle School Utilization 2034-35

Projected Resident Students vs. Current Capacities



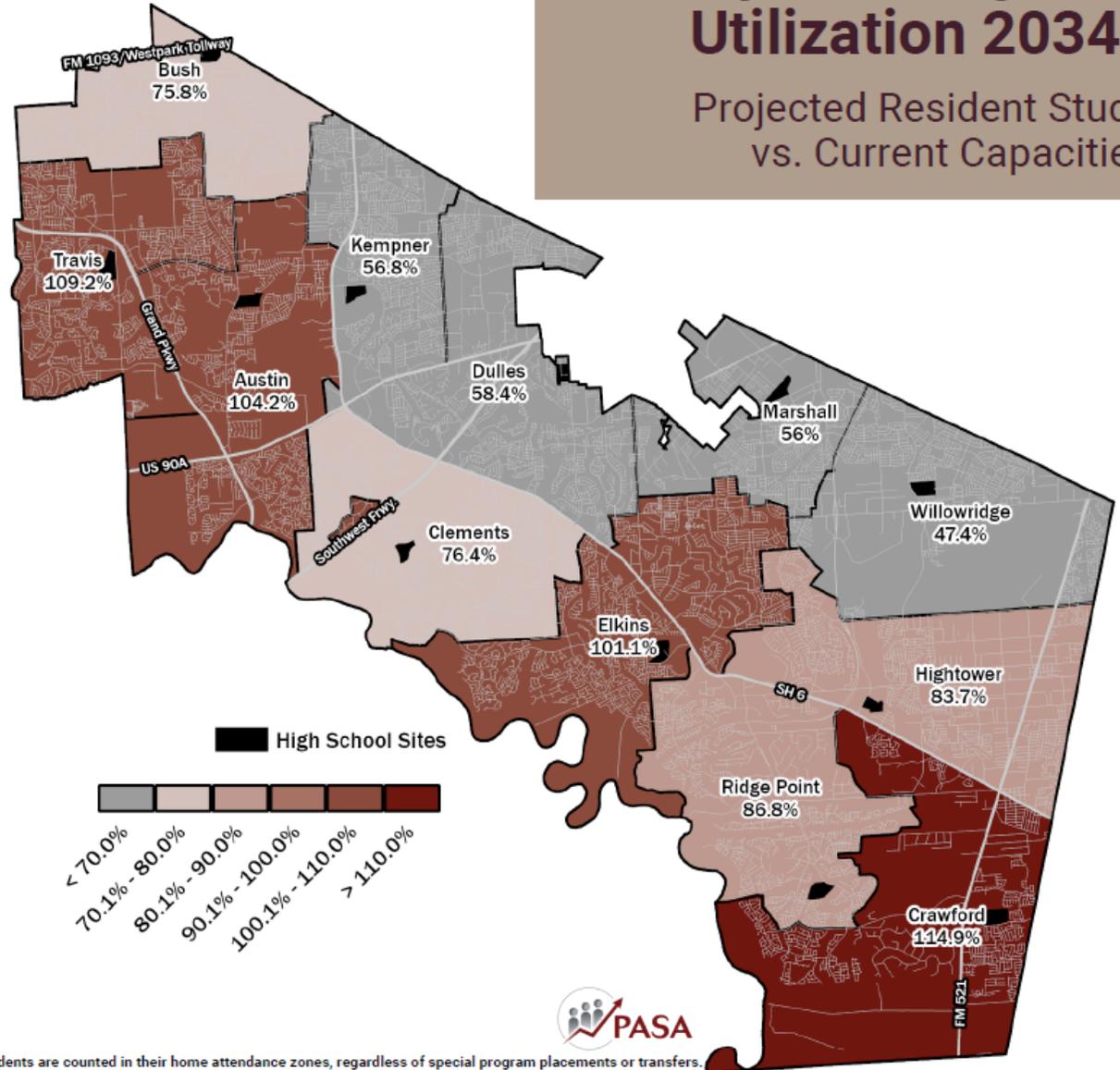
All students are counted in their home attendance zones, regardless of special program placements or transfers.



Ten-Year Enrollment Forecast

# Projected High School Utilization 2034-35

Projected Resident Students vs. Current Capacities



All students are counted in their home attendance zones, regardless of special program placements or transfers.



Ten-Year Enrollment Forecast

# Planning Strategy

## Spring 2025:

- Launch Communication Plan
- Engage SBAC in Year 1 scope of work

## Year 1: 2025-26:

- Prioritize highly utilized campuses
- Plan for opening of Middle School 16
- Plan for elementary school closures

## Year 2: 2026-27:

- Continue addressing campus utilization
- Continue planning for elementary and possible secondary school closures

## Year 3: 2027-28:

- Continue addressing campus utilization
- Plan for growth areas

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# Proposed Planning Targets by Feeder Pattern

**Year 1:  
(2025-26)**

- Austin Feeder Pattern
- Bush Feeder Pattern
- Crawford Feeder Pattern
- Elkins Feeder Pattern
- Kempner Feeder Pattern
- Hightower Feeder Pattern
- Ridge Point Feeder Pattern
- Travis Feeder Pattern

**Year 2:  
(2026-27)**

- Bush Feeder Pattern
- Clements Feeder Pattern
- Marshall Feeder Pattern
- Willowridge Feeder Pattern

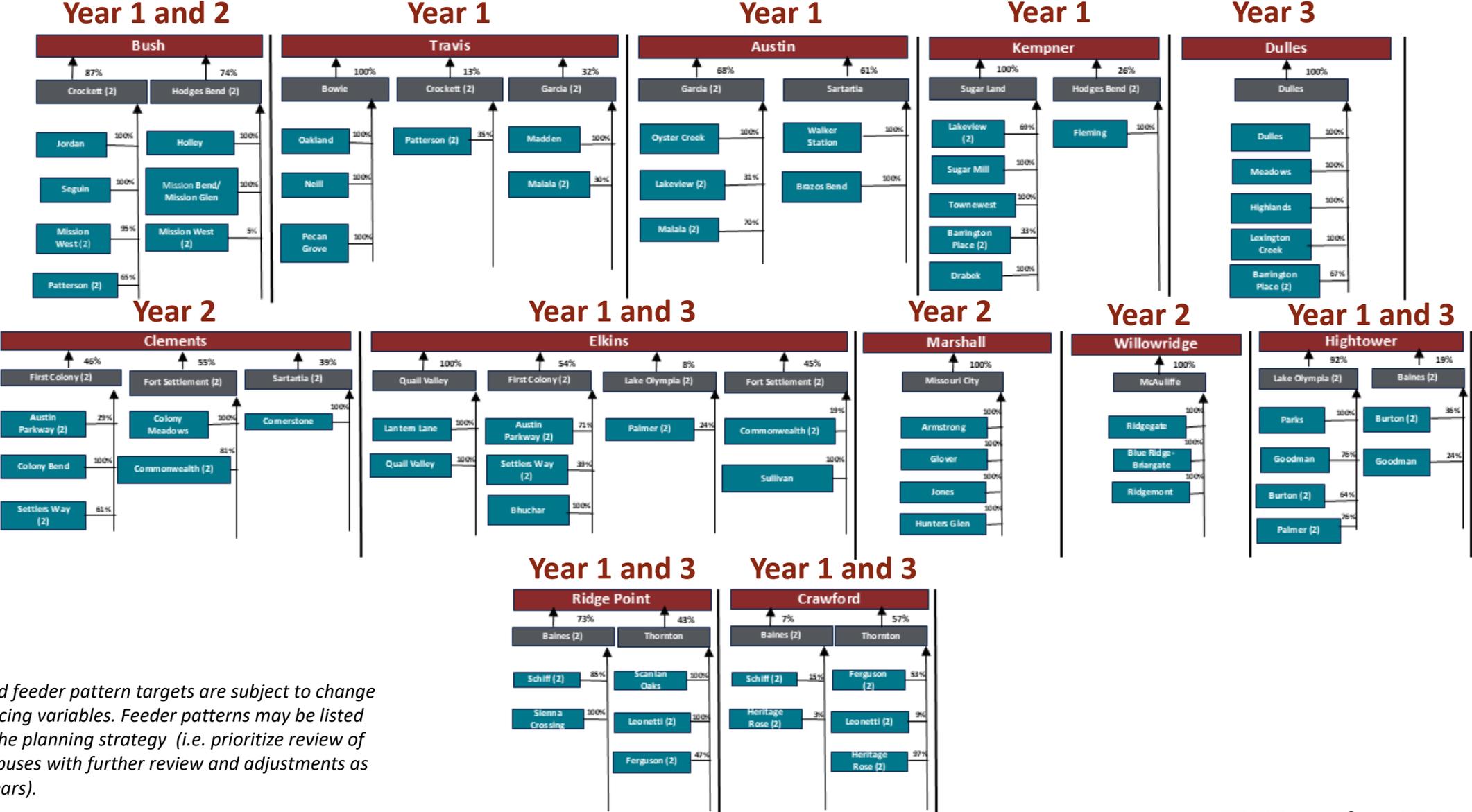
**Year 3:  
(2027-28)**

- Crawford Feeder Pattern
- Dulles Feeder Pattern
- Elkins Feeder Pattern
- Hightower Feeder Pattern
- Ridge Point Feeder Pattern

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*\*Boundary plan and feeder pattern targets are subject to change based upon influencing variables. Feeder patterns may be listed twice based upon the planning strategy (i.e. prioritize review of highly utilized campuses with further review and adjustments as needed in future years).*

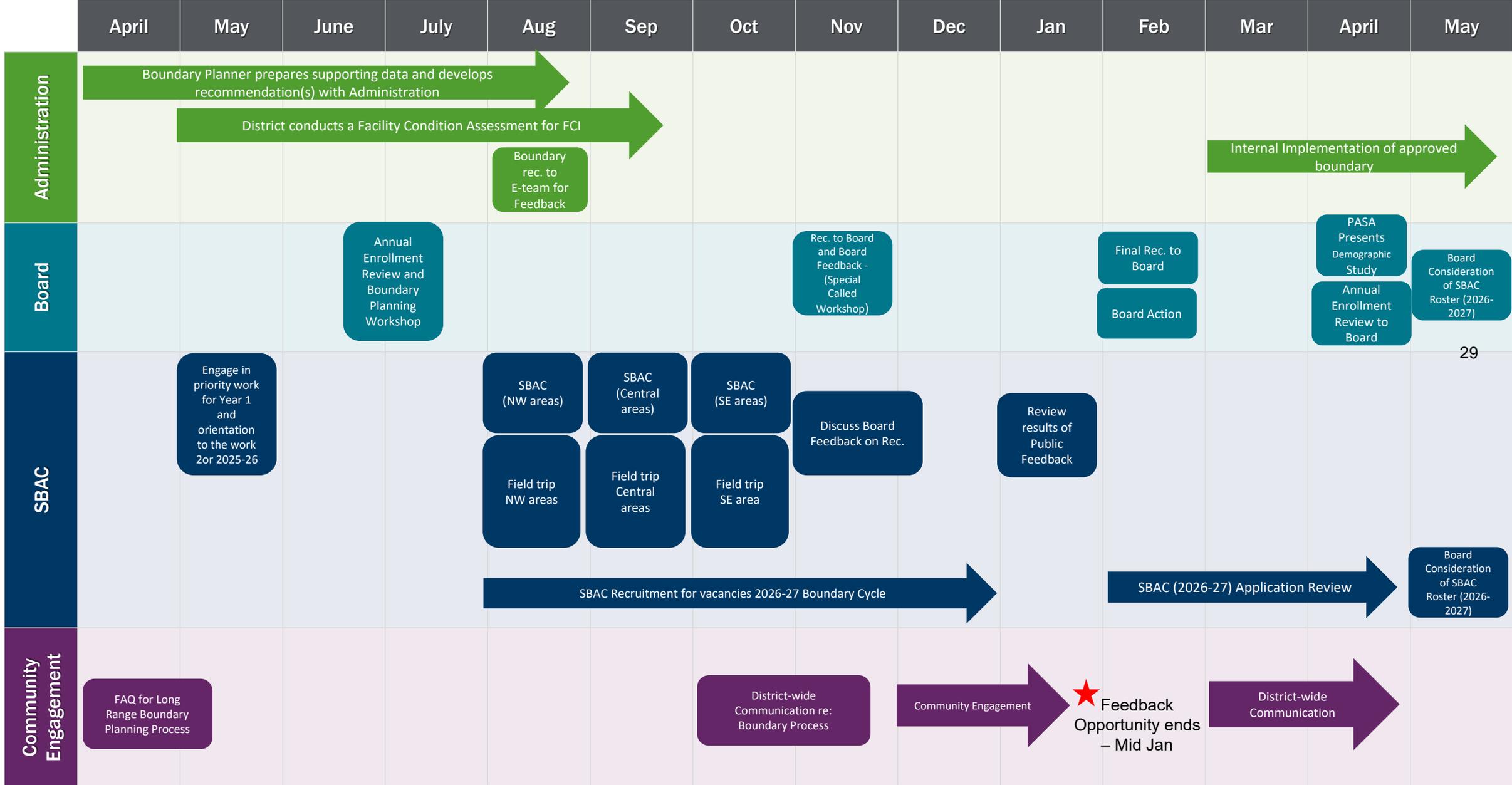
# District Feeder Patterns



*\*Boundary plan and feeder pattern targets are subject to change based upon influencing variables. Feeder patterns may be listed twice based upon the planning strategy (i.e. prioritize review of highly utilized campuses with further review and adjustments as needed in future years).*

NOTE: The percentages reflected on this chart are subject to change due to enrollment changes.

# 2025-26 Year 1: Boundary Planning Process



# Questions

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Information: Bond 2023 Overview**  
**References: Board Policy CT (Local)**  
**Board Policy FC (Local)**  
**District Priority 3**  
**Department: Operations**

**Summary**

Huckabee Architects will provide an update on the foundation issues at Madden Elementary School and present proposed repair solutions.

Staff will provide an update on planning for Bond 2023 with a focus on bond financials.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Kathleen Brown  
Deputy Superintendent of Operations

Bryan Guinn  
Chief Financial Officer

Dr. Damian Viltz  
Chief Operations Officer

FBISD

# 2023 Bond Update March 24, 2025



**Lead**  
**THE PAC**

# Madden ES Foundation Repairs

# Madden ES Timeline

- **Bond 2007 Project** : ES 46 approved as part of Bond
- **June 2014**: Board awarded Construction Contract
- **August 2015**: School construction completed and building opens
- **January 2016**: Cracks started appearing

## Building Information

- **Total Square Footage**: 99,471 SF
  - **1<sup>st</sup> Floor**: 71,212 SF
  - **2<sup>nd</sup> Floor**: 28,471 SF



# 2012 Geotechnical Report Recommendation

“We recommend overexcavation and replacement such that a minimum of five feet of select fill uniformly underlies the building pad area.”

## Overexcavation and Select Fill Replacement

To reduce soil-related shrink/swell movements in at-grade construction, a portion of the upper highly expansive subgrade clays can be removed by overexcavating and backfilling with a suitable select fill material. PVR values have been estimated for overexcavation and select fill replacement to various depths below the existing ground surface and are summarized in the table below. Recommendations for the selection and placement of select backfill materials are addressed in a subsequent section of this report.

Depth of Overexcavation and Select Fill Replacement (feet)*	Estimated PVR (inches.)
0	2-½
1	2-¼
2	1-¾
3	1-½
4	1-¼
5	1

\*below the proposed final subgrade elevation

If a slab-on-ground foundation system is planned to support the ground level floor, local experience suggests that performance criteria are limited to about 1 inch of shrink/swell type movements from the subgrade soils. As such, we recommend overexcavation and replacement such that a minimum of five feet of select fill uniformly underlies the building pad area. This depth of select fill includes the fill necessary to raise grade to the planned finished floor elevation of about EL +93 feet. Overexcavation should extend a minimum of five feet beyond the footprint of the planned buildings. To maintain negligible PVR values, subsequent fill placed should consist of select fill material in accordance with the Select Fill Section of this report.

Based on investigative report, building performance and findings, these recommendations were not followed



RKCI Project No. AHA11-025-00  
February 9, 2012

Ms. Rosemary Grant  
Fort Bend Independent School District  
2323 Texas Parkway  
Missouri City, Texas 77489

Raba Kistner  
Consultants, Inc.  
3602 Westchase  
Houston, TX 77042  
www.rkci.com

P 713 : 996 : 8990  
F 713 : 996 : 8993  
TWER Fax # 4327

RE: Final Geotechnical Engineering Study  
Fort Bend Independent School District  
Elementary School No. 45  
17727 Abernethy Lane  
Fort Bend County, Richmond, Texas

Dear Ms. Grant:

Raba Kistner Consultants, Inc. (RKCI) is pleased to submit this final report of our Geotechnical Engineering Study for the above referenced project. This study was performed in accordance with RKCI Proposal PHA-033, dated October 25, 2011 and "Consulting Agreement For Geotechnical Study", dated November 11, 2009. The purpose of this study was to explore and evaluate subsurface soil conditions at the project site and to develop geotechnical engineering recommendations for design and construction of the proposed elementary school and appurtenant structures.

This report is a revised geotechnical report based on our original report (RKCI Project No. AHA09-022-00, dated January 15, 2010). The design team chose to re-orient the planned facilities across the project site by rotating the original site plan 180-degrees north to south. The majority of borings were still representative of nearby structures. However, three additional borings were needed within the building footprint and necessitated new field and laboratory studies. The information presented herein is based on all available data with respect to the new site plan orientation.

We appreciate the opportunity to be of service to you on this project. Should you have any questions about the information presented in this report, or if we may be of additional assistance on the materials testing-quality control program during construction, please call us.

Very truly yours,

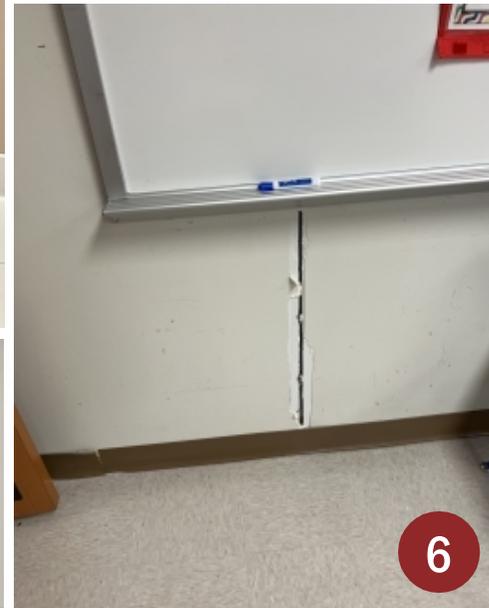
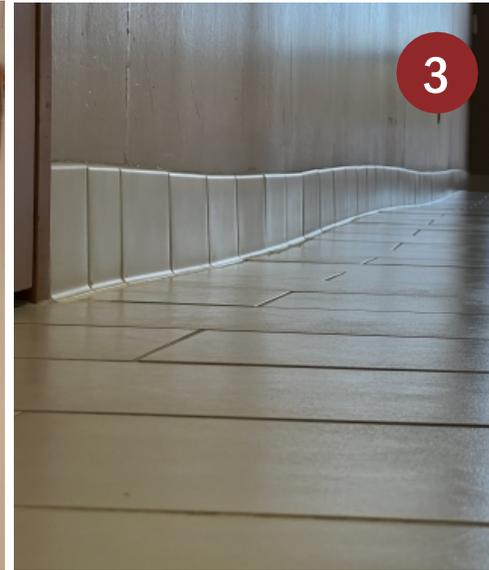
RABA KISTNER CONSULTANTS, INC.

*Yvonne L. Garcia*  
Yvonne L. Garcia, E.I.T.  
Graduate Engineer

*Russell L. Thomas, Jr.*  
Russell L. Thomas, Jr., P.E.  
Senior Project Manager



YLG/RLT  
Attachments  
Copies Submitted: Above (3-Bound, 1-Electronic)



# Escalating Issues

- 1 Wide Crack in Tile Flooring
- 2 Improper Door Movement
- 3 Uneven Walking Surface
- 4 Casework Wall Separation
- 5 Crack in Wall
- 6 Crack in Wall

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# 4 HAAG Engineering Reports – 2017 & 2018

## Key Takeaways:

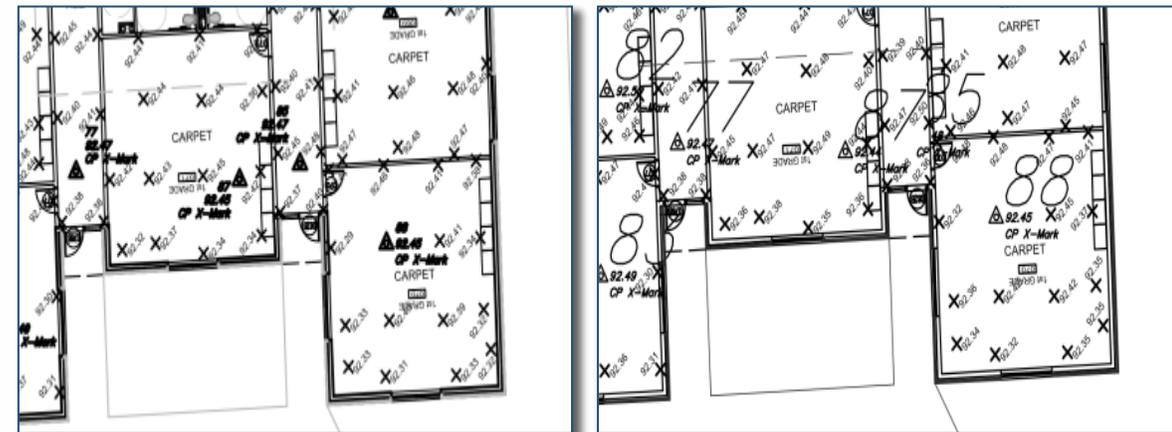
1. "The floor slab was **not installed in a flat and level condition** that would meet the parameters listed in the construction specifications"
2. "Slab movements have been caused by the **presence of improper fill material**"
3. "Some **cracks** that had previously been too fine to measure had **increased enough to be measurable**"
4. "Results of geotechnical testing showed that **soils with high plasticity indexes (PI) were placed where low PI soils should have been placed**"

# Interior Slab Elevation Surveys

## Key Takeaways:

- Issues found in September 2021 continue to escalate.
- "Estimated Potential Vertical Rise is 2-1/2" with no select fill"  
(2012 Geotech Report)

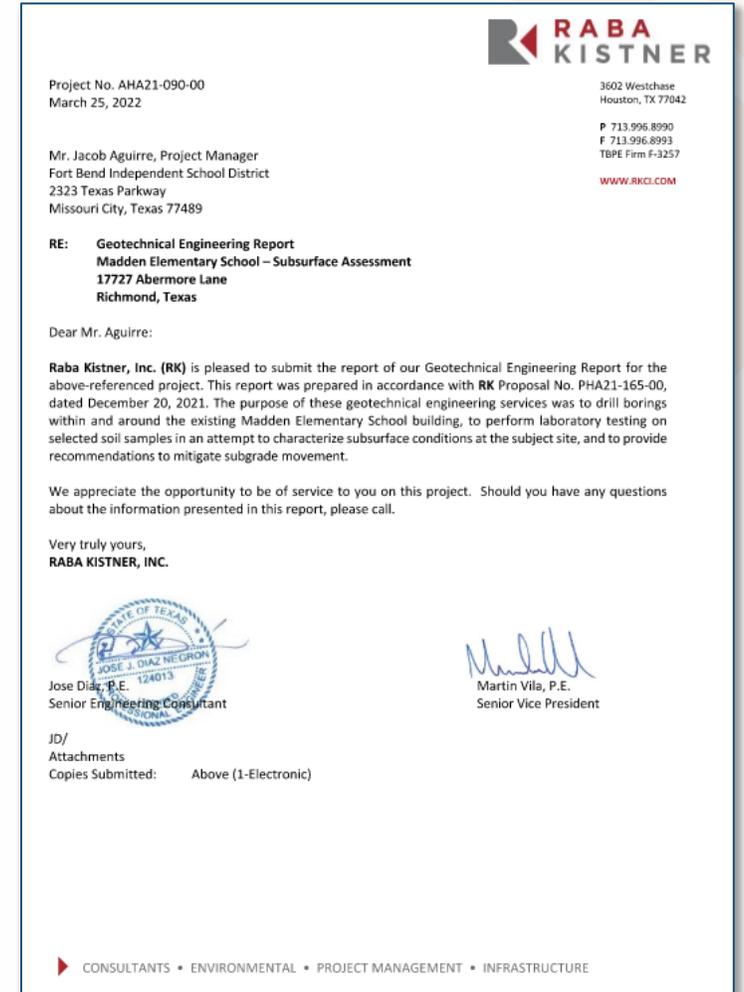
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# 2022 Geotech Report

## Key Takeaways:

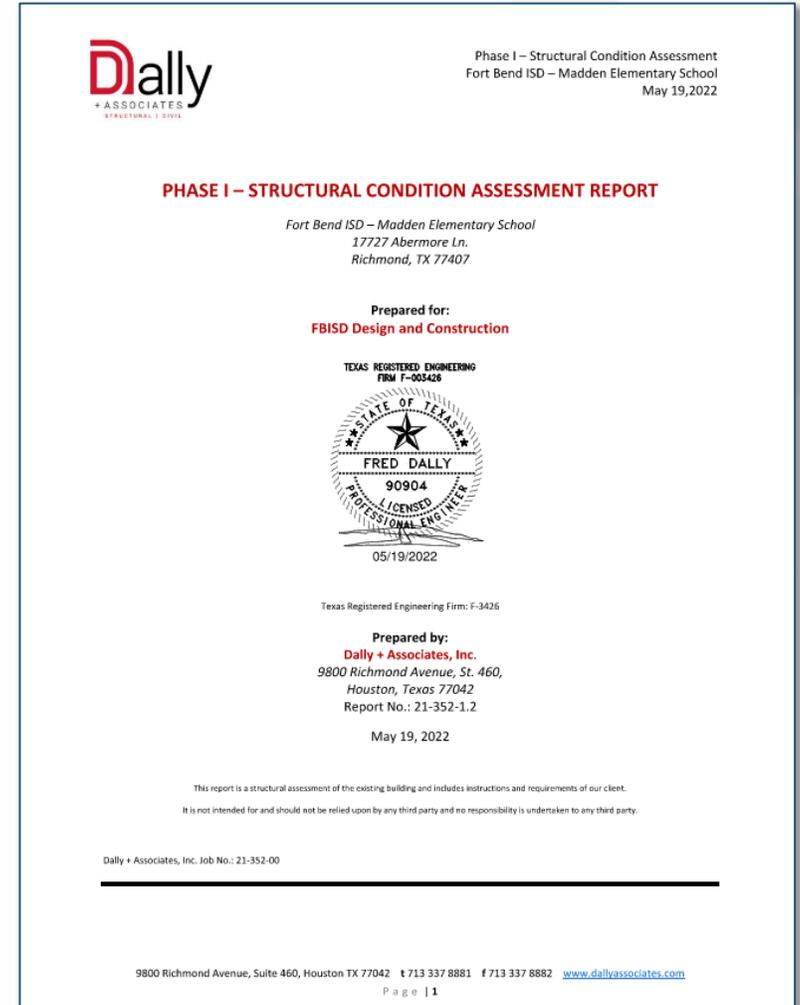
1. “**Subgrade soil immediately underneath the interior floor slab consist of an approximately 6-foot thick layer of stiff to very stiff fill consisting of a non-uniform mixture of sand and clay.**”
2. “**High plasticity index (PI) values, ranging from 24 to 40 percent, were found. High PI values with predominantly sandy soils, while not impossible to find, are not typical for the site’s geology**”
3. “**Moisture content (ranging from 15 to 26 percent) and plastic limits (ranging from 14 to 22 percent) for interior and exterior borings indicated moist soil conditions, generally close to optimum moisture content**”
4. “**Groundwater was not observed**”
5. “**Estimated PVR from ½ to 1-½ inches.**”



# Structural Condition Assessment Report - 2022

## Key Takeaways:

1. “We do not believe they have any impact on the building’s structural stability and believe that the existing structure is currently safe to be occupied.”
2. “Based on the findings from investigations done, we recommend the following remediation options:
  - **OPTION A:** Replace Existing Slab-on-Grade with New Slab-on-Grade
  - **OPTION B:** Replace Existing Slab-on-Grade with Precast Planks”



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as indicated in the 2022 Dally + Associates Report	OPTION A	OPTION B
<b>Method</b>	Replace With New 5" Slab On Grade & 6' Deep Select Fill	Replace With Structural Slab or Precast Planks
<b>Construction Cost</b> Summer 2026 construction start	+/- \$19,283,391	+/- \$23,280,437
<b>Pros</b>	Acceptable future slab movement. Return building to normal life cycle.	Minimal future movement. Faster construction schedule.
<b>Cons</b>	Student relocation	Student relocation. Highest cost. 40
		

	OPTION C	OPTION D
<b>Method</b>	Cosmetic Repairs & Interior Finishes Only (Excludes Removal of Existing Slab)	Phased Replacement of Slab-on-Grade & 6' Deep Select Fill
<b>Construction Cost</b> <small>Summer 2026 construction start</small>	up to \$7,135,297	+/- \$23,202,528
<b>Pros</b>	Minimal on-site student relocation Lowest cost.	Partial (rolling) student relocation. Acceptable future movement.
<b>Cons</b>	Future movement expected. Work to be repeated frequently. <b>Not recommended by Architect and Engineer</b>	Double construction time. Possible changes during construction. <sup>41</sup> Highest cost. <b>Not recommended by Architect and Engineer</b>
		



# **2023 Bond Contingency Discussion**

# 2023 Bond Expenditures to Date

Major Object	Budget	Encumbered <sup>1</sup>	Expenses <sup>2</sup>	Remaining Budget
Contracted Services	\$ 22,534,049	\$ 11,774,304	\$ 2,479,728	\$ 8,280,017
Supplies and Materials	89,916,394	15,420,968	18,818,108	55,677,318
Capital Outlay	1,146,749,513	479,411,345	163,291,028	504,047,140
<b>Total</b>	<b>\$ 1,259,199,956</b>	<b>\$ 506,606,617</b>	<b>\$ 184,588,864</b>	<b>\$ 568,004,475</b>

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**Note:** financial data as of 02/28/2025

<sup>1</sup> Encumbered amount includes requisitions and purchase orders

<sup>2</sup> Amounts will change as the month is closed

# Available Bond Contingency

Description	Contingency Amount	Proposed Addition <sup>1</sup>	Proposed Use <sup>2</sup>	Contingency Remaining
Bond 2014	\$ 10,640,939	\$ 157	\$ -	\$ 10,641,096
Bond 2018	8,501,524	19,551	-	8,521,075
Bond 2023 Prop A	49,007,554	2,579,807	(2,000,000)	49,587,361
Bond 2023 Prop B	469,365	118,891	-	588,256
<b>Total</b>	<b>\$ 68,619,382</b>	<b>\$ 2,718,406</b>	<b>\$ (2,000,000)</b>	<b>\$ 69,337,788</b>

44

<sup>1</sup> **Bond 2023A:** Interest earnings, BP026 Miscellaneous Renovations, BP017 Triplex Renovations

<sup>2</sup> **Bond 2023A:** BP046 HVAC MEP – West 1

# Anticipated Contingency Needs

## Prop A: Life Cycle Deficiencies

Bid Package	Package Description	Approved Project Budget	Current/Projected Project Estimate	Projected Need	Anticipated Board Request Date
BP013	Kitchen Renovations ES	\$23,125,091	\$24,403,167	\$1,278,076	Sep 2025
BP018	Flooring Package	\$8,130,881	\$8,220,482	\$89,601	Mar 2026
BP022	Gym Renovations & Additions	\$16,094,910	\$16,308,688	\$213,778	Dec 2025
BP030	Willowridge HS Renovations	\$19,071,557	\$20,308,254	\$1,236,697	Oct 2025
BP031	Bush HS Renovations	\$19,753,705	\$20,447,910	\$694,205	Aug 2025
BP032	Hightower HS Renovations	\$14,672,500	\$15,097,848	\$425,348	Jan 2026
BP033	Fine Arts Renovations	\$22,321,831	\$23,760,357	\$1,438,526	Jan 2026
BP035	Intercom System Package	\$8,584,313	\$10,827,709	\$2,243,396	Feb 2026
BP036	Sitework Package 1	\$10,251,953	\$12,237,479	\$1,985,526	Jan 2026
BP037	Sitework Package 2	\$7,189,759	\$10,136,219	\$2,946,460	Feb 2026

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# Anticipated Contingency Needs

## Prop A: Life Cycle Deficiencies

Bid Package	Package Description	Approved Project Budget	Current/Projected Project Estimate	Projected Need	Anticipated Board Request Date
BP038	Sitework Package 3	\$5,866,061	\$7,183,207	\$1,317,146	Dec 2025
BP039	HVAC - MEP East Zone 1	\$9,612,985	\$12,033,616	\$2,420,631	Apr 2025
BP041	HVAC - MEP East Zone 3	\$7,965,264	\$9,490,524	\$1,525,260	Sep 2025
BP046	HVAC - MEP West Zone 1	\$3,712,131	\$5,604,619	\$1,892,488	Mar 2025
BP047	HVAC - MEP West Zone 2	\$7,969,206	\$9,478,732	\$1,509,526	Feb 2026
BP048	HVAC - MEP West Zone 3	\$6,925,087	\$8,192,088	\$1,267,001	Dec 2025
BP051	Cameras & Monitors	\$546,849	\$853,117	\$306,268	-
BP052	Life Safety Systems	\$6,299,512	\$8,187,574	\$1,888,062	-
BP055	Sound System Package	\$2,000,700	\$2,850,944	\$850,244	-
<b>Total Anticipated Contingency: Prop A</b>		<b>\$200,094,295</b>	<b>\$225,622,534</b>	<b>\$25,528,239</b>	

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# Anticipated Contingency Needs

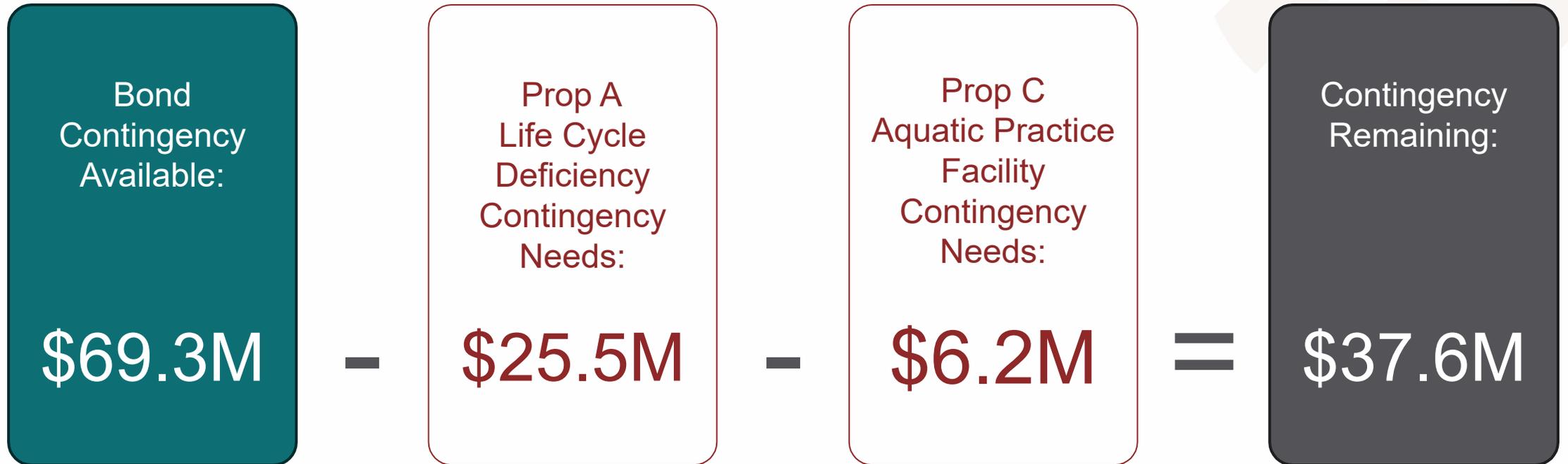
## Prop C: Aquatic Practice Facility

Bid Package	Package Description	Approved Project Budget	Current/Projected Project Estimate	Projected Need	Anticipated Board Request Date
BP007	Aquatic Practice Facility	\$22,900,000	\$29,100,000	\$6,200,000	Feb 2026
<b>Total Anticipated Contingency: Prop C</b>		<b>\$22,900,000</b>	<b>\$29,100,000</b>	<b>\$6,200,000</b>	

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# Impact to Contingency

## Prop A and Prop C



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# Anticipated Use of Contingency

Description	Contingency Available	Prop A	Prop C	Contingency Remaining
Bond 2014	\$10,641,096	\$ -	\$ (6,200,000)	\$ 4,441,096
Bond 2018	8,521,075	-	-	8,521,075
Bond 2023 Prop A	49,587,361	(25,528,239)		24,059,122
Bond 2023 Prop B	588,256	-	-	588,256
<b>Total</b>	<b>\$ 69,337,788</b>	<b>\$ (25,528,239)</b>	<b>\$ (6,200,000)</b>	<b>\$ 37,609,549</b>

# Other Identified Projects

	Project Description	Projected Need
PROP A	Athletics: Field House/Athletics Renovations (5 Campuses)	\$7,395,636
PROP A	Athletics: Turf Replacements (5 Campuses)	\$20,004,302
PROP A	Elementary School No. 55	\$62,133,677
PROP A	Fine Arts Additions/Renovations (2 Campuses)	\$6,000,000
PROP A	Madden ES Foundation Repairs	\$19,283,391
N/A	Facility Condition Index Audit	\$400,000
N/A	Major Maintenance: Brazos Bend Chiller Replacement	\$206,771
N/A	Major Maintenance: Dulles HS Boiler Replacement	\$98,500
N/A	Major Maintenance: Goodman ES Repairs	\$1,066,050
N/A	Major Maintenance: Heritage Rose ES Chiller Replacement	\$241,200
N/A	SPED Transportation Center for Excellence	\$8,238,324
<b>Total Other Identified Projects</b>		<b>\$125,067,851</b>

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# Potential Funding Sources



## Contingency (\$37.6M)

2014: \$4.4M

2018: \$8.5M

2023 Prop A: \$24.1M

2024 Prop B: \$0.6M



## Land Sales

Properties pending Board approval

Estimated Revenue: TBD



## Intent to Reimburse

Key considerations:

90-day reserve requirement

Uncertainty on state funding

Bond election must be called within  
18 months of construction

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# Impact to Contingency

## Other Identified Projects





# Questions?

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Information: Teacher Incentive Allotment**  
**References: CBA (Legal)**

**Summary**

The Administration will provide a presentation on the Teacher Incentive Allotment outlining the pathways for district participation and progress towards development of the Fort Bend ISD Local Designation System.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Stephanie Williams  
Chief Organizational Development

FBISD

# Teacher Incentive Allotment

March 24, 2025



**Lead**  
**THE PAC**



The Teacher Incentive Allotment (TIA) provides an accessible pathway for **highly effective teachers to earn a higher income while remaining in the classroom** through two distinct pathways.



FBISD: 15 NBCTs



## TIA Pathways

National Board Certification

District Local Designation System

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*TIA funds are earned by teachers for the district and the campus where they serve.*



\$3,000 - \$9,000

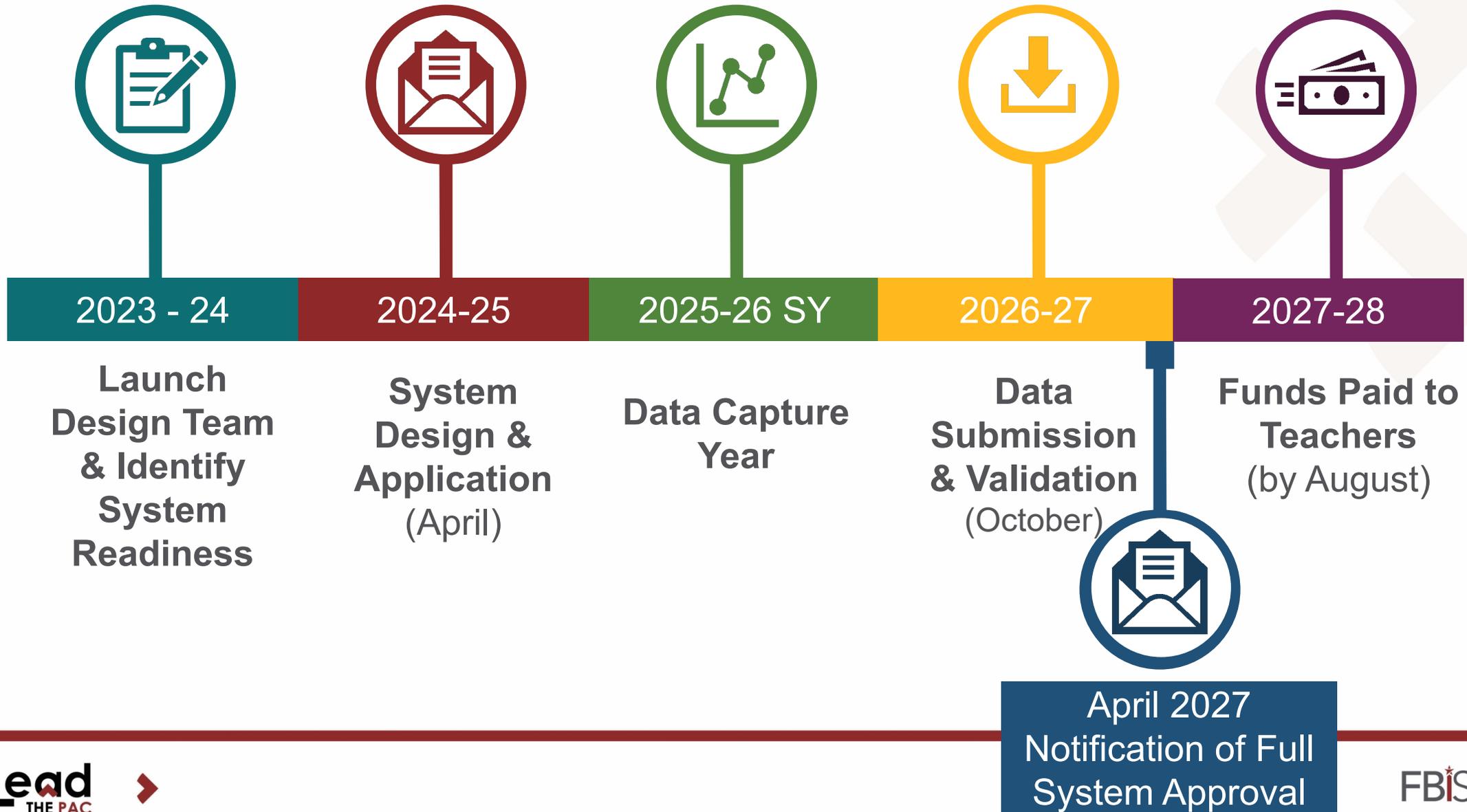


\$6,000 - \$18,000



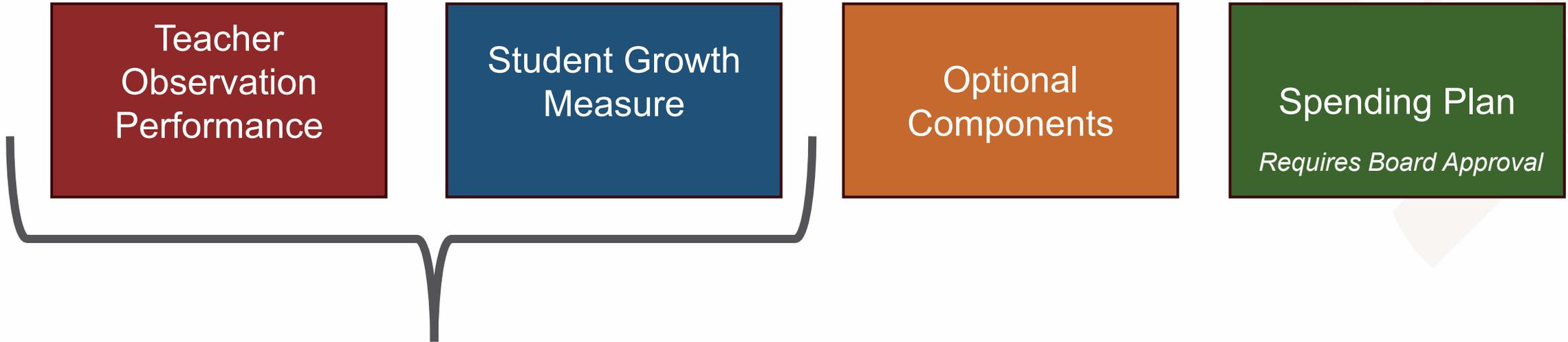
\$12,000 - \$32,000

# FBISD's Local Designation System Timeline



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# TIA Local Designation System Components

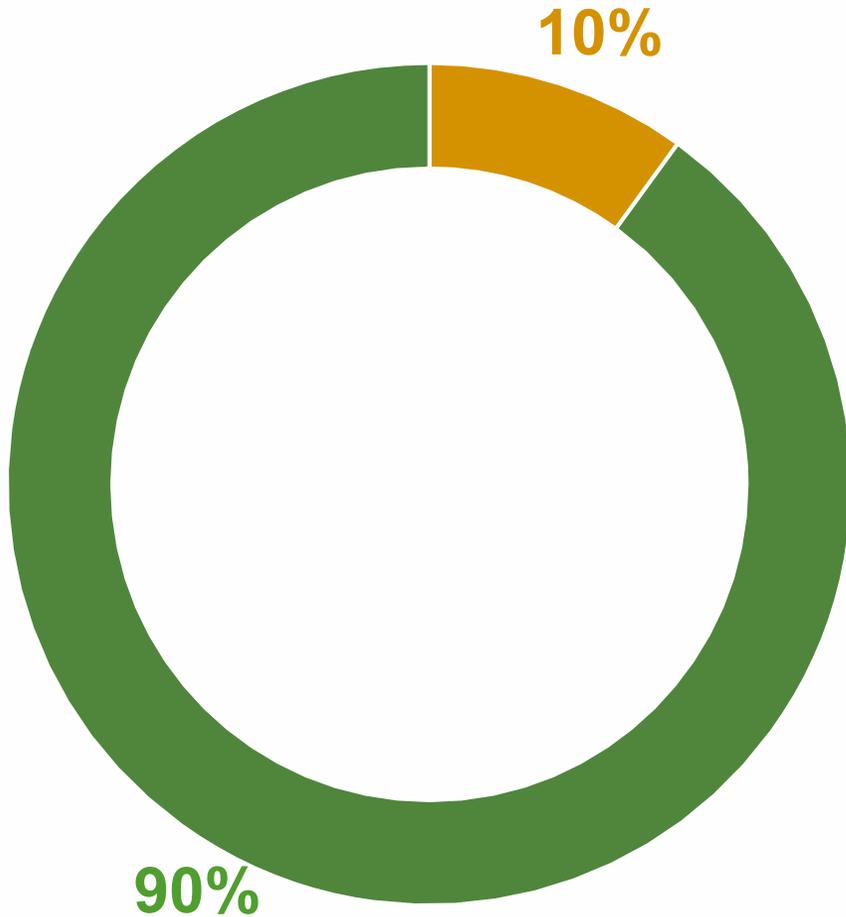


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## Eligible Teachers

Teachers with a T-TESS evaluation and student data for the defined student growth measure.

# Spending Plan: Requires Board Approval



## TEC Code Requirement

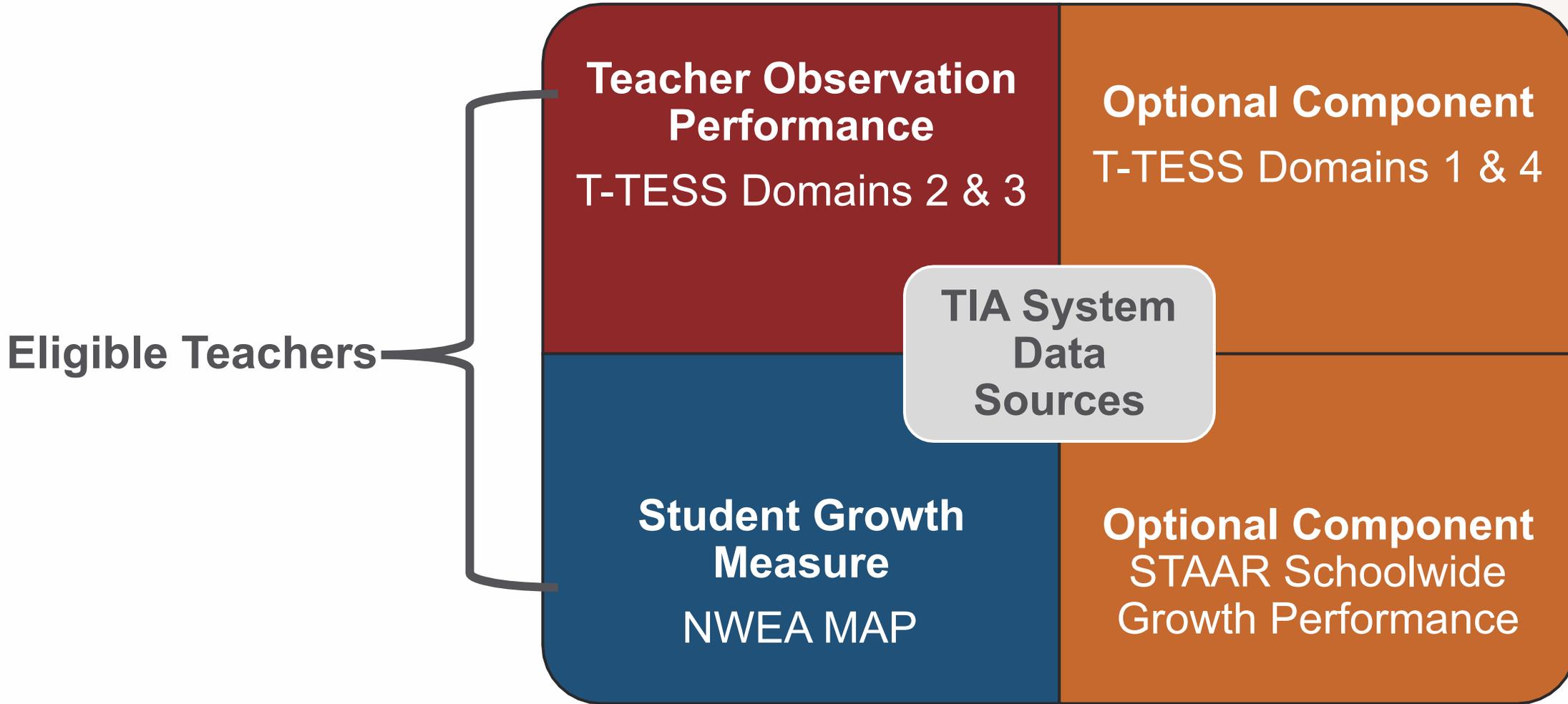
**At least 90%** *must* go to **teacher pay\*** on the campus where the designated teacher works.

**Up to 10%** *may* be used to implement a local designation system or to support teachers in earning a designation.

## FBISD Recommendation (April)

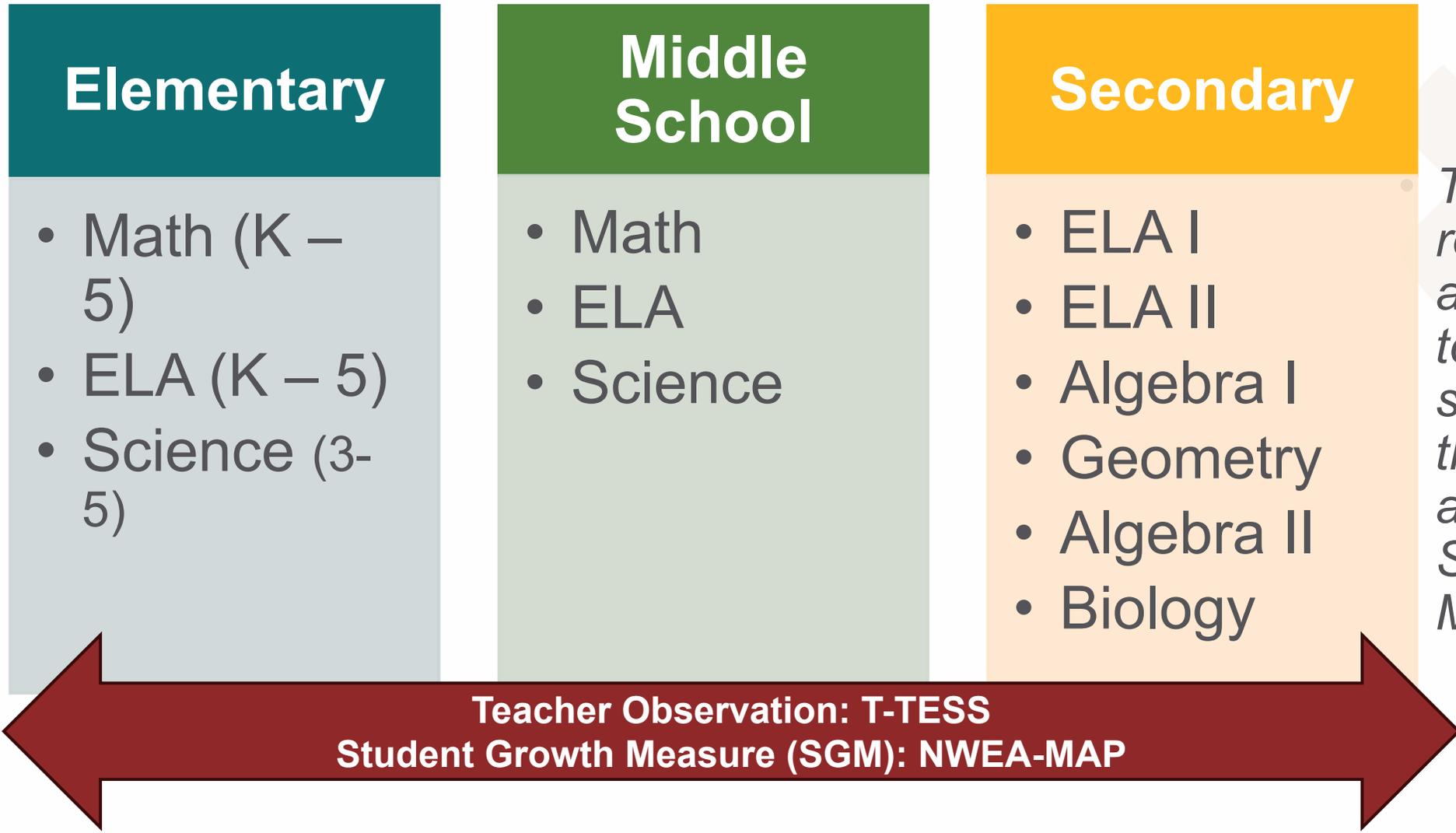
- **90%** to the teacher who earns the designation
- **10%** retained by district for administrative costs and teacher support

# System Component Data Sources



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# Local Designation System: Eligible Teachers – Cohort 1



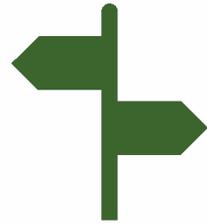
*This recommendation also includes SPED teachers that have students rostered to them with an attached MAP Student Growth Measure.*

# Key Talking Points: TIA System



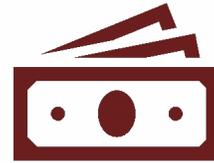
## TIA Purpose

Recognize, reward, & retain our most effective teachers.



## Two Pathways

National Board Certification (All)  
Local Designation System (Eligible)



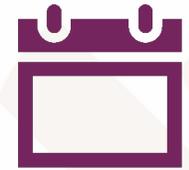
## Three Designation Levels

Recognized  
Exemplary  
Master



## Teacher Focused Funding

90% of all TIA funds go towards teacher pay



## Five Year Validity

Teachers retain designations & compensation for 5 years



**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Information: Intruder Detection Audit Report**  
**Findings**  
**References: Policy CKC (Legal)**  
**District Goal 2**  
**Department: Police Department**

### **Summary**

The Texas Education Agency recently conducted an Intruder Detection Audit at one or more of our campuses. The audits test whether a campus is accessible to an unauthorized individual. This audit helps identify how we can improve safety for students, such as ensuring exterior doors are locked.

We are working closely with our School Safety & Security Committee to ensure we are training all our staff and securing our doors for the protection of everyone at our campuses. Intruder Detection Audits are just one of the many actions we are taking to ensure our schools are safe.

Since the February 24, 2025, Regular Board Meeting, the district received six (6) Intruder Detection Audit reports for six (6) campuses. Five (5) reports came back with no corrective actions and one (1) report showed a finding.

Specific details of the Intruder Detection Audit may be discussed in closed session and will be discussed with the Safety and Security Committee. Fort Bend ISD is committed to providing a safe and secure learning environment for our students and staff.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Denys Rivas  
Emergency Management Coordinator

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval: Board of Trustees Meeting Minutes**  
**Reference: Board Policy BE (Local)**  
**Department: Legal Services**

**Recommendation**

Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:

- January 13, 2025 Called Meeting and Agenda Review
- January 15, 2025 Superintendent Summative Evaluation Meeting
- January 29, 2025 Regular Business Meeting

**Summary**

Board Policy BE (Local) states, “Board action shall be carefully recorded by the Secretary or clerk; when approved, these minutes shall serve as the legal record of official Board actions. The written minutes of all meetings shall be approved by vote of the Board and signed by the President and the Secretary of the Board.” Following this policy, the Administration submits the meeting minutes for the Board’s approval.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Chris Gilbert  
Interim General Counsel

Minutes  
**Fort Bend ISD Board of Trustees**  
Called Meeting and Agenda Review  
January 13, 2025

A Board of Trustees Called Meeting and Agenda Review was held on Monday, January 13, 2025 beginning at 6:01 p.m. in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. The Live Stream of the meeting was available at <https://www.fortbendisd.com/boardmeetinglivestream>.

The meeting was recorded as required by law, and the recording is available to the public at: <https://fortbendisd.new.swagit.com/videos/325586>.

The agenda packet for the meeting can be found here: <https://meetings.boardbook.org/Public/Agenda/649?meeting=662292>.

Presiding Officer.....Mrs. Kristin K. Tassin, President

Board Members Present

- Mr. Rick Garcia, Vice President
- Mr. David Hamilton, Secretary (joined in progress)
- Mrs. Angie Hanan
- Mr. Adam Schoof
- Dr. Shirley Rose-Gilliam
- Ms. Sonya Jones (joined in progress)

School Officials Present

- Dr. Marc Smith, Superintendent of Schools
- Beth Martinez, Deputy Superintendent Chief of Staff
- Kathleen Brown, Deputy Superintendent of Operations
- Dr. Jaretha Jordan, Deputy Superintendent of Teaching and Learning
- Chassidy Olainu-Alade, Interim Chief Communications Officer
- Bryan Guinn, Chief Financial Officer
- Dr. Adam Stephens, Chief Academic Officer
- Glenda Johnson, Chief Human Resources Officer
- Long Pham, Chief Information Officer
- David Rider, Chief of Police
- Dr. Andria Schur, Chief of Schools
- Dr. Damian Viltz, Chief Operations Officer

Amanda Bubela, Recording Secretary (virtual)

Others Present

- Chris Gilbert, Interim General Counsel
- Jonathan Brush, Board Counsel
- FBISD Staff and Employees

## 1. – 2. Meeting Called to Order, Pledges of Allegiance

President Tassin called the meeting to order at 6:01 p.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and matter required by law. President Tassin asked everyone to stand for the Pledges of Allegiance, led by Mr. Garcia, followed by a moment of silence.

## 3. Information

### A. Bond 2023 Update

## 4. Public Comment

- Elizabeth Arceneaux, regarding the elimination of Elementary 55 from the 2023 Bond program and urging the Board to consider long-term implications and the use of contingency funds to fund the school.
- Mandy Bui, regarding the 2023 Bond program and concerns about the educational specifications for newer schools such as Mission and Ferndale, and asking the Board to consider a measurable goal in regards to communication with the community.

## 5. Closed Session

The Board convened in closed session at 6:37 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

## 6. Reconvene in Open Session

The Trustees reconvened in open session at 7:27 p.m.

## 7. Consider Action on Closed Session Items

There were no action items following closed session.

## 8. Review

- Order of Election for Trustees:** Consideration and approval to order an Election on Saturday, May 3, 2025, for the full terms of Trustee Positions 3 and 7.
- District Priorities, Goals, and Strategies:** Consideration and approval of the district priorities, goals, and strategies.
- Memorandum of Understanding for Willowridge High School Feeder Pattern:** Consideration and approval of key components of a Memorandum of Understanding (MOU) for Super Neighborhood 41 (Willowridge HS Feeder Pattern) and Fort Bend ISD (FBISD).

- D. **Fort Bend ISD 2025-26 Instructional Calendar:** Consideration and approval of the 2025-26 FBISD District instructional calendar and related staff development waivers.
- E. **Board of Trustees Meeting Minutes:** Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:
1. October 28, 2024 - Special Called Meeting: Teambuilding
  2. November 4, 2024 - Called Meeting and Agenda Review
  3. November 18, 2024 - Public Hearing - FIRST Rating
  4. November 18, 2024 - Regular Business Meeting
- F. **Deletion, Adoption and Revision of Policies: FNCE (Local), CPC (Local), CQB (Local), BBD (Local), CKC (Local), BBFA (Local), CKE/CKEA (Local), DCE (Local), and DGBA (Local).**
1. FNCE (Local) - Personal Telecommunications/Electronic Devices
  2. CPC (Local) - Office Management: Records Management
  3. CQB (Local) - Technology Resources: Cybersecurity
  4. BBD (Local) - Board Members: Training and Orientation
  5. BBFA (Local) - Ethics: Conflict of Interest Disclosure
  6. CKC (Local) - Safety Program/Risk Management: Emergency Plans
  7. CKE/CKEA (Local) - Safety Program/Risk Management: Security Personnel
  8. DCE (Local) - Employment Practices: Other Types of Contracts
  9. DGBA (Local) - Personnel-Management Relations: Employee Complaints/Grievances
- G. **American Rescue Plan Act Subrecipient Agreement:** Consideration and approval of the American Rescue Plan Act (ARPA) Subrecipient Agreement between Fort Bend ISD and Fort Bend County.
- H. **Bond 2023 Program Contingency:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed by Administration.
- I. **Easement at FBISD PFC Building:** Consideration and approval to execute an easement with Fort Bend County Water Control and Improvement District No. 2 along the east side of the FBISD PFC building located at 13600 Murphy Road, Stafford, TX; and authorization for the Board President and/or designer to negotiate and execute this easement.
- J. Review of proposed expenses that exceed \$50,000: Specifically for:
1. **Additional Funding for Ferndell Henry Renovations & Additions (BP004):** Consideration and approval of the revised project budget to include an additional \$2,300,000 for a total project budget of \$26,155,024 for the Ferndell Henry Renovations & Additions (BP004) by utilizing 2023 Bond Contingency funds.
  2. **Construction Services for Transportation Renovations (BP025):** Consideration and approval of a Construction Services Agreement with Millennium Project Solutions for Transportation Renovations project (BP025) for a stipulated lump sum amount of \$7,533,000 and authorization for the Superintendent to negotiate and execute or terminate the agreements.
  3. **Elevator Services, Maintenance, Repair and Related Items:** Consideration and

approval for the purchase of an elevator service, maintenance, repair, and related items from multiple cooperative contracts in an amount not-to-exceed \$2,250,000 and authorization for the Superintendent to negotiate and execute the agreements through January 2030.

4. **Flooring Services, Installation and Related Services:** Consideration and approval for the purchase of flooring services, installation, and related services from multiple vendors through multiple cooperative contracts for an amount not-to-exceed \$800,000 and authorization for the Superintendent to negotiate and execute the agreements through January 2030.
5. **Reorganization and Budget Transfer BP010 & BP012 Packages:** Consideration and approval of campus and scope reorganization between Turf and Athletics Package (BP010) and Athletics Renovations (BP012), a budget transfer of \$990,815 from BP010 and BP012, to fund the budget difference after reorganizing the packages, and approval of a revised project budget for both BP010 and BP012 as shown on attached Exhibits 1 and 1A.
6. **Supplemental Benefits for Non-Emergent Surgeries (Increase):** Consideration and approval to increase the existing contract awarded under 20-099JB Supplemental Benefits for Non-Emergent Surgeries by \$3,500,000 for a total not-to-exceed of \$8,798,865 to continue purchasing supplemental benefits for non-emergent surgery services through December 2025.
7. **Staff Training Platform:** Consideration and approval for the purchase of a staff training platform from Vector Solutions under a cooperative contract with EPIC6 Purchasing Cooperative for an amount not-to-exceed \$90,000 and authorization for the Superintendent to negotiate and execute the agreement through February 2026.
8. **Timekeeping and Attendance System:** Consideration and approval for the purchase of a timekeeping and attendance system from UKG Kronos Systems, LLC., under a cooperative contract with OMNIA Partners for an amount not-to-exceed \$1,000,000 and authorization for the Superintendent to negotiate and execute the agreements through March 2030.

#### 9. Adjournment

Having no further business before the Board, MOTION was made by Mr. Hamilton to adjourn the meeting at 10:26 p.m.

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Kristin K. Tassin, President

David Hamilton, Secretary

Minutes  
**Fort Bend ISD Board of Trustees**  
Superintendent Summative Evaluation Meeting  
January 15, 2025

A Board of Trustees Superintendent Summative Evaluation Meeting was held on Wednesday, January 15, 2025, beginning at 6:01 p.m. in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. The Live Stream of the meeting was available at <https://www.fortbendisd.com/boardmeetinglivestream>. The meeting was recorded as required by law, and the recording is available to the public at:

<https://fortbendisd.new.swagit.com/videos/325978>.

A quorum of the Board of Trustees attended in-person at this location. The agenda packet for the meeting can be found here:

<https://meetings.boardbook.org/Public/Agenda/649?meeting=667343>.

Presiding Officer.....Mrs. Kristin K. Tassin, President

Board Members Present

- Mr. Rick Garcia, Vice President
- Mr. David Hamilton, Secretary
- Mrs. Angie Hanan
- Mr. Adam Schoof (joined in progress)
- Dr. Shirley Rose-Gilliam (joined in progress)
- Ms. Sonya Jones (joined in progress)

1. Meeting Called to Order

President Tassin called the meeting to order at 6:01 p.m. announcing the presence of a quorum and that the meeting had been duly called and the notice posted for the time and matter required by law.

2. Convene in Closed Session

The Board convened in closed session at 6:02 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

A. Section 551.074: Personnel Matters

- 1. Conduct Superintendent's Summative Evaluation
- 2. Deliberate an Amendment to the Superintendent's Contract

3.Reconvene in Open Session

The Board reconvened in open session at 9:18 p.m.

4. Consider Action on Closed Session Items

There were no action items following closed session.

5. Adjournment

Having no further business before the Board, MOTION by Mrs. Hanan to adjourn the meeting at 9:19 p.m.

---

Kristin K. Tassin, President

David Hamilton, Secretary

Minutes  
**Fort Bend ISD Board of Trustees**  
Regular Business Meeting  
January 29, 2025

A Board of Trustees Regular Business Meeting was held on Monday, January 29, 2025 beginning at 6:01 p.m. in the Board Room of the Administration Building located at 16431 Lexington Blvd., Sugar Land, Texas. The Live Stream of the meeting was available at <https://www.fortbendisd.com/boardmeetinglivestream>. The meeting was recorded as required by law, and the recording is available to the public at:

<https://fortbendisd.new.swagit.com/videos/274602>.

The agenda packet for the meeting can be found here:  
<https://meetings.boardbook.org/Public/Agenda/649?meeting=669000>.

Presiding Officer.....Mrs. Kristin K. Tassin, President

Board Members Present

Mr. Rick Garcia, Vice President  
Mr. David Hamilton, Secretary  
Mrs. Angie Hanan  
Mr. Adam Schoof  
Dr. Shirley Rose-Gilliam  
Ms. Sonya Jones

School Officials Present

Dr. Marc Smith, Superintendent of Schools  
Beth Martinez, Deputy Superintendent Chief of Staff  
Kathleen Brown, Deputy Superintendent of Operations  
Dr. Jaretha Jordan, Deputy Superintendent of Teaching and Learning  
Chassidy Olainu-Alade, Interim Chief Communications Officer  
Stephanie Williams, Chief of Organizational Development  
Bryan Guinn, Chief Financial Officer  
Dr. Adam Stephens, Chief Academic Officer  
Glenda Johnson, Chief Human Resources Officer  
Long Pham, Chief Information Officer  
David Rider, Chief of Police  
Dr. Andria Schur, Chief of Schools  
Dr. Damian Viltz, Chief Operations Officer

Amanda Bubela, Recording Secretary (virtual)

Others Present

Chris Gilbert, Interim General Counsel  
Clay Grover, Board Counsel  
FBISD Staff and Employees

### 1.- 3. Meeting Called to Order, National Anthem, Moment of Silence

President Tassin called the meeting to order at 6:01 p.m. announcing the presence of a quorum, that the meeting had been duly called and the notice posted for the time and matter required by law. President Tassin asked everyone to stand for the National Anthem, performed by the Ridge Point High School saxophone quartet. Following the performance, everyone was asked to remain standing for a moment of silence.

### 4. Recognitions

The Board recognized several students and campuses including:

- Members of the Ridge Point High School saxophone quartet who performed the National Anthem, led by director Eric Weingartner.
- The Cornerstone Elementary Chameleon Choir, which was chose to perform at the 2025 Texas Music Educators Association (TMEA) annual conference. Representing the choir:
  - Cinnamon Dove and Joshua Arnoldy, directors
  - Aliyah Clark and Esha Mandava, student leaders
- Members of the Fort Bend ISD Board of Trustees for their service to the students and the District. Their families were also recognized for the time they sacrifice while their loved ones serve the district.
  - Kristin Tassin, President
  - Rick Garcia, Vice President
  - David Hamilton, Secretary
  - Angie Hanan, Trustee
  - Dr. Shirley Rose-Gilliam, Trustee
  - Sonya Jones, Trustee
  - Adam Schoof, Trustee
- Twelve student artists who created rodeo artwork pieces that are included in a special commemorative calendar presented to the Board of Trustees.
  - Genevieve Trimm and Genevieve Lanham from Palmer Elementary, accompanied by teacher Marco Penafiel
  - Lessa Dickson from Settlers Way Elementary
  - Tatum Walters from Parks Elementary, accompanied by teacher Shelby Mooneyham
  - Teeda Mikaeilian from Highlands Elementary, accompanied by teacher Suzanne Miller
  - Kamylah Rangel, Begum Cevher, and Emerson Faubion from Thornton Middle School, accompanied by teachers Christine Jackson and Jennifer Crain
  - Chloe Frisk, Makeila Sanchez, and Aleeza Zaheer from Ridge Point High School, accompanied by teacher Taylor Farmilette
  - Alvaro Rios from Crawford High School, accompanied by teacher Meighan Gladden

Following the student recognitions, representatives from the offices of Fort Bend County Commissioner Dexter McCoy and Texas Representative Ron Reynolds recognized and

expressed appreciation to the Board of Trustees, and a group of Girl Scouts presented Girl Scout cookies to Board members.

#### 5. Superintendent Update

#### 6. Board Member Reports

- A. Board Activity Report
- B. TASB Update

#### 7. Public Comment

- Willie Rainwater, expressing appreciation to the Board of Trustees and sharing concerns about employee benefit premiums and student performance at Willowridge High School.
- Cheryl Buford, in support of the proposed MOU between the Super Neighborhood Group 41 and Fort Bend ISD and calling attention to the volunteer efforts underway at Blue Ridge/Briargate Elementary.
- Regina Gardner, vice chair of the Fort Bend Super Neighborhood education committee, in support of the proposed MOU and with background about the Super Neighborhood organization.
- Pastor Willie Davis, Houston City Council Member, in support of the proposed MOU and expressing appreciation to the Board.
- Jayne Edwards McFarland, in support of the proposed MOU and asking Board members to support it.
- Stephanie Brown, expressing appreciation to the superintendent and Board, and in support of the proposed MOU.
- Audrey Jordan Williams, chair of the Super Neighborhood 41 education committee, in support of the proposed MOU.
- Allison Tradeau, an eighth grade student at Bowie Middle School, regarding school overcrowding and asking Board members to reinstate Elementary 55 and address overcrowding.
- Tricia Mihailovic, regarding the elimination of Elementary 55 and overcrowding at Neill Elementary, and asking Board members to consider the long term vision for the community and students.
- Dolores Collins, expressing concern about author Rashonda Billingsley's book on a list of banned books, in support of the proposed MOU, and asking Board members and community to support the upcoming Willowridge Wall of Honor golf tournament.
- Lynn Prince, expressing concern about the lack of a PDF course selection guide for parents and students.

#### 8. Action

- A. **Memorandum of Understanding for Willowridge High School Feeder Pattern:**  
Consideration and approval of key components of a Memorandum of Understanding (MOU) for Super Neighborhood 41 (Willowridge HS Feeder Pattern) and Fort Bend ISD (FBISD).

**MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board approve Action Item 8.A-Memorandum of Understanding for Willowridge High School Feeder Pattern as presented. Following discussion, **MOTION CARRIES**, 7-0.

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

## 9. Information

- A. Budgetary & Legislative Update
- B. Special Education Update
- C. Intruder Detection Audit Report
- D. Attendance Boundary Planning

## 10. Consent Agenda

During discussion, the board requested that Items 10-A, 10-B, 10-E-7, 10-F, 10-I-1, 10-I-4 and 10-I-5 be pulled from the Consent Agenda.

**MOTION made by Mr. Garcia and SECONDED by Mr. Hamilton** that the Board approve Consent Agenda items except items I-1, 10-F, E-7, 10-A and B, and Item I-4 and 5, as presented.

**MOTION CARRIES, 7-0.**

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- C. **Fort Bend ISD 2025-26 Instructional Calendar:** Consideration and approval of the 2025-26 FBISD District instructional calendar and related staff development waivers.
- D. **Board of Trustees Meeting Minutes:** Consideration and approval of the minutes of Fort Bend ISD Board of Trustees meetings and/or public hearings on the following dates:
  - 1. October 28, 2024 - Special Called Meeting: Teambuilding
  - 2. November 4, 2024 - Called Meeting and Agenda Review
  - 3. November 18, 2024 - Public Hearing - FIRST Rating
  - 4. November 18, 2024 - Regular Business Meeting
- E. **Deletion, Adoption and Revision of Policies: FNCE (Local), CPC (Local), CQB (Local), BBD (Local), CKC (Local), BBFA (Local), CKE/CKEA (Local), DCE (Local), and DGBA (Local).**
  - 1. FNCE (Local) - Personal Telecommunications/Electronic Devices
  - 2. CPC (Local) - Office Management: Records Management
  - 3. CQB (Local) - Technology Resources: Cybersecurity
  - 4. BBD (Local) - Board Members: Training and Orientation
  - 5. BBFA (Local) - Ethics: Conflict of Interest Disclosure
  - 6. CKC (Local) - Safety Program/Risk Management: Emergency Plans
  - 8. DCE (Local) - Employment Practices: Other Types of Contracts
  - 9. DGBA (Local) - Personnel-Management Relations: Employee Complaints/Grievances
- G. **Bond 2023 Program Contingency:** Consideration and approval for the use of 2023 Bond Program Contingency as proposed by Administration.
- H. **Easement at FBISD PFC Building:** Consideration and approval to execute an easement with Fort Bend County Water Control and Improvement District No. 2 along the east side of the FBISD PFC building located at 13600 Murphy Road, Stafford, TX;

and authorization for the Board President and/or designer to negotiate and execute this easement.

**I. Consideration and approval of proposed expenses that exceed \$50,000:  
Specifically for:**

2. **Construction Services for Transportation Renovations (BP025):** Consideration and approval of a Construction Services Agreement with Millennium Project Solutions for Transportation Renovations project (BP025) for a stipulated lump sum amount of \$7,533,000 and authorization for the Superintendent to negotiate and execute or terminate the agreements.
3. **Elevator Services, Maintenance, Repair and Related Items:** Consideration and approval for the purchase of an elevator service, maintenance, repair, and related items from multiple cooperative contracts in an amount not-to-exceed \$2,250,000 and authorization for the Superintendent to negotiate and execute the agreements through January 2030.
6. **Supplemental Benefits for Non-Emergent Surgeries (Increase):** Consideration and approval to increase the existing contract awarded under 20-099JB Supplemental Benefits for Non-Emergent Surgeries by \$3,500,000 for a total not-to-exceed of \$8,798,865 to continue purchasing supplemental benefits for non-emergent surgery services through December 2025.
7. **Staff Training Platform:** Consideration and approval for the purchase of a staff training platform from Vector Solutions under a cooperative contract with EPIC6 Purchasing Cooperative for an amount not-to-exceed \$90,000 and authorization for the Superintendent to negotiate and execute the agreement through February 2026.
8. **Timekeeping and Attendance System:** Consideration and approval for the purchase of a timekeeping and attendance system from UKG Kronos Systems, LLC., under a cooperative contract with OMNIA Partners for an amount not-to-exceed \$1,000,000 and authorization for the Superintendent to negotiate and execute the agreements through March 2030.

Action on Items Removed from the Consent Agenda

- **10-A Order of Election for Trustees:** Consideration and approval to order an Election on Saturday, May 3, 2025, for the full terms of Trustee Positions 3 and 7.

**MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board approve Consent Agenda Item 10-A as presented.

Following discussion, **MOTION CARRIES**, 7-0.

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- **10-B District Priorities, Goals, and Strategies:** Consideration and approval of the district priorities, goals, and strategies.

**MOTION by Mr. Garcia and SECONDED by Dr. Gilliam** that the Board approve Item 10-B as presented.

Following discussion, **MOTION CARRIES**, 7-0.

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- **10-E-7 CKE/CKEA (Local) - Safety Program/Risk Management: Security**

**MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board approve Item 10-E-7 as presented.

Following discussion, **MOTION CARRIES**, 7-0.

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- **10-F American Rescue Plan Act Subrecipient Agreement:** Consideration and approval of the American Rescue Plan Act (ARPA) Subrecipient Agreement between Fort Bend ISD and Fort Bend County.

**MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board approve Item 10-F as presented.

Following discussion, **MOTION CARRIES**, 6-0-1.

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam

Nay: None

Abstain: Jones

- **10-I-1 Additional Funding for Ferndell Henry Renovations & Additions (BP004):** Consideration and approval of the revised project budget to include an additional \$2,300,000 for a total project budget of \$26,155,024 for the Ferndell Henry Renovations & Additions (BP004) by utilizing 2023 Bond Contingency funds.

**MOTION by Mr. Garcia and SECONDED by Dr. Gilliam** that the Board approve Item 10-I-1 as presented.

Following discussion, **MOTION CARRIES**, 5-2.

Yea: Tassin, Garcia, Hanan, Gilliam, Jones

Nay: Hamilton, Schoof

- **10-I-4 Flooring Services, Installation and Related Services:** Consideration and approval for the purchase of flooring services, installation, and related services from multiple vendors through multiple cooperative contracts for an amount not-to-exceed \$800,000 and authorization for the Superintendent to negotiate and execute the agreements through January 2030.

**MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board approve 10-I-4 as presented.

Following discussion, **MOTION CARRIES**, 7-0.

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- **10-I-5 Reorganization and Budget Transfer BP010 & BP012 Packages:** Consideration and approval of campus and scope reorganization between Turf and Athletics Package (BP010) and Athletics Renovations (BP012), a budget transfer of \$990,815 from BP010 and BP012, to fund the budget difference after reorganizing the packages, and approval of a revised project budget for both BP010 and BP012 as shown on attached Exhibits 1 and 1A.

**MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board approve item 10-I-5 as presented.

**MOTION CARRIES, 7-0.**

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

#### 11. Convene in Closed Session

The Board convened in closed session at 10:22 p.m. under Texas Open Meetings Act, Texas Government Code, Chapter 551 under the following sections: 551.071 - For the purpose of a private consultation with the Board's attorney on any or all subjects or matters authorized by law; Section 551.072 - Consider purchase, exchange, lease, or value of real property, Section 551.074 - Personnel matters, Section 551.076 - Security matters, Section 551.082 - Student discipline matter or complaint, or Section 551.0821 - Personally identifiable information about public school student.

- A. Deliberate possible amendment to the superintendent's contract.
- B. Deliberate Director of Student Affairs recommendation.
- C. Deliberate Goodman Elementary Principal recommendation.

#### 12. Reconvene in Open Session

The Trustees reconvened in open session at 11:17 p.m.

#### 13. Consider Action on Closed Session Items

- **MOTION by Dr. Gilliam and SECONDED by Mr. Garcia** that the Board of Trustees accept the superintendent's recommendation and appoint Antonio Davila to the position of Director of Student Affairs.

**MOTION CARRIES, 7-0**

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- **MOTION by Mrs. Hanan and SECONDED by Mr. Schoof** that the Board of Trustees accept the superintendent's recommendation and appoint Lauren Prince to the position of principal of Goodman Elementary School.

With no opposition from the Board, **MOTION and SECOND WITHDRAWN.**

**MOTION by Mrs. Hanan and SECONDED by Mr. Hamilton** that the Board of Trustees accept the superintendent's recommendation and appoint Lauren Price to the position of principal of Goodman Elementary School.

**MOTION CARRIES, 7-0.**

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- **MOTION by Ms. Jones and SECONDED by Mr. Schoof** that the Board approve the Order of Election to be conducted May 3, 2025 as presented.

**MOTION CARRIES, 7-0.**

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

- **MOTION by Mr. Garcia and SECONDED by Mrs. Hanan** that the Board of Trustees approve the first amendment to the superintendent's employment contract as presented.

**MOTION CARRIES, 7-0.**

Yea: Tassin, Garcia, Hamilton, Hanan, Schoof, Gilliam, Jones

14. Future Meeting Discussion

15. Adjournment

Having no further business before the Board, MOTION was made by Mr. Schoof to adjourn the meeting at 11:21 p.m.

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Kristin K. Tassin, President

David Hamilton, Secretary

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval: Milk and Juice (COOP)**  
**Reference: District Goal Priority 3**  
**Department: Child Nutrition**

### **Recommendation**

Consideration and approval for the purchase of milk and juice from Dean Foods dba Oak Farms through the School Purchasing Alliance (SPA) cooperative contract in an amount not-to-exceed \$15,000,000 and authorization for the Superintendent to negotiate and execute the agreement through May 2030.

### **Summary**

In April 2021, the Board approved 21-042AB Milk and Juice for the purchase of milk and juice for the Child Nutrition Department. This contract will expire in May 2025. This bid requested pricing for healthy dairy products and drink choices for students, faculty, and staff throughout the District. The United States Department of Agriculture and Texas Department of Agriculture require dairy products and fluid milk for both the School Breakfast Program and the National School Lunch Program.

The SPA cooperative purchasing contract will allow the District to fulfill its milk and juice needs efficiently and effectively and complies with school district bidding requirements. The current cooperative contract is active through March 2029. Should the contract not be renewed for the full term, staff will utilize an alternate cooperative contract or return to the Board to request authorization to utilize an alternate procurement method.

This contract seeks approval under relevant statutes, including Chapter 44, §44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services. The Board of Trustees must approve proposed awards of \$50,000 or more.

The term of this contract is for one (1) year, with four (4) annual renewal options. The contract term will begin on May 16, 2025, and will run through May 15, 2026. With the four (4) option years, the contract can be extended through May 15, 2030.

### **Background**

Expenditures in 2023-24 were \$2,696,365. The previous expenditure recommendation for this project was \$9,900,000. Expenditures are not expected to exceed \$15,000,000 through May 2030, which includes expenditures for the CTE Culinary Arts program.

Requested by:	Bryan Guinn, Chief Financial Officer Matthew Antignolo, Executive Director Child Nutrition	
Vendor:	Dean Foods dba Oaks Farms***	
Budget Sources:	Child Nutrition Fund General Fund Federal Funds	
Amount:	Not to exceed \$15,000,000	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of "no bid" responses received:	N/A	
Length of commitment:	Through May 2030	
Last solicitation date:	January 2021	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval:**  
**Deletion, Adoption and Revision of**  
**Policies BDF (Local), CQC(Local),**  
**DC (Local), and FEA(Local)**  
**References: Board Policy BF (Local)**  
**Department: Deputy Superintendent Chief**  
**of Staff**

### **Recommendation**

Consideration and approval of proposed deletion, adoption, and revision of local policies: BDF (Local), CQC(Local), DC (Local), and FEA(Local).

### **Summary**

The Board Policy Committee and Administration recommend the following adoption and revision of local policies:

- BDF Board Internal Organization: Citizen Advisory Committees
  - Revised to include information about creation of Trustee Appointed Advisory Committees, Administration Appointed Advisory Committees, and required administrative procedures.
- CQC Technology Resources: Equipment
  - This new local policy is recommended to meet the legal requirement for the board to adopt a policy for the effective integration of digital devices in the district. The policy language adopts the model health and safety guidelines developed by TEA and the Health and Human Services Commission and clarifies that the superintendent must develop regulations for implementation.
- DC Employment Practices
  - HB 1789 creates a nepotism exception for hiring bus drivers, regardless of county population, if the board approves employment. TASB recommends adding a note referring to DBE (Legal) (concerning nepotism) to this policy that delegates hiring authority for non-contractual employees to the superintendent as a reminder of the special requirements related to this nepotism exception for bus drivers.
- FEA Attendance: Compulsory Attendance
  - SB 68 allows a district to excuse a student from attending school for career investigation days to visit a professional's workplace during the student's junior and senior years to determine the student's interest in a career in the professional's field. Districts that choose to excuse students

for absences to visit a professional's workplace to explore a career in that professional's field must adopt a policy to determine when an absence will be excused for this purpose and a procedure to verify the visit. A new provision offered for the board's consideration at Career Investigation permits such absences for the maximum amount allowed in law — up to two days during a student's junior year and up to two days during the student's senior year. Contact your policy consultant for revisions if the district will allow fewer excused absences or will not allow any excused absences for this purpose.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Beth Martinez  
Deputy Superintendent Chief of Staff

**Purpose and  
Philosophy**

The purpose of this policy is to establish expectations regarding trustee-appointed advisory committees which may be created to support District planning and decision-making. The Board believes that collaboration and partnership with the community contribute to sound decision-making.

Well-formed and well-executed trustee-appointed advisory committees, consisting of citizens residing within the District, help build trust and confidence, ensure accountability, and inform Board decisions and actions.

**Creation of Trustee-  
Appointed Advisory  
Committees**

The Board may create trustee-appointed advisory committees. When establishing a committee, the Board will determine:

1. The committee's purpose;
2. The duration of the committee's existence;
3. The number of citizens who may serve on the committee;
4. The qualifications for committee membership, including the requirement that appointees serve with a student-centered approach and operate with a District-wide perspective, rather than from personal interests;
5. The process for trustee appointment of committee members; and
- ~~6.~~ The number of trustees, if any, who will serve on the committee. **If the Board determines trustees will serve on a trustee-appointed advisory committee, t**
- ~~7-6.~~ The Board President will appoint **the** trustees to fill **the** trustee positions **on trustee-appointed advisory committees. ~~Tand the~~ **hese**** trustees will serve at the will of the Board President.

Trustee-appointed committees will report to the Board and shall:

1. Collaborate with the administration to develop informed recommendations for Board consideration;
2. Provide input to the Superintendent or the Superintendent's designee(s) on recommendations that will be submitted for Board consideration;
3. Update the Board on their work at least annually; and
4. Submit any reports to the Superintendent in a timely manner, allowing sufficient time for the administration to review and provide a written response or comment on the recommendations.

**Administration-  
Appointed Advisory  
Committees**

The Superintendent may create administration-appointed advisory committees to engage stakeholders in District planning and decision-making (e.g., the Superintendent's Parent Advisory Committee).

If, at the Superintendent's discretion, trustees are to serve on an administration-appointed advisory committee, the Board President will appoint trustees to fill these positions who will serve at the will of the Board President.

The Superintendent shall update the Board at least annually on the existence and work of administration-appointed advisory committees.

**Procedures**

The Superintendent shall develop administrative procedures consistent with this policy regarding the formation, management, responsibilities, and authority of each committee established under this policy. These procedures shall include:

- Criteria for membership and a transparent selection process;
- Scope and timeframe of work;
- Roles and responsibilities of members (and officers, if applicable);
- Duration of member terms;
- Process for addressing vacancies;
- Scheduling and frequency of meetings; and
- Creation of charters.

With this policy, the Board adopts the model health and safety guidelines for the effective integration of digital devices in schools that have been developed by the Texas Education Agency and the Health and Human Services Commission.

The Superintendent shall develop regulations that implement these guidelines.

<b>Philosophy</b>	The Board believes student success is best achieved through effective teachers, leaders, and staff that inspire learning. Therefore, the Board is committed to recruiting, developing, and retaining effective staff members.
<b>Personnel Duties</b>	The Superintendent or designee shall define the qualifications, duties, and responsibilities of all positions and shall ensure that job descriptions are current and accessible to employees and supervisors. The Superintendent or designee shall establish administrative procedures including but not limited to the posting of vacancies and District processes for applications, contracts, resignations and retirements. These administrative procedures shall advance the Board's Core Beliefs and Commitments in an effort to recruit well-qualified candidates for teacher, leader, and other staff positions, and to further the creation of a diverse workforce by providing equal employment opportunities.
<b>New Positions</b>	All newly created locally funded administrative and professional support positions shall be approved by the Board.
<b>Posting Vacancies</b>	<p>The Superintendent or designee shall establish administrative procedures for advertising employment opportunities and posting notices of vacancies.</p> <p>Current District employees may apply for any vacancy for which they have appropriate qualifications.</p>
<b>Applications</b>	<p>All applicants shall complete the application form supplied by the District. Information provided on applications shall be confirmed before a contract is offered for a contractual position and before hiring or as soon as possible thereafter for a <del>non-</del> <u>contractual/noncontractual</u> position.</p> <p>[For information related to the evaluation of criminal history records, see DBAA.]</p>
<b>Employment of Contractual Personnel</b>	<p>The Superintendent has sole authority to make recommendations to the Board regarding the selection of contractual personnel.</p> <p>The Board retains final authority for employment of principals and all District administrators at Director level or above. [See DCA, DCB, and DCE as appropriate]</p> <p>The Board delegates to the Superintendent final authority for employment of all other contractual personnel. [See DCE]</p>
<b>Employment of Non-contractual Personnel</b>	<hr/> <p><b>Note:</b> <u>For employment of a bus driver related to a Board member or the Superintendent, see DBE(LEGAL).</u></p> <hr/>

EMPLOYMENT PRACTICES

DC  
(LOCAL)

The Superintendent shall have final authority to employ and dismiss all non-contractual personnel on an at-will basis. [See DCD]

**Resignation or Retirement in Lieu of Termination**

An employee who resigns or retires while under investigation, or resigns or retires in order to avoid termination, shall not be eligible for reemployment with the District. [See also DFE]

**Employment Assistance Prohibited**

No District employee shall assist another employee of the District or of any school district in obtaining a new job if the employee knows, or has probable cause to believe, that the other employee engaged in sexual misconduct regarding a minor or student in violation of the law.

Routine transmission of an administrative or personnel file does not violate this prohibition. [See CJ for prohibitions relating to contractors and agents and DH(EXHIBIT) for the Educators' Code of Ethics.]

**Philosophy**

The Board believes that students are better equipped to achieve attributes of the Profile of a Graduate when they have regular attendance at school. Through regular attendance, students are able to experience educational opportunities to support them in reaching their full potential.

**Compulsory Attendance**

The District expects students to attend school in accordance with compulsory attendance requirements. [see FEA(Legal)] This policy states the reasons for which the District shall address situations where compulsory attendance is not achieved.

Truancy

Students in violation of the compulsory attendance law shall be reported to the District attendance officer, who may institute court action as provided by law. The district may delay the referral to truancy court when applying truancy prevention measures to the student under Education Code 25.0915.

The District may initiate withdrawal of a student under the age of 19 for nonattendance ~~under the following condition:~~ 10 days after he or she last attended if his or her whereabouts are unknown.

~~The student has been absent ten<sup>10</sup> consecutive school days; and Repeated efforts by the attendance officer and/or principal to locate the student have been unsuccessful.~~

[For withdrawal of students 19 or older, see FEA (LEGAL).]

**Unexcused Absences**

The District shall enforce unexcused absences in accordance with FED (LEGAL).

**Funded Excused Absences**

In addition to excused absences required by law, the District shall excuse absences for the purposes below. ~~With the exception of any reason listed, students who are absent at the official attendance-taking time are counted absent for funding purposes.~~

A student shall be required to submit verification of these absences on a form or format required by the District in accordance with ~~administrative regulations~~ **Compulsory Attendance Handbook**.

For examples of **funded excused** absences, see the **Student Attendance Accounting Handbook**.

*Higher Education Visits*

The District shall excuse a student for up to two days during the student's junior year and up to four days during the student's senior year to visit an accredited institution of higher education. This includes seniors attending college orientation.

Career  
Investigation

The District shall excuse a student for up to two days during the student's junior year and up to two days during the student's senior year to visit a professional's workplace for purposes of exploring the student's interest in pursuing a career in that professional's field.

*Serious/Life-  
Threatening  
Illness/Treatment*

The District shall excuse a student who is absent as the result of a serious or life-threatening illness or related treatment that makes the student's attendance infeasible.

Documentation from a health care professional licensed, certified, or registered to practice in Texas must be provided that specifies the student's illness and the anticipated period of the student's absence relating to the illness or related treatment.

*Texas School for  
the Blind and  
Visually Impaired*

The District shall excuse a student is enrolled full time in TxVSN courses. See 12.2 Texas Virtual School Network (TxVSN) for information on recording daily attendance. Students who are enrolled in one or more TxVSN courses but attend part of the day at a regular campus and who are not scheduled to be on campus during the official attendance-taking time should have their attendance recorded during the part of the day they are on campus.

*School or  
Campus Activity*

The District shall excuse a student who is participating in an activity that is approved by your local school board and is under the direction of a professional staff member, an adjunct staff member, or a paraprofessional staff member of your school district.

For extracurricular activity absences, see FM(LOCAL).

*Dual Credit  
Program*

The District shall excuse a student who is enrolled in and attending off-campus dual credit program courses and is not scheduled to be on campus during any part of the school day.

Students who are enrolled in and attending an off campus dual credit program course and are scheduled to be on campus during any part of the school day should have their attendance recorded while they are on campus.

*Armed Services  
Enlistment*

The District shall excuse a student 17 years of age or older for up to four days during his or her enrollment in high school for activities

related to pursuing enlistment in a branch of the U.S. Armed Services or Texas National Guard.

*Early Voting or  
Election Clerk*

The District shall excuse a student for the purpose of serving as a student early voting clerk or an election clerk.

To serve as an election clerk (as opposed to a student election clerk), a student must meet the requirements specified in the Texas Election Code, §32.051.

*TAPS at Military  
Funeral*

The District shall excuse a student in grades 6–12 who is sounding “Taps” at a military honors funeral held in Texas for a deceased veteran.

*Citizenship  
Proceedings*

The District shall excuse a student for appearing at a government office to complete paperwork required in connection with the student’s application for U.S. citizenship (includes travel time).

*US Naturalization Oath Ceremony*

The District shall excuse a student for taking part in a U.S. naturalization oath ceremony.

*Court  
Appearance*

The District shall excuse a student for attending a required court appearance. A court appearance is considered to be required if the law (federal or state) or the court mandates an appearance by the student in a criminal, civil, or traffic matter.

Absences to meet with probation officers and other absences related to court-ordered activities *outside* the courtroom do not qualify as required court appearances.

*Driver’s License or  
Learner Permit*

The District shall excuse a student 15 years of age or older for one day during his or her enrollment in high school for each of the following:

- Visiting a driver’s license office to obtain a learner license; or
- Visiting a driver’s license office to obtain a driver’s license.

*Mentorship*

The District shall excuse a student who is participating in a mentorship approved by district personnel to serve as one or more of the advanced measures needed to complete the Distinguished Achievement Program outlined in 19 TAC §74.44

*Military Dependents*

The District shall excuse a student visiting the student’s parent, stepparent, or guardian who is an active member of the uniformed services and has been called to duty for, is on leave from, or has recently returned from continuous deployment of at least four months outside the locality where the parent, stepparent, or guardian regularly resides. The absences may not be for more

ATTENDANCE  
COMPULSORY ATTENDANCE

FEA  
(LOCAL)

than five days in a school year and shall be taken not earlier than the 60th day before the date of deployment nor later than the 30th day after the date of return from deployment.

Health Care  
Appointments

The District shall excuse a student's temporary absence resulting from an appointment with a health-care professional for the student, or the student's child, if the student commences classes or returns to school on the same day of the appointment. The student must provide a note from the health-care professional upon return to school.

Absences that result in an entire day/s of absence from school for a doctor appointment or if the student is at home sick will be excused provided documentation is submitted to the campus in accordance with administrative procedures.

Children in  
Conservatorship of  
the DFPS

The District shall excuse a student in the conservatorship of the Department of Family and Protective Services (DFPS) to attend a mental health or therapy appointment or family visitation as ordered by a court.

The District shall excuse a student in the conservatorship of DFPS to participate in an activity ordered by a court, provided that it is not practicable to schedule the participation outside of school hours.

Religious Holy Days

The District shall excuse a student observing religious holy days as recognized by Anti-Defamation League and/or the Interfaith Calendar.

Approved travel time per excused absence is articulated in administrative procedures.

**Excused Absences**

An excused absence (per Education Code Chapter, Sec. 25.087): "a person required to attend school under Section 25.085(e), may be excused for temporary absence resulting from any cause acceptable to the teacher, principal, or superintendent of the school in which the person is enrolled."

**Students Attending  
Homeschools**

Students who are homeschooled are exempt from the compulsory attendance law to the same extent as students enrolled in private schools.

Adequate documentation of homeschooling should be presented at the time of enrollment. Before credit can be earned in a course from a non-accredited public school, appropriate personnel shall evaluate a student's records and transcript in accordance with policy FD(LOCAL).

ATTENDANCE  
COMPULSORY ATTENDANCE

FEA  
(LOCAL)

When the District becomes aware that a student is being or will be homeschooled, the Superintendent or designee may request in writing a letter of notification from the parents of their intention to homeschool using a curriculum designed to meet basic education goals of reading, spelling, grammar, mathematics, and a study of good citizenship. Documentation shall be submitted from the parent of the date for which the homeschooling will begin.

Enforcing  
Compulsory  
Attendance

If the parents refuse to submit a letter of notification or if the District has evidence that the school-age child is not being homeschooled within legal requirements, the District may investigate further and, if warranted, shall pursue legal action to enforce the compulsory attendance law.

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval: Non-Instructional Software Cooperative Purchase (Supplemental)**  
**Reference: District Goal Priority 1**  
**Department: Information Technology**

### **Recommendation**

Consideration and approval for the purchase of non-instructional software from Mythics Inc. and TD Synnex/DLT Solutions, LLC through the BuyBoard and Omnia Partners Cooperative contracts and authorization for the Superintendent to negotiate and execute the agreements through February 2029.

### **Summary**

On January 22, 2024, the Board approved 23-081AC Non-Instructional Software Cooperative Purchase, which expires February 22, 2029. Fort Bend ISD utilizes various non-instructional software packages to provide operational and utility solutions for various departments within the District.

The purpose of this supplemental solicitation is to add additional vendors to the list of previously approved vendors. The originally approved length of commitment and authorized expenditure amount does not change.

The recommended vendors will provide non-instructional software for the purchase of Oracle software. Oracle Peoplesoft software is the enterprise resource planning software used by the District to manage and integrate core business processes used by Human Resources, Business and Finance and others throughout the District. DocuSign is used for electronic signatures and digital transaction management.

The previously approved DIR contract (DIR-TSO-4158) for Oracle products and services expired in October 2024. Oracle has been negotiating with DIR for a contract renewal, but no agreement has been reached. In the meantime, the District must continue to support and maintain the software. To ensure these essential software services remain uninterrupted, the District will utilize cooperative purchasing contact with BuyBoard and Omnia Partners for the procurement of this software.

The BuyBoard and Omnia Partners cooperative purchasing contracts will allow the District to fulfill its needs to provide these services from Oracle efficiently and effectively and complies with school District bidding requirements. Renewal options are available through February 2029. Should the contracts not be renewed for the full term, staff will

utilize an alternate cooperative contract or return to the Board to request authorization to utilize an alternate procurement method.

This contract seeks approval under relevant statutes, including Chapter 44, §44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services. The Board of Trustees must approve proposed awards of \$50,000 or more.

Requested by:	Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer
Vendor:	Mythics Inc. TD Synnex/DLT Solutions, LLC
Budget Sources:	General Fund Bond Funds
Amount:	Not to exceed \$27,730,883 (No change from original)
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	N/A
Number of vendors downloaded the solicitation:	N/A
Number of responses received:	N/A
Number of "no bid" responses received:	N/A
Length of commitment:	Through February 2029
Last solicitation date:	N/A
Supporting documents:	N/A
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Long Pham  
Chief Information Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**

**Date: March 24, 2025**

**Action: Consideration and approval:  
Industry Certifications and  
Supporting Practice Materials  
(Supplemental)**

**Reference: District Goal Priority 1**

**Department: Career and Technical  
Education (CTE)**

### **Recommendation**

Consideration and approval for the purchase of industry certifications and supporting practice materials from Open Education and Development Group, LLC through the Central Texas Purchasing Alliance (CTPA) and authorization for the Superintendent to negotiate and execute the agreement through March 2029.

### **Summary**

On March 4, 2024, the Board approved 24-029MG Industry Certifications and Supporting Practice Materials to deliver training and administer industry certification exams to students in Career and Technical Education (CTE) courses. This contract expires March 2029.

The purpose of this action is to provide access to training materials and to ensure students gain the necessary knowledge in preparation for the successful completion of industry certifications, which provides students with both a competitive advantage in post-secondary education and employment opportunities. The purpose of this supplemental contract 24-029MG-02 Industry Certifications and Supporting Practice Materials is to add an additional vendor to the list of previously approved vendors. The originally approved length of commitment and authorized expenditure amount does not change.

The recommended vendor will provide testing materials that support the fourteen (14) CTE program areas and align with the state accountability standards. Districts receive accountability points based on the certifications that students earn through their CTE coursework. CTE classroom instruction allows the opportunity for students to earn credit, develop skills and real-world knowledge which meet but also exceed the state standards. The District will miss this opportunity without access to this resource.

This contract seeks approval under relevant statutes, including Chapter 44, §44.031(a) of the Texas Education Code and Chapter 791, Interlocal Cooperation Act, along with Board Policies CH (LEGAL) and CH (LOCAL) for purchasing goods and services. The Board of Trustees must approve proposed awards of \$50,000 or more.

Requested by:	Dr. Adam Stephens, Chief Academic Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Open Education and Development Group, LLC***	
Budget Sources:	General Fund Federal Funds Grant Funds	
Amount:	Not to exceed \$1,500,000 (No change from original)	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of "no bid" responses received:	N/A	
Length of commitment:	Through March 2029	
Last solicitation date:	N/A	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Adam Stephens  
Chief Academic Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval:**  
**Memorandum of Understanding for**  
**Partnership with Baker Ripley (Head**  
**Start)**  
**References: Policy EHBG (Legal), Policy ED**  
**(Local); District Goals 1, 4 & 5**  
**Department: Academic Affairs**

### **Recommendation**

Consideration and approval of key components of a Memorandum of Understanding (MOU) for Baker Ripley Head Start Prekindergarten 3 (PK3) program and Fort Bend ISD (FBISD).

### **Background**

The partnership between Baker Ripley and Fort Bend ISD will create a program for three-year-old children (PK3) at designated campuses within the district. This initial collaboration will establish eleven PK3 Head Start classrooms. The overarching goal is to expand the early childhood program by offering young learners access to enriching academic environments, while also attracting and retaining families, both new and existing, within our school communities.

Through this partnership, we will launch eleven PK3 classrooms, implement a developmentally appropriate curriculum, collect student achievement and growth data, and offer support through parent involvement activities and Head Start wraparound services. Approval of this MOU will enable Baker Ripley and Fort Bend ISD to open these PK3 classrooms in August 2025. The eleven proposed classrooms —6 monolingual and 5 bilingual— will primarily serve children from six campuses: Aldridge, E.A. Jones, Holley, Hunters Glen ELC, Mission, and Ridgemont ELC.

### **Cost**

In the first year of the partnership, Baker Ripley will invest \$1,328,500 to cover co-teachers, support staff, and supplies/materials for age-appropriate classrooms. FBISD will contribute \$990,000 to fund certified collaboration teachers, technology, and one staff member to oversee and support the partnership

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

97

Dr. Jaretha Jordan

Deputy Superintendent Teaching and Learning

Dr. Adam Stephens  
Chief Academic Officer

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**BAKERRIPLEY**  
**and**  
**FORT BEND ISD**

The purpose of this MOU is to establish a collaboration agreement between the parties to provide publicly funded prekindergarten three (Head Start) education to children who are residents of Fort Bend ISD (“Services”).

1. **PARTIES OF MOU:** This Memorandum of Understanding (“MOU”) is made by and between BakerRipley, (“Agency”) and Fort Bend ISD (“FBISD”). Agency contract number 11420.

2. **TERM AND TERMINATION: OF MOU**

- a. This MOU shall commence on February 15, 2025, and shall remain in effect until May 31, 2026, unless terminated earlier by either party.
- b. This MOU may be terminated as follows:
  - i. By either party, without cause, by providing the other party thirty (30) days advance written notice;
  - ii. By FBISD if Agency commits a material breach of any of the terms of this MOU and such breach is not cured within 15 days after written notice to cure;
  - iii. By Agency if FBISD commits a material breach of any of the terms of this MOU and such breach is not cured within 15 days after written notice to cure; and
  - iv. In the case of termination, each party shall be responsible for its own costs, expenses, and third-party contractual obligations up to the time of termination.

3. **AGREEMENTS OF FBISD**

- a. FBISD hereby agrees to the following general obligations:
  - i. FBISD shall
    - 1. Designate a point of contact for monthly communication regarding the partnership.
    - 2. Collect and share contact and demographic information with Agency for the purpose of assessing eligibility for and enrolling families in the Program.
    - 3. Provide eleven 11 classrooms at Head Start collaboration locations.
    - 4. Provide administrative space for 2 staff at all Head Start collaboration locations.
    - 5. Allow Head Start Provider Staff access to designated FBISD Locations to provide or facilitate Content Area Services.
    - 6. Provide one Texas Education Agency (TEA) certified Early Childhood teacher per collaboration classroom.
    - 7. Lead assessments in line with FBISD protocols and share results with the Agency.
    - 8. Provide instructional support to collaboration classrooms to align instruction based on state High-Quality Pre-K Components and Head Start requirements.
    - 9. Provide classroom, teacher, and co-teacher technology access and hardware for each collaboration classroom.

10. Serve as the Local Education Agency and provide Special Education services including:
  - a. A Full Initial and Individual Evaluation or recommended assessment for students suspected of having disabilities in compliance with IDEA regulations, including district timelines.
  - b. Provide a copy of the assessment and written report of eligibility and ARD/IEP committee document for each Head Start child evaluated by FBISD with release of information form signed by parent or guardian.
  - c. Include Agency staff in Arrival, Review, Dismissal/Individualized Education Program (ARD/IEP) committee meetings with release from parents.
  - d. Notify Agency staff and parent(s) of the date and time of school district's ARD/IEP Committee meetings if the child has been identified as a Program student.
  - e. Recommend services at the FBISD ARD/IEP committee meeting including Early Childhood Special Education (ECSE) itinerant teacher, transportation, and other related services, as agreed upon.
  - f. Provide periodic progress reports for Program children receiving special education services while participating in collaboration classrooms located within the district.
11. Provide transition services including:
  - a. Activities for children exiting Head Start (PK3) and entering prekindergarten 4-year-old (PK4).
  - b. Share children's education records, including screening and assessment results with written consent from parent or legal guardian.
  - c. Educate parents at collaboration sites about prekindergarten, school district expectations, and parent's responsibilities, schedules permitting.
  - d. Meet with collaboration site staff annually to address school readiness, school district expectations, and transition activities.

4. **AGREEMENTS OF AGENCY**

- a. Agency hereby agrees to the following general obligations:
  - i. Agency shall:
    1. Designate a point of contact for monthly communication regarding the partnership.
    2. Offer Head Start programming services to FBISD families in pre-kindergarten classrooms for three-year-olds.
    3. Identify a minimum number of fifteen (15) Head Start eligible children, up to a maximum of seventeen (17) Head Start eligible children, for each pre-kindergarten 3-year-old session, and work with FBISD to group the Head Start eligible children together in a "collaboration" classroom.

4. Provide one co-teacher per collaborative classroom, credentialed with a minimum of an associate (AA) degree.
5. Provide comprehensive social and enrichment services to the Program children and families and provide referrals to services such as, but not limited to case management, medical and dental services, full-day childcare, parent education, and adult basic skills training.
6. Agency teaching staff will assist FBISD-funded teachers in all student assessments.
7. Administer the CIRCLE assessment three times a year in collaboration with FBISD teachers.
8. Serve enrolled children with suspected or confirmed disabilities according to the guidelines set forth by FBISD and refer children with suspected disabilities to FBISD for evaluation.
9. Share beginning-of-the-year and end-of-the-year data regarding family services activities with FBISD, including survey results, goal-setting data, and resources provided to the collaborative classrooms.
10. Assign a writer who will be collaborating with FBISD staff in adapting the existing FBISD curriculum for prekindergarten three classrooms that aligns to the 2022 Texas PreK Guidelines.
11. Provide one (1) operations manager, two (2) family development workers, eleven (11) co-teachers, classroom furniture and educational materials, professional learning, and technical assistance for staff, as well as contributions from other leadership and support staff as needed for the program for an estimated value of approximately \$1,328,500 in the first year.

## 5. **MUTUAL AGREEMENTS**

- a. Agency and FBISD shall
  - i. Recognize and support a determination that Agency's personnel assigned to the FBISD campus(es) and/or collaboration classrooms are assigned under this Agreement to a campus meeting the criteria of Education Code § 12.057(b-1), in that Agency is also a "charter holder" under § 12.1012, for purposes of Agency's personnel qualifying for membership in the Teacher Retirement System of Texas.
  - ii. Designate points of contact at the administrative office and school levels for monthly communication with agency.
  - iii. Collaboratively create and implement the following.
    1. Annual vision, mission, and goals for their partnership, including daily operations.
    2. A comprehensive partnership handbook to be reviewed and updated annually.
    3. Co-create job descriptions for collaboration site staff, screening and recruitment of teachers and co-teachers employed in all collaboration classrooms.
    4. Co-design curriculum, assessment, lesson plans, daily activities, and schedules for the classes ensure compliance with Head Start and Fort Bend ISD expectations that are with goals and objectives aligned with 2022 Texas Prekindergarten Guidelines and Head Start standards.

- iv. Plan and implement organized parent involvement activities including parenting skills, financial education, transition activities, and required program governance monthly meetings.
- v. Work collaboratively to spread awareness about the Program to recruit families and staff.
- vi. Establish a procedure to collect registration information on potential Head Start eligible children who enroll in district's pre-kindergarten and dually enroll students with Agency and FBISD.
  - 1. Note: In accordance with Head Start Program Performance Standards, seventeen (17) is the maximum number of 3-year-old students permitted in the collaborative classroom.
- vii. Create a system to share information with each other regarding the children enrolled in the collaborative classroom to identify eligible children by age, income, and service areas including reports:
  - 1. Registration documents
  - 2. Health related records
  - 3. Proof of income
  - 4. Disability records (if identified)
  - 5. Enrollment
  - 6. Attendance
  - 7. Assessment results
  - 8. Observation results
  - 9. Family Data
- viii. Protect the confidentiality of information in accordance with the Federal Educational Records Privacy Act (FERPA) and/or the Head Start Program Performance Standards located at 45 CFR Section 1303.20-1303.24 as appropriate.
- ix. Work together to ensure collaboration classroom staff receive FBISD and Agency required professional development opportunities offered by each party as well as external organizations to the extent feasible, **including degree completion sponsored through partnership with University of Houston-Clear Lake (UHCL).**
- x. Plan and participate in parent orientations and/or parent information sessions.
- xi.
- xii. xi. Work together to identify gaps in early childhood education offerings within the FBISD service area and plan additional programming collaboratively avoiding duplication of efforts and/or creating internal competition among both entities during the recruitment and registration of families and students.

**NEITHER PARTY SHALL HAVE ANY OBLIGATION TO EXCHANGE FUNDS IN TO CARRY OUT THIS MOU, HOWEVER EACH PARTY SHALL BE RESPONSIBLE FOR FUNDING ITS OWN OBLIGATIONS HEREUNDER.**

## **6. GENERAL PROVISIONS**

- a. **Assignment.** This MOU shall not be assignable by either party, or shall any interest be assignable, except upon written consent of the other party, which shall not be unreasonably withheld.
- b. **Interpretation and Governing Law.** This MOU shall not be construed against the party who prepared it but shall be construed as though prepared by both parties. This MOU shall be construed, interpreted, and governed by the laws of the State of Texas.
- c. **Severability.** If any portion of this MOU is declared by a court of competent jurisdiction to be invalid or unenforceable such portion shall be deemed severed from this MOU and the remaining parts shall continue in full force as though such invalid or unenforceable provision had not been part of this MOU.
- d. **Parties Bound.** No officer, director, shareholder, employee, agent, or other person authorized to act for and on behalf of either party shall be personally liable for any obligation, express or implied, hereunder.
- e. **NOTICES.** Service of all notices under this MOU shall be sufficient if given personally or mailed to the party involved at its respective address herein set forth, or at such address as such party may provide in writing from time to time. Any such notice mailed to such address shall be effective when deposited in the United States mail, duly addressed, and with postage prepaid. Notices delivered in person shall be deemed communicated at the time of actual delivery.

<p>Contact Information for FBISD  Fort Bend ISD  Attn: Adam Stephens  Chief Academic Officer  Address: 16431 Lexington Blvd.  Sugar Land, TX 77479  Phone: 281-634-1016  Contact email:  <a href="mailto:adam.stephens@fortbendisd.gov">adam.stephens@fortbendisd.gov</a></p>	<p>Contact Information for Agency:  BakerRipley  Procurement and Contract Administration  P.O. Box 231808  Houston, Texas 77223  713-667-9400  <a href="mailto:contracts@bakerripley.org">contracts@bakerripley.org</a></p>
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- f. **Modification of MOU.** This MOU may not be altered, modified, rescinded, or extended orally. This MOU may be amended, supplemented or changed only by a writing signed or authorized by or on behalf of the party to be bound thereby.
- g. **Agency Indemnity.** Agency shall INDEMNIFY, DEFEND, AND HOLD FBISD AND ITS OFFICERS, COMMISSIONERS, TRUSTEES, AGENTS AND EMPLOYEES, and their respective successors and assigns (THE "INDEMNIFIED PERSONS"), HARMLESS from, and reimburse the Indemnified Persons on demand for, any and all claims, demands, causes of action, liabilities, losses, damages or expenses (including, without limitation, attorneys' fees and expenses) (collectively, "Claims") of every kind and character which may be imposed upon, asserted against, or incurred or paid by the Indemnified Persons because of, resulting from, or arising out of or in connection with any willful misconduct or negligence of Agency, its employees or agents, in connection with this MOU. Anything in this Section 5(g) to the contrary

notwithstanding, Agency's indemnification obligations shall not apply to any Claim caused by the negligence or fault, the breach or violation of a statute, ordinance, governmental regulation, standard or rule, or breach of contract by FBISD or its officers, commissioners, agents and employees, and their respective successors and assigns, or any third party under the control or supervision of FBISD or its officers, commissioners, agents and employees, and their respective successors and assigns. Agency's obligations under this Section shall survive any termination of this MOU.

- h. **FBISD Indemnity.** FBISD shall, only to the extent permitted by state or federal law, INDEMNIFY, DEFEND, AND HOLD Agency AND ITS OFFICERS, COMMISSIONERS, AGENTS AND EMPLOYEES, and their respective successors and assigns (THE "INDEMNIFIED PERSONS"), HARMLESS from, and reimburse the Indemnified Persons on demand for, any and all claims, demands, causes of action, liabilities, losses, damages or expenses (including, without limitation, attorneys' fees and expenses) of every kind and character which may be imposed upon, asserted against, or incurred or paid by the Indemnified Persons because of, resulting from, or arising out of or in connection with any act or omission by FBISD, its employees or agents, in connection with this MOU. Anything in this Section 5(g) to the contrary notwithstanding, FBISD's indemnification obligations shall not apply to any Claim caused by the negligence or fault, the breach or violation of a statute, ordinance, governmental regulation, standard or rule, or breach of contract by Agency or its officers, commissioners, agents and employees, and their respective successors and assigns, or any third party under the control or supervision of Agency or its officers, commissioners, agents and employees, and their respective successors and assigns. FBISD's obligations under this Section shall survive any termination of this MOU.
- i. **Equal Employment Opportunity** – *Both parties shall comply with E.O. 11246, "Equal Employment Opportunity," as amended by E.O. 11375, "Amending Executive Order 11246 Relating to Equal Employment Opportunity," and as supplemented by regulations at 41 CFR part 60, "Office of Federal Contract Compliance Programs, Equal Employment Opportunity, Department of Labor.*
- j. **Debarment and Suspension.** – FBISD hereby represents and warrants that they have not been debarred, suspended, declared ineligible, or voluntarily excluded from any federal procurement or non-procurement programs or agencies, as of the effective date of this Contract, agrees to not knowingly perform any act that shall cause FBISD to be excluded during the term of this Contract, and further agrees to notify Agency immediately if FBISD becomes debarred, excluded, suspended, ineligible or voluntarily excluded during the term of this Contract. FBISD also represents and warrants that they have a right to transact business in Texas and agree to provide verification of franchise tax compliance under Chapter 171 of the tax code within ninety (90) days if requested by Agency. If FBISD fails to do so or becomes ineligible to participate in any federal procurement or non-procurement programs as listed above, the Agency reserves the right to terminate this MOU effective immediately.

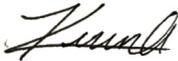
- k. **Successors.** The terms, covenants, agreements, provisions, and conditions contained herein shall bind and inure to the benefit of the parties hereto, their successors and assigns.
- l. **Confidentiality.** The parties may receive or have access to information that is proprietary or confidential to the other party. Such "Confidential Information" may include but is not limited to: client information, student records, institutional policies, business strategies, technical expertise, and financial information. Neither party shall disclose or use any such information, other than as described in this MOU, in any manner, at any time, or to any person, without the express written consent of an authorized representative of the other party, or as required by law.
- m. **Warranty of Good Standing and Authority.** Agency represents and warrants to FBISD that Agency has all necessary licenses for the undertaking of its obligations under this MOU. FBISD represents and warrants to Agency that FBISD has all necessary licenses for the undertaking of its obligations under this MOU.
- n. **Non-Discrimination.** In the performance of this MOU, the parties agree that they will comply with all applicable Federal and State anti-discrimination laws.
- o. **Relationship Between Parties.** FBISD is not an employee of Agency. Nothing contained in this MOU will be deemed or construed to create an employer/employee relationship between Agency and FBISD. FBISD will have no authority to create any obligation or make representations or warranty binding on Agency. All personnel supplied or used by FBISD in connection with this MOU will be deemed employees, agents, or subcontractors of FBISD and will not be considered employees, agents, subcontractors, or volunteers of Agency for any purpose whatsoever. FBISD alone is responsible for FBISD work, direction, compensation, and personal conduct. Nothing included in any provision of this MOU shall impose any liability or duty upon Agency in any capacity whatsoever, or make Agency liable for the acts, omissions, liabilities, or obligations, of whatsoever nature, of FBISD or its personnel.

Likewise, Agency is not an employee of FBISD Nothing contained in this MOU will be deemed or construed to create an employer/employee relationship between Agency and FBISD. Agency will have no authority to create any obligation or make representations or warranty binding on FBISD. All personnel supplied or used by Agency in connection with this MOU will be deemed employees, agents, or subcontractors of Agency and will not be considered employees, agents, subcontractors, or volunteers of Agency for any purpose whatsoever. Agency alone is responsible for Agency's work, direction, compensation, and personal conduct. Nothing included in any provision of this MOU shall impose any liability or duty upon FBISD in any capacity whatsoever, or make FBISD liable for the acts, omissions, liabilities, or obligations, of whatsoever nature, of Agency or its personnel.

- p. **Compliance with Applicable Law-** To the extent applicable, both parties shall fully comply with all provisions and reauthorizations of applicable federal, state and local laws, rules, regulations, and ordinances as applicable including but not limited to the Texas Education Code, the Texas Administrative Code, the Elementary and Secondary Education Act (ESEA), the Individuals with Disabilities Education Act (IDEA), and the Family Educational Rights and Privacy Act (FERPA) and all laws specifically noted herein.

- q. **Final Agreement.** This MOU constitutes the final understanding and agreement between the parties with respect to the subject matter hereof and supersedes all prior negotiations, understandings, and agreements between the parties, whether written or oral.
- r. **Disputes.** The parties will use their best efforts to resolve any dispute arising out of this MOU among themselves in good faith. In the event such dispute cannot be resolved by good faith discussion between the parties, any such dispute shall be subject to FBISD’s complaint policy (GF Local or other policy designated by FBISD) and the timelines established in the policy. If a party is dissatisfied with the outcome of FBISD’s complaint process, then the Dispute shall be subject to mediation as a condition precedent to litigation.
- s. **No Third-Party Beneficiaries.** This MOU is solely for the benefit of the named parties hereto and no other person or entity shall have any rights hereunder or any right to bring an action hereon. There are no third-party beneficiaries of this MOU.
- t. **Electronic Transactions.** This MOU shall not be denied validity solely because an electronic form was used, or solely because one or all parties to this MOU executed this MOU by means of an electronic record or electronic signature, as cited by **COMMERCE & TRADE-Title 15 U.S.C, Chapter 96, Subchapter I.**

**BakerRipley**



\_\_\_\_\_  
 Director, Procurement and Contract Administration

**Feb 6, 2025**

\_\_\_\_\_  
 Date

**Fort Bend ISD**

\_\_\_\_\_  
 Name: Dr. Marc Smith  
 Title: Superintendent of Schools

\_\_\_\_\_  
 Date

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval: Campus Improvement Plan Performance Objectives**  
**References: Policy BQA (Legal, Local)**  
**Department: Department of School Leadership**

**Recommendation**

Consideration and approval of the Campus Performance Objectives in each Campus Improvement Plan (CIP) for 2024-25.

**Background**

Annually, in an effort to focus and prioritize campus efforts and resources to develop the attributes in the Profile and ensure growth for every student, campus leaders conduct a Comprehensive Needs Assessment and establish Performance Objectives or System Responses and Strategies correlated to each of the Board-approved goals (now Priorities) to address campus needs and support the District Improvement Plan performance objectives.

The steps listed below provide a summary of necessary actions scheduled to support the 2024-25 Campus Improvement Planning cycle:

- A Campus-level comprehensive needs assessment, addressing performance on achievement indicators and other appropriate measures of performance were examined at each FBISD campus.
- Based upon the identified patterns and trends, the campus staff determined needed adjustments to address areas of need through the Performance Objectives or System Responses at each campus, including student engagement survey data.
- Academic Affairs Department, Department of School Leadership, and Operational Departments reviewed each CIP to provide feedback.
- The Department of School Leadership reviewed each improvement plan to ensure a clear focus on areas of opportunity to improve student learning through Performance Objectives or System Responses and Indicators of Success aligned to support the campus specific needs.
- Based upon the input from campus and district staff along with the Campus Planning Advisory Committee (CPAC) of each campus, each campus refined the Performance Objectives/System Responses for consideration and possible approval by the Board.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Andria Schur  
Chief of Schools

FBI<sup>★</sup>SD

2024-2025

Campus Improvement  
Plans and Campus  
Based Accountability  
System Plans



**Lead**  
THE PAC

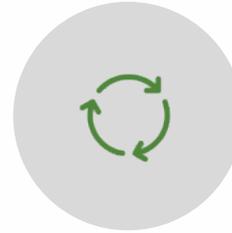
# Campus Improvement Plan/Campus Based Accountability System Plan Development



**CAMPUS NEEDS ASSESSMENTS (CNA):** ANALYZES THE CURRENT STATE AND PROPOSES PROBLEM STATEMENTS AND ROOT CAUSES TO DRIVE IMPROVEMENT PLANNING.



**BOARD GOALS/PRIORITIES:** DISTRICT GUIDANCE THAT ILLUSTRATES THE FOCUS AND GOALS OF THE SCHOOL BOARD.



**PERFORMANCE OBJECTIVES/SYSTEM RESPONSES:** FOCUS ON THE SYSTEMS NEEDED FOR IMPROVEMENT



**INDICATORS OF SUCCESS:** FOCUS ON THE FORMATIVE AND SUMMATIVE CHECKS TO KNOW THE SYSTEMS PUT IN PLACE WERE SUCCESSFUL. (WRITTEN AS SMART INDICATORS)

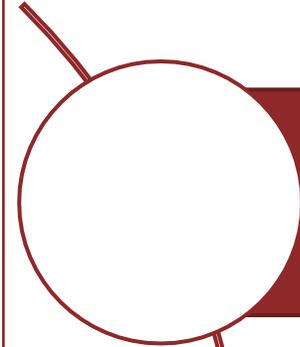


**STRATEGIES:** CONNECT BACK TO THE PERFORMANCE OBJECTIVE AND THE ESTABLISHMENT OF THE SYSTEMS NEEDED TO IMPROVE.

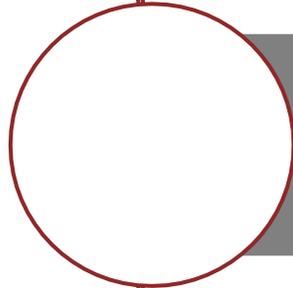
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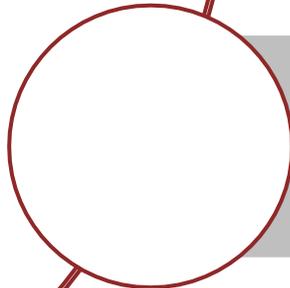
# Campus Planning Advisory Council (CPAC) Meetings



Members: 12 minimum with 2/3 (8) staff and remaining 1/3 (4) community/business



Frequency: Periodically/Quarterly  
Progress Monitoring in Plan4Learning



Data Reviewed: District assessment, surveys, MAP, Discipline, Attendance, CCMR, etc

# Priority 1: Increase Successful Student Outcomes Through Enhanced Learning Opportunities

## Goal 1 = Priority 1

- Elementary Schools: Student Achievement Performance Objectives & Strategies
- Middle Schools: Student Achievement Performance Objectives & Strategies
- High Schools: Student Achievement & CCMR Performance Objectives & Strategies

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# Priority 2: Create and Sustain a Culture and Climate of Professionalism, Accountability, and Communication (PAC) Where Stakeholders Are Valued, Inspired, and Engaged

## Goals 2, 3, & 4 = Priority 2

- Elementary Schools: Culture and Climate/PBIS, Staff Recruitment/Retention, and/or Family Engagement Performance Objectives & Strategies
- Middle Schools: Culture and Climate/PBIS, Staff Recruitment/Retention, and/or Family Engagement Performance Objectives & Strategies
- High Schools: Culture and Climate/PBIS, Staff Recruitment/Retention, and/or Family Engagement Performance Objectives & Strategies

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# Priority 3: Exhibit Financial Responsibility Through Transparent Budgeting Processes and Effective Management of Resources Aligned to District Strategic Plan

## Goal 5 = Priority 3

- Elementary Schools: Utilization for Campus Resources Performance Objectives & Strategies
- Middle Schools: N/A
- High Schools: Financial Accountability for Student Activities Performance Objectives & Strategies

\*Elementary School: Seguin ES, Malala ES, and Settlers Way ES (these do not align to Priority 3 as written)

\*High School: Almeta Crawford HS

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# CIP/CBAS Monitoring Systems

- Data Monitoring (MAP, District Assessments, Discipline, Attendance, CCMR, etc)
- Commitment to Success Form
- Campus Visits/Learning Walks
- Surveys Data Analysis (Parent & Student Engagement)
- Perform Walk Through Data
- CIP Review Feedback
- T-PESS MOY/EOY Conferences
- Instructional Council (DSL, Academic Affairs, OD)
- Professional Development Agendas Review
- Plan4Learning Progress Updates Monitoring

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# Questions

**Fort Bend Independent School District**  
**District Improvement Plan**  
**2024-2025 Goals/Performance Objectives**



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# District Improvement Plan Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** The District will exceed Region and State passing standards/averages for all student groups in Reading student achievement.

**HB3 Goal**

**Performance Objective 2:** The District will exceed Region and State passing standards/averages for all student groups in Mathematics student achievement.

**HB3 Goal**

**Performance Objective 3:** The District will exceed Region and State passing standards/averages for all student groups in Science student achievement.

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**Performance Objective 4:** The District will exceed Region and State passing standards/averages for all student groups in Social Studies student achievement.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, FBISD will maintain at least 80% district wide PBIS implementation of Tier I practices through systemic identification using multiple data sources as evidenced in the Tiered Fidelity Inventory.

**Performance Objective 2:** By June 2025, FBISD will increase district wide PBIS implementation Tier II practices by 10% from BOY to EOY through systemic identification using multiple data sources as evidenced in the Tiered Fidelity Inventory.

**Performance Objective 3:** By June 2025, FBISD will maintain 100% of campuses completing all emergency drills.

**Performance Objective 4:** By June 2025, FBISD will increase the number of students who report feeling safe at school on the student engagement survey from 75% to 80%.

**Performance Objective 5:** By June 2025, FBISD will improve special education compliance indicators specific to initial evaluation timelines. The percent of students initially evaluated for special education services who meet the required TEA State Performance Plan 11 (TSPP #11), compliance indicator will increase from 90.5% to 92%.

**Performance Objective 6:** By June 2025, FBISD will improve special education compliance indicators specific to initial evaluation timelines. The percent of students initially evaluated for special education services who meet the required TEA State Performance Plan 12 (TSPP #12), compliance indicator will increase from 91.6% to 98%.

**Performance Objective 7:** By June 2025, FBISD will complete 100% of the Re-Evaluations that were Overdue prior to 2024-25 school year.

**Performance Objective 8:** By June 2025, FBISD will decrease the RDA risk ratio (Special Ed, African American only) for OSS to 2.5 or less utilizing Special Ed Report Card end of 4th nine-week data.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Performance Objective 1:** By June 2025, FBISD will retain high quality teachers as evidenced by a decrease in the teacher turnover rate to less than 13% (2024: 13.8%)

**Performance Objective 2:** By June 2025, FBISD will decrease all District staff turnover rate to less than 16%. (2024: 16.56%)

**Performance Objective 3:** By June 2025, FBISD will decrease all other District staff turnover rate to less than 17.5% (2024: 18.16%).

**Performance Objective 4:** By June 2025, FBISD will increase the percent of teachers of record with teaching certifications from 94.71% at BOY to 96.0% by EOY 2024 - 25.

**Performance Objective 5:** By June 2025, FBISD will maintain positive teacher perceptions of professional development of at least 95% agree/strongly agree (quality of presentation/presenter).

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, FBISD will increase participation across all programs (mentoring, Exemplary Partners, Shared Dreams,

Community Sponsors, FACE Involvement) by 15% compared to last year.

**Performance Objective 2:** By June 2025, FBISD will double the number of relationships formalized by an MOU.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Performance Objective 1:** By June 2025, FBISD will ensure budget managers stay within allocated budgets.

**Performance Objective 2:** By June 2025, FBISD will utilize District program evaluation/reviews and the results of internal/external audits to build budget recommendations for the following school year.

**Performance Objective 3:** By June 2025, FBISD will reduce the number of expansion or addition of unsanctioned programs or initiatives that require funding.

# Alyssa Ferguson Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Alyssa Ferguson Elementary will develop and execute systems of instruction through the alignment of instruction models, small group instruction, targeted intervention, student ownership, scope and sequence and rigor as evidenced by indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Alyssa Ferguson Elementary will improve in providing a supportive learning environment for all students through the implementation of PBIS practices, wellness practices and professional learning as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Alyssa Ferguson Elementary will implement measures to increase daily student attendance as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Arizona Fleming Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By May 2025, AFE will improve the effectiveness of literacy instruction by implementing an aligned curriculum, alignment to the state standards, student ownership of learning practices, and targeted interventions/instruction and enrichment opportunities, as evidenced through the indicators of success.

## HB3 Goal

**Performance Objective 2:** By May 2025, AFE will improve the effectiveness of math instruction by implementing the math instructional model, with alignment to curriculum and state standards, including targeted intervention/instruction, as evidenced through the indicators of success.

**Performance Objective 3:** By June 2025, AFE will improve tier 1 instruction as it relates to supporting emergent bilingual students through professional learning on designing tier 1 one instruction that allows access to content, progress monitoring EB performance on formative and summative assessments, and targeted language development opportunities.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, AFE will implement PBIS systems that support student and staff ownership of behavior and build a collaborative, fair and positive culture as evidenced by student engagement, Title 1, and campus climate surveys.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By May 2025, AFE will recruit, develop and retain quality teachers through providing at professional learning opportunities and establishing monthly observation, feedback and coaching opportunities to create a thriving educational environment for both educators and students.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, AFE will increase parental involvement in decision making committees and community activities to enhance

relationships between families, teachers, staff, students, and community leaders.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Armstrong Elementary Goals 2024-2025

**Goal 1:** Dr. Lynn Armstrong Elementary will provide a rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By May 2025, Dr. Lynn Armstrong Elementary will improve the effectiveness of Tier 1 instruction in core content areas (reading, writing, math, science, and social studies) through the implementation of aligned curriculum, effective lesson plans, and progress monitoring as evidence through indicators of success.

**Performance Objective 2:** By May 2025, Dr. Lynn Armstrong Elementary will improve the effectiveness of Tier 2 and 3 instruction in reading and math through the implementation of aligned curriculum, effective lesson plans, and progress monitoring as evidence through indicators of success.

**Goal 2:** Dr. Lynn Armstrong Elementary will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

**Performance Objective 1:** By May 2025, Dr. Lynn Armstrong will provide targeted support to improve school climate through the use of common and reliable behavior data to meet the needs of all students, including Tier 2 and 3 students with interventions and supports. 126

**Performance Objective 2:** By May 2025, Dr. Lynn Armstrong will provide targeted support to improve attendance and school climate through the use of common and reliable data to meet the needs of all students and staff members. with the use of intervention and supports.

# Austin Parkway Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Austin Parkway will improve the effectiveness of Tier I instruction, interventions, and enrichment in all content areas for all students through the use of an aligned curriculum, data driven instruction, and student ownership of learning practices as evidenced through the indicators of success to impact the overall student achievement on the campus.

**HB3 Goal**

**Performance Objective 2:** By June 2025, Austin Parkway will improve Tier I instruction as it relates to supporting Emergent Bilingual (EB) students through professional learning on designing tier one instruction that allows access to the content, progress monitoring EB performance on formative and summative assessments, and targeted language development opportunities in order to close the academic achievement gap between emergent bilingual and non-emergent bilingual students as evidenced through the indicators of success.

**HB3 Goal**

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**Performance Objective 3:** Teachers will implement GT lesson plans from the Schoology in curriculum to increase the number of students at Masters in all content areas by at least 10% on STAAR through effective Tier I instruction and enrichment opportunities.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Austin Parkway students and staff will increase the effective use of PBIS systems to enhance campus culture and climate through collaborative opportunities as evidenced by the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, Austin Parkway will provide various opportunities for staff collaboration to build teacher clarity and growth in professional practices in math through teacher led PLCs, coaching/mentoring, and professional learning and development as evidence through the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Austin Parkway staff, PTA, and Climate/Wellness Committees will provide ongoing opportunities for students, staff, and families to build relationships, promote parent involvement, and encourage health and wellness.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Baines Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2024, BMS will improve Tier I and II classroom instruction through the implementation of effective PLC planning, responsive instruction, and increase student ownership of learning by using classroom feedback protocols as evidenced by indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, teachers will develop classroom guidelines (Lasso expectations) for success for aspect of the lesson structure that also align with the campus PBIS framework in order to and address student behaviors that will result in a safe and productive learning environment as evidenced by the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff.

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**Performance Objective 1:** Throughout the 2024-2025 school year BMS will retain all effective teachers and recruit new talent in a variety of ways that will result in a complete, talented staff as measured by the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, BMS will increase teacher, student, and parent engagement as measured by self-assessment surveys in order to support the school-home partnership as evidenced by the indicators of success.

**Performance Objective 2:** By August 2025, BMS counselors will utilize SAS data to establish counseling priorities and reflect on past programming in order to prioritize and plan professional development for teachers and activities for students.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Barrington Place Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, BPE will close gaps in performance among student groups in reading and math as demonstrated by multiple sources of evidence through focusing on PLC practices and protocols.

## HB3 Goal

**Performance Objective 2:** By June 2024 - All GT Identified students will show growth in their GT Learning plan in place to monitor academic/behavioral growth- parents, teachers, and students will create an academic/social goal that will be monitored throughout the school year. As part of the planning process, teachers will discuss and develop learning strategies to support our Gifted and Talented Students.

**Performance Objective 3:** 80% of our students will increase by one proficiency level in speaking domain in grades 1st through 5th grades.

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**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May of 2025, BPE will increase the implementation of student ownership of learning practices by focusing on PLC protocols as demonstrated by various forms of evidence.

**Performance Objective 2:** By May 2025, BPE will improve student social-emotional learning through the implementation of behavior framework through PBIS evidenced by the frequency of practice.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By May of 2025, Barrington Place Elementary will improve the retention rate of high-quality teachers and staff through mentorship, professional development, and PLC support to positively impact the culture and climate as evidenced through the indicator of success

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, BPE will increase social-emotional learning for students and staff by focusing on staff and student mental wellness and the development of student ownership of behavior practices as demonstrated by multiple sources of evidence.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Blue Ridge Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2024, Blue Ridge/Briargate will improve quality tier I instruction for all students across each content area through the implementation of aligned curriculum, PLCs, formative assessments and targeted interventions as evidenced through the indicators of success.

**HB3 Goal**

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

**Performance Objective 1:** By June 2024, Blue Ridge/Briargate students and staff will increase the effective use of PBIS systems to enhance campus culture and climate through planning and collaborative opportunities as evidenced through the indicators of success.

**HB3 Goal**

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2024, Blue Ridge/Briargate will provide various opportunities for staff collaboration that will yield collective growth and build teacher capacity through teacher led PLCs, coaching/mentoring, and professional learning and development as evidence through the indicators of success.

**HB3 Goal**

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2024, Blue Ridge/Briargate will increase parental engagement by utilizing effective communication systems that improve home/school connections through parent education classes, resources and supports as evidence through the indicators of success.

**HB3 Goal**

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Performance Objective 1:** By June 2024, Blue Ridge/Briargate will ensure the effective use of campus/district resources through classroom observational processes and tiered instructional processes as evidenced through the indicators of success.

**HB3 Goal**

# Blue Ridge-Briargate Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Blue Ridge/Briargate will improve quality tier I instruction for all students across each content area through the implementation of aligned curriculum, intentional small group/guided instruction, quality teacher-led PLCs, formative assessments and targeted interventions as evidenced through the indicators of success.

**HB3 Goal**

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Blue Ridge/Briargate students and staff will increase the effective use of PBIS systems to enhance campus culture and climate through robust professional development and professional learning opportunities for all staff, around the engagement and needs of special populations, inclusive of trauma-informed care, de-escalation techniques and SEL opportunities as evidenced through the indicators of success.<sup>134</sup>

**HB3 Goal**

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, Blue Ridge/Briargate will provide various opportunities for recruiting high quality staff, engagement and participation with staff in campus committees whereby we will incorporate activities/events that recognize staff achievement and promote staff synergy and efficacy as evidence through the indicators of success.

**HB3 Goal**

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Blue Ridge/Briargate will increase student and staff attendance percentages across grade levels by providing opportunities for parental learning and engagement geared toward knowledge and understanding of the impact of attendance on student achievement and through the use of incentives and rewards that highlight students with improved and perfect attendance as evidence through the indicators of success.

**HB3 Goal**

# Bowie Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, JBMS will enhance the rigor of instruction and engagement by implementing student ownership of learning practices, targeted professional development, and delivery of relevant lessons within the district's curriculum as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, JBMS will decrease the number of students who need Tier III intervention by implementing a system to identify and support students who need Tier II intervention as evidenced in the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, JBMS will improve campus culture and climate through the implementation of student ownership of behavior framework and PBIS strategies as evidenced through the indicators of success.

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Brazos Bend Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By May 2025, BBE will improve the effectiveness of Tier I instruction, interventions, and enrichment in all content areas for all students through the use of an aligned curriculum, data driven instruction, and student ownership of learning practices as evidenced through the indicators of success to impact the overall student achievement on the campus.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

**Performance Objective 1:** By May 2025, Brazos Bend Elementary will improve culture and climate from 90 to 95% through student ownership of behavior practices, multicultural activities, PBIS, and student and staff incentives as evidenced through the indicators of success.

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff.

**Performance Objective 1:** By June of 2025, Brazos Bend Elementary will improve the retention rate of high-quality teachers and staff through mentorship, professional development, and PLC support to positively impact the culture and climate as evidenced through the indicator of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By June 2025, Brazos Bend elementary will improve community engagement through the implementation of family content events, partnerships with businesses and organizations, and collaboration with the community as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

# Briargate Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2024, Briargate will improve quality tier I instruction for all students across each content area through the implementation of aligned curriculum, PLCs, formative assessments and targeted interventions as evidenced through the indicators of success.

**HB3 Goal**

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2024, Briargate students and staff will increase the effective use of PBIS systems to enhance campus culture and climate through planning and collaborative opportunities as evidenced through the indicators of success.

**HB3 Goal**

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2024, Briargate will provide various opportunities for staff collaboration that will yield collective growth and build teacher capacity through teacher led PLCs, coaching/mentoring, and professional learning and development as evidence through the indicators of success.

**HB3 Goal**

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2024, Briargate will increase parental engagement by utilizing effective communication systems that improve home/school connections through parent education classes, resources and supports as evidence through the indicators of success.

**HB3 Goal**

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Performance Objective 1:** By June 2024, Briargate will ensure the effective use of campus/district resources through classroom observational processes and tiered instructional processes as evidenced through the indicators of success.

**HB3 Goal**

# Burton Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Burton Elementary will improve student readiness in literacy, numeracy and science instruction through TIER 1 instruction that is responsive to ALL students' needs as evidenced through the indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Burton Elementary will improve student behavior by integrating comprehensive social-emotional learning for all students, implementing school-wide positive behavioral systems, and promoting a positive school culture and climate, as evidenced through the indicators of success.

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Burton Elementary will improve family and community engagement through increased participation in parent engagement classes, family engagement events, campus GT program awareness, and student clubs as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Bush High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, GBHS will improve students' math, reading, and writing skills to ensure all students are meeting student mastery through Professional Learning Communities and targeted teacher development, resulting in an increase in student STAAR performance.

**Performance Objective 2:** By June 2025, GBHS will improve tier I instruction as it relates to supporting emergent bilingual and SPED students through professional learning on designing tier one instruction that allows access to the content, progress monitoring EB and SPED performance on formative and summative assessments, and targeted language and skill development opportunities in order to close the academic achievement gap between emergent bilingual and SPED and general ed students as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By June 2025, GBHS will enhance the implementation of school-wide PBIS to foster a safe and orderly learning environment accessible to all students, as evidenced by a reduction in disruptive incidences.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, GBHS will proactively seek and cultivate highly qualified teachers who can offer a rigorous and relevant curriculum, as well as delivering customized instruction to cater to the varying needs of our diverse student body.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2024, GBHS will enhance parent engagement through on-campus activities and improved school communication. We are committed to providing academic and social/emotional support for parents and guardians, equipping them to better assist their children's learning at home.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Christa McAuliffe Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, CMMS will improve Tier 1 instruction across all core content areas through implementation of district curriculum and pacing calendar, model teaching, instructional coaching, Get Better Faster action step, and Professional Learning Communities (PLCs) to effectively grow teachers to effectively impact student growth and achievement as measured by the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, CMMS will continue to improve climate and culture through effective implementation of PBIS and SEL strategies, identify students for Gifted and Talented testing, provide enrichment opportunities for students who are identified as Gifted and Talented across the campus as evidenced by indicators of success.

141

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, CMMS will continue to increase the retention of high quality staff through campus initiatives and targeted professional growth opportunities as evidenced by indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, CMMS address the needs of the students who did not perform satisfactory on STAAR Math and STAAR Reading assessments by delivering strong Tier 2 and Tier 3 instruction through the implementation of paper-based and technology based instruction with strategically planned opportunities during the school day and opportunities for the parents to have their student attend before/after school tutorial or Saturday Academy. This also includes preparing students for the STAAR Science and STAAR Social Studies assessments.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Clements High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, CHS will enhance rigor, instruction, and engagement through the implementation of student ownership of learning practices, targeted professional development, and delivery of modern and relevant lessons within the district's curriculum as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, CHS will enhance intervention and enrichment opportunities specific to high focus groups through intentional scheduling, push-in supports, and professional development as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, CHS will improve campus culture and climate through the implementation of the student ownership behavior framework, PBIS strategies, and social emotional learning and engagement protocols as evidenced through the indicators of success.

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Colony Bend Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By May of 2025, Colony Bend Elementary will improve the effectiveness of math and science instruction through targeted instruction addressing identified TEKS and aligned curriculum as evidenced through the indicators of success.

**Performance Objective 2:** By May of 2025, Colony Bend Elementary will improve the effectiveness of math instruction for students receiving special education services through the implementation of targeted TEKS instruction carried out with fidelity, as evidenced through the indicators of success.

**Performance Objective 3:** By May of 2025, Colony Bend Elementary will improve the effectiveness of responsive instruction through effective SST meetings, involving the review of relevant data showing students progress on designated TEKS, as evidenced by the indicators of success.

143

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

**Performance Objective 1:** By May 2025, Colony Bend Elementary will empower students to take ownership of their behavior by providing PBIS and classrooms systems to reduce negative behaviors that are a direct result of lack of social/emotional skills through the implementation of the campus mentoring program, grade level PBIS meetings, and the school wide use of Eagle Buck incentives and Eagle Buck celebrations.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By May of 2025, Colony Bend Elementary will improve the effectiveness of community and parent engagement through the implementation of varied communication systems and feedback opportunities as evidenced by the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Colony Meadows Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Colony Meadows Elementary will improve math instruction through the implementation of professional learning communities and curriculum implementation as evidence through the indicators of success.

**Performance Objective 2:** By May 2025, Colony Meadows will improve the effectiveness of science instruction through professional learning communities and curriculum implementation as evidenced through the indicators of success.

**Performance Objective 3:** By May 2025, Colony Meadows will improve the the effectiveness of literacy instruction through professional learning communities and curriculum implementation as evidenced through the indicators of success.

**Performance Objective 4:** By June 2025, Colony Meadows will improve tier I instruction as it relates to supporting emergent bilingual students through professional learning on designing tier one instruction that allows access to the content, progress monitoring EB performance on formative and summative assessments, and targeted language development opportunities in order to close the academic achievement gap between emergent bilingual and non-emergent bilingual students as evidenced through the indicators of success.

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**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Colony Meadows Elementary will improve social emotional learning for students through the implementation of PBIS practices and professional learning as evidenced through discipline indicators

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Commonwealth Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025 CWE will improve the effectiveness of Reading/Literacy instruction through the implementation of aligned curriculum, student ownership of learning practices, enrichment opportunities for identified GT students, and targeted interventions for At-Risk learners, as evidenced through the indicators of success.

**HB3 Goal**

**Performance Objective 2:** By June 2025 CWE will improve the effectiveness of Math instruction through the implementation of aligned curriculum, student ownership of learning practices, enrichment opportunities for identified GT students, and targeted interventions for At-Risk learners, as evidenced through the indicators of success.

**HB3 Goal**

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**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, CWE will improve favorable perceptions of culture and climate through the implementation of PBIS systems and structures, SEL activities, and student ownership of behavior practices, as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Cornerstone Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By June 2025, Cornerstone Elementary School will improve student achievement in ELAR and Math through implementation of the aligned curriculum and targeted intervention and enrichment.

**Performance Objective 2:** By June 2025, Cornerstone Elementary School will improve student achievement in science through implementation of the aligned curriculum and instruction.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, CSE will improve our communication about existing enrichment opportunities for students as evidenced by the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Crockett Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Crockett Middle School will observe an increase in strategic instruction in Math, Reading, Science and Social Studies by focusing on Clarity in our PLC Actions, as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Crockett Middle School will see a 10% decrease in negative student behavior (Skyward Referrals) through the implementation of Student Ownership of Behavior practices, PBIS, and targeted interventions, as evidenced through the indicators of success

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff.

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**Performance Objective 1:** By June 2025, Crockett Middle School will retain 90% of our highly qualified teachers.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Performance Objective 1:** Crockett Middle School will seek grant opportunities for additional financial resources to supplement the campus budget to acquire the instructional materials to better engage learners and provide divergent learning strategies for greater student outcomes.

# Donald Leonetti Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, DLE will deliver effective literacy instruction by focusing on small group implementation, targeted interventions and student ownership of learning practices as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, DLE will improve effectiveness of math instruction by focusing on small group implementation, accelerated instruction and student ownership of learning practices as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, DLE will improve student discipline from 72 referrals to 65 referrals (10%) by focusing on PBIS implementation and Health & Wellness programs as evidenced in our indicators of success.

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Drabek Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Rita Drabek Elementary will increase the effectiveness of instruction by focusing on small group implementation, targeted intervention, and student ownership of learning practices as evidenced through the indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Rita Drabek Elementary will empower students to take ownership of their behavior by providing PBIS and classroom systems to promote a culture of belonging and safety as evidenced through the indicators of success.

149

**Goal 3:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Rita Drabek Elementary will implement measures to increase daily student attendance as evidenced through the indicators of success.

# Dulles Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Dulles Elementary will improve the effectiveness of literacy and math instruction and student ownership of learning practices through the implementation of aligned curriculum as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, Dulles Elementary will improve implementation of intervention and enrichment practices through effective PLCs in order to ensure growth of every student, as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Dulles Elementary will improve student behavior by implementing student ownership of behavior practices as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Dulles Elementary will increase parental outreach to improve attendance from 93.52% to 95.30% as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Dulles High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025 Dulles High School will improve effectiveness of literacy instruction through high functioning PLC's and using MAP assessment to identify areas of need for individual students.

**Performance Objective 2:** By June 2025, Dulles High School will improve math instruction through the enhancement of aligned lesson plans to the curriculum and targeted interventions as evidenced through the indicators of success.

**Performance Objective 3:** Students will engage and participate in a planned AVID/WICOR strategy daily.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By June 2025, DHS will reduce percentage of referrals for tardies and skipping.

**Performance Objective 2:** By June 2025, Dulles High School will improve culture and climate by focusing on safety and security protocols as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** Teacher led professional development and monthly teacher incentives.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Dulles High School will improve community engagement by increasing parental involvement as evidenced through indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement



# Ea Jones Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, E.A. Jones Elementary will enhance Math , Reading, and Science instruction by implementing robust and consistent Tier 1 teaching strategies, targeted small group interventions, and practices that promote student ownership of learning as measured by indicators of success.

**Performance Objective 2:** By May 2025, special education teachers will enhance the effectiveness of literacy, math, and science instruction by implementing a well-aligned curriculum, engaging in professional development, and tracking Individualized Education Programs (IEPs) with precision as measured by indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By May 2025 E.A.Jones will enhance student ownership of behavior by consistently and effectively implementing the PBIS framework, promoting student responsibility for their behavior, and applying targeted behavior interventions. Progress will be measured through specific indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, increase the recruitment and retention of qualified special education teachers and paraprofessionals at our school.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, increase student and family engagement attendance through the implementation of targeted engagement strategies, regular attendance monitoring, and proactive outreach to families as measured through indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Elkins High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Elkins HS English I EOC scores will improve from 38% to 45% of students who meet standards, and English II EOC scores will improve from 20% to 27% of students who meet standards.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Goal 3:** FBISD will recruit, develop and retain high quality teachers and staff.

**Performance Objective 1:** By June 2025, Elkins High School will have no more than 13% of certified teachers resign during the school year or at the end of the school year.

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

# FBISD Early Literacy Center Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Ridgemont Early Literacy Center will improve the effectiveness of literacy and numeracy instruction through the implementation of curriculum alignment, student ownership of learning practices, and targeted interventions as evidenced by the indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Ridgemont Early Literacy Center will improve student ownership of behaviors in order to promote a positive climate and culture of self care and caring for the whole child, by providing effective professional learning and monitoring around the descriptors of the FBISD Student Ownership of Behavior Framework and PBIS as evidenced through the campus discipline indicators.

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**Performance Objective 2:** Ridgemont ELC will hire a PBIS Interventionist to explicitly teach appropriate behaviors in the school and classroom settings. Including implementing Social Emotional Learning (SEL) strategies across the campus.

## HB3 Goal

**Performance Objective 3:** By June 2025, Ridgemont ELC will increase student attendance rates by ensuring daily/weekly communication with parents and student incentives as demonstrated by the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Ridgemont ELC will have increased the number of community engagement opportunities increasing positive climate and a culture of parent involvement through a variety of ongoing options for communication, mentoring, and parent classes that will result in the overall growth of parental engagement as evidenced by the Indicator of Success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# First Colony Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, FCMS teachers will increase student performance, in sub populations, by 5% as measured by the STAAR Math test.

**Goal 2:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By May of 2025, First Colony Middle School will improve campus culture and climate by implementing focused mentoring, continuing new teacher/staff support sessions,.

**Goal 3:** FCMS will provide a classroom experience where all students receive differentiated support as needed.

157

**Performance Objective 1:** Identified EB students by May 2025, will exit the ESL program by a rate of increase at 3%.

**Performance Objective 2:** Identified GT students by May 2025, will be given the additional supports needed to extend their learning.

# Fort Settlement Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May of 2025, Fort Settlement MS will implement intervention/extension through targeted intervention, differentiated instruction, and prescriptive professional development to increase student growth for students in special populations (sped, EB, GT) and students who were not successful on STAAR as evidenced by indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025 FSMS will implement a school-wide behavioral expectation system/matrix along with the Student Code of Conduct and the district student ownership of behavior framework leading to increased student engagement, students' feeling of belonging, and fewer discipline referrals as evidenced by indicators of success.

158

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By the end of 2024-25 school year, FSMS will develop a staff that is instructionally sound and relationship focused by providing support through professional development, the PLC process, and community building in order to increase retention.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Garcia Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, GMS will improve Tier 1 instructional practices through the implementation of student ownership of learning and teacher/student clarity, as evidenced by indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, GMS will improve student ownership of behavior through consistent implementation of PBIS strategies as evidenced by indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, GMS will improve stakeholder communication by utilizing student leader discussions to provide feedback on school-wide initiatives.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Glover Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By April 2025 Glover improve the effectiveness of Tier 1 and Tier 2 instruction for all students (GT, SPED/504, LEP, Eco Dis, etc.) by the improved implementation of aligned rigorous curriculum, real-life and authentic learning experiences and consistent targeted interventions as indicated by our indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Glover Elementary will improve culture and climate through effective implementation of PBIS and student ownership of behavior framework as evidence through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May of 2025 Glover will increase parent and community involvement through increased communication modalities. and involvement opportunities.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Goodman Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

By June 2025, Goodman will improve tier I instruction as it relates to supporting emergent bilingual students through professional learning on designing tier one instruction that allows access to the content, progress monitoring EB performance on formative and summative assessments, and targeted language development opportunities in order to close the academic achievement gap between emergent bilingual and non-emergent bilingual students as evidenced through the indicators of success.

**Performance Objective 1:** By June 2025, LGE will improve the effectiveness of Tier I instruction in ELAR, math, and science through the use of aligned curriculum, data driven instruction, and student ownership of learning practices as evidenced through the indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

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**Performance Objective 1:** By June of 2025, Goodman Elementary will improve student ownership of behavior practices through PBIS and restorative practices as demonstrated by empowering students to set and meet personal goals, implementing campus wide positive behavioral systems, and increasing awareness and supportive response of trauma informed instructional practices by staff as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June of 2025, Goodman Elementary will improve the retention rate of high-quality teachers and staff through mentorship, professional development, and PLC support to positively impact student achievement and culture and climate as evidenced through the indicator of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By June 2025, LGE will increase parent and community engagement. We are currently at Silver Status. The goal is to get to Platinum status of 4.5 or higher.

# Heritage Rose Elementary Goals 2024-2025

**Goal 1:** Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By June 2025, HRE will improve effectiveness of literacy, mathematics, and science instruction through the implementation of aligned, rigorous Tier 1 instruction, data driven PLC's, student ownership of learning practices, and targeted Tier 2 and Tier 3 interventions as evidence through the indicators of success.

**Goal 2:** Fort Bend ISD will provide a safe and supportive environment for learning and working.

**Performance Objective 1:** By June 2025, HRE will improve student behavior through the implementation of the aligned student ownership of behavior framework and targeted behavioral intervention as indicated by the indicators of success.

**Goal 3:** Fort Bend ISD will recruit, develop, and retain high quality teachers and staff.

162

**Performance Objective 1:** By June 2025, HRE will improve professional development by targeting culture and climate as evidence through indicators of success.

**Goal 4:** Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By June 2025, HRE will increase communication by improving community engagement as evidenced through the indicators of success.

# Highlands Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Highlands will improve Tier 1 instruction by ensuring implementation of the aligned curriculum in literacy, math, and science using the instructional models and formative assessment practices as evidenced through indicators of success per grade level.

**Performance Objective 2:** By May 2025, the number of students receiving tier 2 and tier 3 instruction will show growth with a specific monitoring of EB, Special Education, and Economic Disadvantaged subpopulations as evidenced through indicators of success per grade level.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Highlands Elementary School will increase student ownership of behaviors using school wide behavior systems, social emotional learning, and wellness techniques as evidenced by indicators of success. 163

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, parent survey responses will show evidence of an increase that family input is used to improve school learning and programs. Parent survey response will provide concrete examples of how to make learning relevant and meaningful for students.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Hightower High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Hodges Bend Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, HBMS will improve instruction & intervention through student ownership of learning in all content areas, as demonstrated by change in instructional practices, resulting in student academic growth & achievement as measured by formative indicators.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, HBMS will improve climate and culture by implementing PBIS strategies specifically promoting 4B's (Be Respectful, Be Responsible, Be Prepared, Be Safe), restorative practices/circles and CHAMPs increasing student ownership of behavior as evidenced through various data sources.

**HB3 Goal**

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By May 2025, HBMS will improve teacher quality by providing support and training throughout the school year as evidenced by increase in teacher perception of school leadership support.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, HBMS will improve community engagement, communication & innovation as a means of increasing participation and engagement in campus activities by offering multiple opportunities for support and information for parents and all students as evident through our indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Hunters Glen Early Literacy Center Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Hunters Glen Early Literacy Center will increase the effectiveness of literacy and numeracy instruction by ensuring the implementation of the instructional models, formative assessment, and targeted interventions as evident in the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Hunters Glen Early Literacy Center will increase the usage of PBIS strategies and SEL lessons to decrease behavioral infractions as indicated through the success indicators.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Hunters Glen Early Literacy Center will increase community engagement by promoting partnerships with families and the community through opportunities for collaboration as evident through the Indicators of Success

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Hunters Glen Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Hunters Glen Elem. will increase identifying and assigning the appropriate interventions and enrichment opportunities to its varied sub-populations such as Special Education, Gifted and Talented, African Americans, Economically Disadvantaged, Hispanics and Caucasian American that will ensure academics gaps are closed and students all have equitable access to the learning curriculum.

**Performance Objective 2:** By June 2025, Hunters Glen Elem will increase the implementation of the appropriate instructional model in ELAR, Math and science that will support the instructional practices of novice, veterans and instructional apprentice teachers that will in turn promote the development of teachers/staff as well as their retention as evidence by the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By June 2025, Hunters Glen Elementary staff will increase their awareness of school climate, safety practices, health and wellness, and bullying situations that will support the increase in student daily attendance by 2% from 94.96% to 96.96% which in turn would also impact student achievement, time on tasks as well as an increase in learning experiences opportunities.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, Hunters Glen Elem will increase the support the instructional practices of novice, veterans and instructional apprentice teachers that will in turn promote the development of teachers/staff as well as their retention as evidence by the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Hunters Glen Elementary will enhance the level of parental engagement opportunities that will support parents' awareness of campus classroom learning experiences and campus engagement activities.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# James C. Neill Elementary School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Neill Elementary will increase the effectiveness of instruction in math and science by ensuring implementation of the instructional model, Student Ownership of learning, and targeted interventions as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Neill Elementary will empower students to take ownership of their behavior by providing systems to promote a culture of belonging and engagement through the implementation of professional development and Positive Behavior Interventions and Supports (PBIS) as evidence through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Neill Elementary will improve the effectiveness of community and parent engagement through the implementation of varied communication systems, volunteer and committee participation opportunities and feedback opportunities as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# James Patterson Elementary Goals 2024-2025

**Goal 1:** James Patterson Elementary will provide rigorous and relevant instruction that is responsive to the needs of all learners, in order to increase performance outcomes for every student by 1.5 years.

**Performance Objective 1:** By May 2025, James Patterson Elementary will improve the rigor, relevancy, and effectiveness of tiered instruction through FBISD Curriculum compliance, targeted intervention programming, facilitation of student ownership of learning, and STAAR Redesign Preparation. Targeted Outcomes are 1.5 years growth for all students. Improvement will be evidenced through the following indicators of success:

## HB3 Goal

**Goal 2:** James Patterson Elementary will maintain a safe, productive, and supportive environment for all learners.

**Performance Objective 1:** By May 2025, Patterson Elementary will empower students to take ownership of behavior by establishing clarity in guidelines for success, implementing campus-wide PBIS protocols with fidelity, and maintaining a positive learning environment that is emotionally and physically safe.

# Jordan Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Barbara Jordan Elementary will improve student readiness in literacy, numeracy and science instruction through TIER 1 instruction that is responsive to ALL students' needs as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Barbara Jordan Elementary will improve student behavior practices by increasing social emotional learning for all students and implementing campus wide positive behavioral systems as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Barbara Jordan Elementary will increase community engagement by promoting a partnership with parents and families to increase student growth and achievement for all students as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Kempner High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025 Kempner High School will improve the overall literacy (ELA and math) of its students by improving curriculum implementation and using PLCs to become more instructionally focused on clarity as shown by our indicators of success which will result in a 10% reduction of students with multiple failures.

**HB3 Goal**

**Performance Objective 2:** By June 2025 Kempner High School will improve the overall literacy (ELA and math) of its students by improving curriculum implementation and using PLCs to become more instructionally focused on clarity as shown by our indicators of success which will result in a 10% improvement of meets scores in all EOC tested subjects.

**HB3 Goal**

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**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Kempner High School will improve student ownership of behavior through the implementation of PBIS-based strategies as evidenced through the indicators of success which will result in a 10% reduction of level 1 discipline as tracked by skyward referrals.

**HB3 Goal**

**Performance Objective 2:** By June 2025, Kempner High School will improve the overall attendance rate by through PBIS measures and attendance accountability. 1% increase in the overall campus attendance percentage.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, Kempner High School will improve the effectiveness of teacher mentorship through the implementation of culture and climate strategies as evidenced through the indicators of success which will result in a 10% increase in teacher retention.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Kempner High School will improve community engagement through parent involvement by a 10 % increase in participation of parent organizations as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Lake Olympia Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, LOMS will improve effectiveness of initial Tier 1 instruction for ALL students through the implementation of instructional practices that develop student ownership of learning as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, LOMS will improve the effectiveness of Tier 2 and Tier 3 instruction for AT-RISK students and other special populations(i.e., EB, SPED, 504) through targeted opportunities to enhance student growth (i.e., interventions and extensions) as evidenced through the indicators of success.

**Performance Objective 3:** By June 2025, LOMS will improve PLC practices and curriculum implementation by use of professional development as evidenced through instructional indicators of success.

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**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, LOMS will improve behavior and decrease referrals through the implementation of PBIS and the Student Ownership of Behavior Framework as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, LOMS will improve the campus culture and climate and provide a WELL-ROUNDED education to students through increased opportunities for social, emotional, and physical learning as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, LOMS will improve the success and retention of teachers and staff through robust on-boarding efforts and targeted professional development as evidenced through the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, LOMS will increase community outreach and parent engagement through improved communications systems, community partnerships, and incentives for supporting student guidelines for success as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Lakeview Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, LVE will deliver effective tier 1 instruction by focusing on increasing rigor in planning & instruction and on small group instruction as evidenced by the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, LVE will improve in providing a supporting learning environment for all students through consistent and calibrated implementation of PBIS practices and professional development opportunities as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025 LVE will improve communication to families about academic rigor and instruction occurring in the classroom as evidenced by the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Lantern Lane Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Lantern Lane Elementary will improve the effectiveness of instruction through the implementation of aligned curriculum and rigor as evidence through the indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Lantern Lane Elementary will improve culture and climate through effective implementation of PBIS and student ownership behavior framework as evidence through the indicators of success.

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**Performance Objective 2:** By June 2025, LLE will improve student engagement and participation within the campus community and culture through effective communication and recruitment of all stakeholders as demonstrated by multiple sources of evidence through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Lexington Creek Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Lexington Creek will implement data-driven instructional targets to improve instruction in the various content areas, as evidenced by the indicators of success.

**Performance Objective 2:** By June 2025, Lexington Creek Elementary will increase the percentage of students receiving special education services, achieving at least "Approaches Grade Level Standard" on the STAAR Reading and Math test by 3%.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, increase and improve tier 2 and tier 3 PBIS systems to support the social and emotional needs of the students, as evidenced by the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** LCE will established a Campus Wellness Committee that will support the retention of high quality teachers that will support the the mental-emotional needs while simultaneously supporting the needs for the students in the following areas physical, mental-emotional, and social well-being so that they will be academically successful.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Lexington Creek Elementary will improve tier I instruction as it relates to supporting emergent bilingual students through professional learning on designing tier one instruction that allows access to the content, progress monitoring EB performance on formative and summative assessments, and targeted language development opportunities in order to close the academic achievement gap between emergent bilingual and non-emergent bilingual students as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Madden Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Madden will improve the effectiveness of math instruction through professional learning communities, student ownership of learning practices, and curriculum implementation as evidenced through the indicators of success.

**Performance Objective 2:** By May 2025, Madden will improve the effectiveness of literacy instruction through professional learning communities, student ownership of learning practices, and curriculum implementation as evidenced through the indicators of success.

**Performance Objective 3:** By May 2025, Madden will improve the effectiveness of science instruction through professional learning communities and curriculum implementation as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By May 2025, Madden Elementary will improve social emotional learning for students through the implementation of PBIS practices and professional learning as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Malala Yousafzai Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By the end of the 2024 - 2025 school year, emergent bilingual and special education student achievement will increase by 10% in reading and math as measured by STAAR, BAS, TXKEA and universal screeners. (\*WIG)

**Performance Objective 2:** By May of 2025, there will be a 10% increase in science scores as measured by STAAR and district assessments. (\*WIG)

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, there will be a 10% decrease of student misbehavior identified as disruptive behavior, inappropriate physical contact and serious offense in Skyward through the intentional use of PBIS strategies. (\*WIG)

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** Invest in professional development for all staff.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** Promote student engagement in extracurricular activities with a goal of 60% of the student is involved in an extracurricular activities.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Performance Objective 1:** Strengthen community partnership.

# Marshall High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Thurgood Marshall will increase overall student achievement, by improving upon the overall rigor in our Tier 1 instruction, planning for intervention with our Tier II instruction to also help reduce failures rates. This work will be based on learning from professional developments focusing on clarity to cultivate a culture of thinkers, analyzing data through DDI protocols, and performing aggressive monitoring to provide specific and timely feedback and plan for intervention. Evidence as supported through indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Thurgood Marshall will continue to support well rounded students by building a positive school culture and climate through professional development and a strong use of school wide PBIS school system that reinforces, reminds, and redirects students to expected behaviors; reducing the overall number of student disciplinary infractions, as shown in district discipline data and responses to stakeholder surveys.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, Thurgood Marshall will retain and attract high quality teachers by improving its Mentorship program and providing relevant, timely professional development that strengthens professional portfolios and build social/emotional wellness based on responses from teacher surveys and participation rates.

## HB3 Goal

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Thurgood Marshall will increase engagement for all stakeholders resulting in improved attendance rates, reduced discipline infractions, and growth in student achievement by providing consistent and timely communication, opportunities to participate in campus activities, ensure social and emotional support through mentorships, Guidance Counselors, Student Support Teams, and Drop Out Prevention systems to ensure parents and students social and emotional needs are met.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Mary Austin Holley Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, MHE will decrease achievement gaps in Math, Reading, and Science for all student groups, including SPED, ESL, EB, and At Risk students, by ensuring that teachers are effectively implementing the FBISD instructional model by delivering effective tiered instruction using research based, high interest resources and real world learning experiences.

**HB3 Goal**

**Performance Objective 2:** By June 2025, MHE will improve tier 1 instruction as it relates to supporting emergent bilingual students through professional learning on targeted language development strategies so that second, third, fourth and fifth grade students will increase their percentage of growth on the TELPAS composite by at least one level.

**HB3 Goal**

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**Performance Objective 3:** By June 2025, 70% of all students receiving Special Education Resource and Inclusion services will demonstrate growth in the area of literacy consistent with the growth projection provided by the universal screener.

**HB3 Goal**

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, MHE will improve students' overall social emotional well being by implementing student ownership of behavior practices and PBIS strategies so that all students are equipped with the tools and support they need to be confident leaders who consistently make positive behavior choices.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, MHE will continue to increase positive climate and culture for parents and staff by providing consistent and

timely parent communication and increasing the engagement of all stakeholders as indicated by the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

# Meadows Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Meadows Elementary will improve tier 1 instruction in reading, math, and science through professional learning on implementation of instructional models and rigorous activities as evidenced through the indicators of success.

## HB3 Goal

**Performance Objective 2:** By May 2025, Meadows Elementary will improve the daily intervention and enrichment block through targeted intervention, enrichment, progress monitoring, and professional learning as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By May 2025, Meadows Elementary will improve social emotional learning for all students through the implementation of Positive Behavior Interventions and Supports (PBIS) as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Meadows Elementary will improve the effectiveness of parent engagement through the implementation of various communication methods and engagement opportunities as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Mission Bend Elementary Goals 2024-2025

**Goal 1:** FBISD will provide a rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By June 2024, Mission Bend Glen Elementary will improve the effectiveness of Tier I instruction in ELAR, math, and science through alignment to the curriculum, data-driven instruction, and student ownership of learning practices, as evident through the indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June of 2024, Mission Bend Glen Elementary will improve student ownership of behavior practices through PBIS and restorative practices as demonstrated by empowering students to set and meet personal goals, implementing campus-wide positive behavioral systems, and increasing awareness and supportive response of trauma-informed instructional practices by staff as evident through the indicators of success.

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2024, Mission Bend Glen Elementary will improve community engagement by implementing family content events, partnerships with businesses and organizations, and collaboration with the community through various campus events, as evident through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Mission Bend-Glen Elementary Goals 2024-2025

**Goal 1:** FBISD will provide a rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By May 2025, Mission Bend Glen Elementary will improve the effectiveness of Tier I instruction in ELAR, math, and science through alignment to the curriculum, data-driven instruction, and student ownership of learning practices, as evident through the indicators of success.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

**Performance Objective 1:** By June 2025, Mission Bend Glen Elementary will improve student ownership of behavior practices through PBIS and restorative practices, as evidenced by the indicators of success.

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**Goal 3:** FBISD will recruit, develop, and retain high-quality teachers and staff.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By June 2025, As evident from the indicators of success, Mission Bend Glen Elementary will improve community engagement by implementing family-content events, partnerships with businesses and organizations, and collaboration with the community through various campus events that support the learning environment and student ownership of learning as evident by indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

# Mission Glen Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

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# Mission West Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Mission West Elementary will improve the effectiveness of literacy, math and science instruction through the implementation of aligned curriculum, professional development, and targeted interventions as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Mission West Elementary will improve student behavior through the implementation of PBIS and student ownership of behavior framework as evidenced through the indicators of success.

**Performance Objective 2:** By May 2025, Mission West Elementary will improve support for students' physical, mental-emotional, and social well being through establishing a Campus Wellness Committee that will monitor progress toward implementation of the District Wellness Policy FFA(LOCAL) to develop the whole child, so students are equipped to be academically successful.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Mission West Elementary will improve family and community engagement through increased participation in parent education classes and monthly school-wide events as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Missouri City Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, MCMS will improve the effectiveness of instruction in all content areas by use of targeted Interventions, enrichment and alignment of curriculum implementation as evidence through indicators of success.

**Performance Objective 2:** By June 2025, MCMS will improve PLC practices and curriculum implementation by use of professional development as evidenced through instructional indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, MCMS will improve behavior through implementation of PBIS and student ownership of behavior framework as evidenced through indicators of success

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, MCMS will improve communication systems through community partnerships and parent engagement as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# MR Wood Center for Learning Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025 at least 80% of our students who will be enrolled 45 days or more at MR Wood Center for Learning will demonstrate increased progress as evidenced by the exit data on NWEA (MAPS Testing) for reading and math.

**Performance Objective 2:** By the end of May 2025, at least 93% of MR Wood Center for Learning will show improved attendance as evidenced by an increase in the attendance rate from averaging 89% to 93%.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, MR Wood Center for Learning will demonstrate a 5% decrease in discipline issues (from 27% - 22%) by 190 facilitating and fostering effective campus-wide safety procedures and processes centered around positive behavior expectations, response to student behavior, student engagement, and social emotional learning support for both students and staff members.

## HB3 Goal

**Performance Objective 2:** By the end of May 2025, MRWCL will reduce the internal recidivism rate from 27% to 15% i.e. Students receiving an additional placement while currently at the DAEP.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By May 2025, MR Wood Center for Learning (DAEP) will retain at least 95% of the staff by deepening strategies centered around culture and climate.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** To increase fluid communication with a 75% approval rating by the end of the 2024 - 2025 academic school year, MR Wood

Center for Learning will enhance communication efforts through technological innovation such as Schoology and Microsoft Teams to increase parental and student awareness of the campus' programs and operations

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Performance Objective 1:** By May 2025, MR Wood Center for Learning will increase the percentage of off-track students' academic recovery rate for students experiencing grade deficiencies and students experiencing HS course credit is' issues by 20% through the use of Edgenuity.

# Oakland Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Oakland Elementary will improve the effectiveness of Literacy instruction through focusing on the instructional model, small group implementation, and student ownership of learning practices as evidenced in our indicators of success.

## HB3 Goal

**Performance Objective 2:** By June 2025, Oakland Elementary will improve the effectiveness of Math instruction through focusing on the instructional model, small group implementation, and student ownership of learning practices as evidenced in our indicators of success.

**Performance Objective 3:** By June 2025, Oakland Elementary will improve the effectiveness of Science instruction through focusing on the instructional model, small group implementation, and student ownership of learning practices as evidenced in our indicators of success.

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**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, OE will increase students' Social emotional engagement through improved implementation of SEL and relationship building activities that cultivate student ownership of learning and behavior as evidenced in our indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Oyster Creek Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Oyster Creek ES will improve the effectiveness of literacy and math, instruction through the implementation of the instructional models and professional development practices as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Oyster Creek ES will improve Social Emotional Learning (SEL) and students' mental health and wellness through the creation of a system to build teacher and student led peer to peer initiatives as evidenced through student survey data and program efficacy.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2024, OCE will improve student attendance rates through the increase of stakeholder engagement and ensuring the campus attendance plan is implemented and monitored with fidelity as evidenced through PEIMS reporting.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Palmer Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By the end of May 2025, Palmer will improve the effectiveness of Tier I Science instruction in K-5th grade classrooms

**Performance Objective 2:** By May 2025, Palmer will improve the effectiveness of Math instruction through PLCs, student ownership of learning practices, curriculum implementation and instructional model as evidenced through the indicators of success.

**Performance Objective 3:** By May 2025, we will improve the effectiveness of literacy instruction through PLC, student ownership of learning tools, implementation of district's curriculum, instructional model, and targeted intervention.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By end of May 2025, we will improve student discipline, mental health and socio-emotional well being by implementing PBIS systems, student engagement opportunities, School Safety plan and Campus Wellness committee .

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, we will improve the effectiveness of communication and parent engagement through the implementation of varied communication systems, volunteer and committee participation opportunities and feedback as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Pecan Grove Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, PGE will assure all students are on grade level in reading through implementation of the aligned curriculum and target intervention.

**HB3 Goal**

**Performance Objective 2:** By May 2025, PGE will improve student achievement in math through the implementation of aligned curriculum, student ownership of learning and targeted intervention as evidence through the indicators of success.

**Performance Objective 3:** By May 2025, PGE will assure all science instruction is aligned to the rigor, scope/sequence, and instructional model.

**HB3 Goal**

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**Performance Objective 4:** By June 2025, PGE will implement measures to increase daily student attendance.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, PGE will improve student behavior and decreased discipline referrals through the implementation of PBIS and professional learning as evidence through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2024, PGE will increase teacher retention by providing opportunities for teacher support, collaboration and leadership as evidence by the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Progressive High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Progressive High School will improve the graduation rate, through the implementation of the FBISD Behavior Framework and compacted instruction as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, Progressive High School will improve students' attainment of CCMR readiness indicators through high quality instruction, and the implementation of targeted professional learning and feedback on clarity as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Progressive High School will increase enrollment in program offerings through targeted recruitment efforts as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Quail Valley Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Quail Valley Elementary will improve TIER 1 instruction for math, reading, and science through the fidelity of district curriculum implementation and targeted interventions as evidenced by the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Quail Valley Elementary will improve student behavior through the implementation of PBIS strategies as evidenced through the indicators of success .

**Performance Objective 2:** By June 2025, Quail Valley Elementary will increase student attendance through effective communication and student incentives as demonstrated through the indicators of success. 198

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Quail Valley Elementary will increase parental engagement through the implementation of parent engagement initiatives as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Ridge Point High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May of 2025 Algebra I ELA I, and ELA II teachers will have prepared students to meet an Approaches level of 90% on the Spring EOC.

**Performance Objective 2:** By May 2025 through the use of effective lesson planning which includes WICOR strategies and professional learning communities, teachers will increase the relevance of student classroom learning to real world applications.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Ridge Point High School will implement and reinforce campus-wide support systems to promote safety through the use of schoolwide and classroom positive behavioral interventions and supports (PBIS) expectations, ongoing data-sharing and analysis, and a system of rewards linked to campus-wide expectations.

**Performance Objective 2:** By May 2025 Ridge Point will have developed multiple ways for students to check their social and emotional status and receive resources to support them.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By May of 2025 Ridge Point High School will effectively recruit develop and retain instructional staff so there continues to be quality effective teaching in all classrooms.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Ridgegate Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Ridgegate will increase the effectiveness of literacy instruction by using PLCs to drive curriculum implementation, student ownership of learning practices, and targeted interventions as evidenced by the Indicators of Success

**Performance Objective 2:** By June 2025, Ridgegate will increase the effectiveness of math instruction by using PLCs to drive curriculum implementation, student ownership of learning practices, and targeted interventions as evidenced by the Indicator of Success

**Performance Objective 3:** By June 2025, Ridgegate will increase the effectiveness of Science instruction by using PLCs to drive curriculum implementation, student ownership of learning practices, and targeted interventions as evidenced by the Indicator of Success

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**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, RGE will increase the climate and culture for staff and students through effective implementation of PBIS strategies, utilizing the student ownership of behavior framework and campus observational processes and feedback as evidenced by success indicators.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, RGE will improve the climate and culture on campus through actions by the culture and climate committee and staff mentorship as evidenced by staff retention and stakeholder feedback.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Ridgegate will have increased the number of Community Engagement opportunities through a variety of ongoing options for communication, mentoring, and parent classes that will result in overall growth of parental participation as evidenced by the Indicator of Success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Ridgemont Elementary Goals 2024-2025

**Goal 1:** Fort Bend ISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By June of 2025, Ridgemont ES will improve the effectiveness of TIER 1 instruction by implementing Student Ownership of Learning and Formative Assessment protocols, as evidenced in the student achievement and growth indicators of success.

**Performance Objective 2:** By June of 2024, Ridgemont ES will improve the effectiveness of intervention delivery by providing teachers with professional development around best practices and effective utilization of resources for small group instruction, as evidenced by the indicators of success.

**Performance Objective 3:** By June of 2024, Ridgemont will increase science student achievement by ensuring the strategic integration of campus priority science concepts during literacy instruction and increasing exposure to STAAR like questions earlier in the year as demonstrated by the indicators of success.

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**Performance Objective 4:** By June of 2025, Ridgemont will increase the percentage of students performing at Meets and Masters on STAAR as demonstrated by the indicators of success.

**Goal 2:** Fort Bend ISD will provide a safe and supportive environment for learning and working.

**Performance Objective 1:** By June 2025, Ridgemont Elementary will increase student attendance rates by ensuring daily communication with parents and student incentives as demonstrated by the indicators of success.

**Performance Objective 2:** By June of 2025, Ridgemont Elementary will achieve a safe and optimal learning environment by engaging staff in professional learning related to PBIS implementation and school safety as demonstrated by the indicators of success.

**Goal 3:** Fort Bend ISD will recruit, develop, and retain high quality teachers and staff.

**Goal 4:** Fort Bend ISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By June of 2025, Ridgemont Elementary will increase parental involvement by fostering an environment in which they see themselves as equal partners in the education of their children.

**Goal 5:** Fort Bend ISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

# Rosa Parks Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, RPE will improve the effectiveness of tiered instruction through the implementation of aligned curriculum and targeted interventions as evidence through the the growth measure of 1.5 year of Reading, Math, and Science according to MAP Growth Assessment.

## HB3 Goal

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, RPE will improve culture and climate through effective implementation of PBIS resulting in a decrease in discipline by 5% according to campus discipline records.

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**Performance Objective 2:** Students will engage in ongoing Character Counts and Conflict Resolution strategies.

**Performance Objective 3:** By June 2025, we will improve student ownership of behavior practices through PBIS and restorative practices. This will be demonstrated by empowering students to set and meet personal goals, implementing campus-wide positive behavioral systems, and establishing a Campus Wellness Committee to monitor progress toward implementing the District Wellness Policy FFA(LOCAL) to develop the whole child so students are equipped to be academically successful.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, RPE will improve the staff culture and retention rate through the integration of staff incentive programs and ongoing new staff training/mentoring program as evidenced through the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2024, RPE will improve the community and parent engagement through the implementation of varied communication systems and feedback opportunities as evidenced through the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Scanlan Oaks Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Scanlan Oaks Elementary will improve instruction through student readiness in literacy and numeracy by ensuring implementation of the instructional model and formative assessment practices as evidenced through indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Scanlan Oaks Elementary will improve the effectiveness of Student Ownership of Behavior practices by ensuring implementation of PBIS and restorative practices as evidenced through indicators of success.

**Performance Objective 2:** By June 2025, Scanlan Oaks Elementary will improve student discipline from 50 referrals to 45 referrals by focusing on PBIS implementation and Health & Wellness programs as evidenced through indicators of success.

**Goal 3:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Scanlan Oaks Elementary will implement measures to increase daily student attendance as evidenced through the indicators of success.

# Schiff Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Jan Schiff Elementary School will improve student achievement in ELAR and Math through implementation of targeted intervention and enrichment as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, Jan Schiff Elementary will improve in providing a safe and supportive learning environment for all students through consistent implementation of PBIS practices and guidance lessons for students as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Performance Objective 1:** By May 2025, Jan Schiff Elementary will improve the staff culture and retention rate through the implementation of systems aimed at providing ongoing support for teachers and staff and fostering collaboration, recognition, and professional growth as evidenced through the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Jan Schiff Elementary will improve communication to families about students' academic progress and campus related information as evidenced by the indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Seguin Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Juan Seguin Elementary will increase the effectiveness of Math and Reading instruction through the implementation of strong and consistent Tier 1 instruction, small group targeted interventions, and student ownership of learning practices, utilizing formative assessment protocols, as evidenced through indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, JSES will continue to improve student ownership of behavior through the fidelity and effective implementation of PBIS framework, student ownership of behavior practices, and targeted behavior interventions as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff.

208

**Performance Objective 1:** By June 2025, JSES will provide opportunities for staff collaboration to build teacher clarity and growth in professional practices through teacher-led PLCs, coaching/mentoring, and professional learning and development, as evidenced by the indicators of success.

**Goal 4:** FBISD will engage students, parents, staff, and the community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By June 2025, JSES will engage the community as partners in education to develop students' socio-emotional skills in a safe collaborative environment in every classroom and common areas of the school.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement.

**Performance Objective 1:** By June 2024, JSES will ensure the effective implementation of campus/district resources through classroom observation processes and tiered instructional processes as evidenced by the indicators of success.

# Settlers Way Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, Settlers Way Elementary will improve the effectiveness of instruction through the implementation of student ownership of learning practices, targeted instruction, and professional learning practices as evidenced by indicators of success.

## HB3 Goal

**Performance Objective 2:** By June 2025, Settlers Way Elementary will deliver instruction that is responsive to the needs of all students through small group instruction in ELA and math.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

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**Performance Objective 1:** By May 2025, Settlers Way Elementary will improve culture and climate through the implementation of student ownership of behavior and PBIS strategies as evidenced through the indicators of success.

## HB3 Goal

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By May 2025, Settlers Way Elementary will provide ongoing opportunities for students, staff, and families to come together as a community in order to build relationships and celebrate successes as evidenced through the indicators of success.

## HB3 Goal

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Performance Objective 1:** By May 2025, Settlers Way Elementary will provide innovative opportunities for students to engage in unique learning experiences to maximize student achievement.

**HB3 Goal**

# Sienna Crossing Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, SCE will improve the effectiveness of literacy, math, and science instruction through the implementation of aligned curriculum, professional learning communities, student ownership of learning practices as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, all GT Identified students will show growth in their GT Learning plan in place to monitor academic/behavioral growth- parents, teachers, and students will create an academic/social goal that will be monitored throughout the school year. As part of the planning process, teachers will discuss and develop learning strategies to support our Gifted and Talented Students.

**Performance Objective 3:** By June 2025, SCE will improve tier 1 instruction as it relates to supporting emergent bilingual students through professional learning that would increase in: access to content especially academic vocabulary, targeted language development, and EB students' performances when compared to non-EBs as evidenced through the indicators of success. 211

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, SCE will increase student social emotional learning through implementation of behavior framework through PBIS evidenced by frequency of practice.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By May of 2025, SCE will improve the retention rate of high-quality teachers and staff through mentorship, professional development, and PLC support to positively impact student achievement and the culture and climate as evidenced through the indicator of success.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, the PTO, SCE Climate Committee, Counselors and Wellness Committee will organize and host at least 3 student, community, and/or staff events to boost morale, promote community involvement, recognize Profile of a Graduate attributes, and encourage

health and wellness.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Sonal Bhuchar Elementary Goals 2024-2025

**Goal 1:** Goal 1: FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** Performance Objective 1:

By June 2025, SBE will improve the effectiveness of instruction through the implementation of student ownership of learning tools as evidenced through the indicators of success.

**Goal 2:** Goal 2: FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

**Performance Objective 1:** Performance Objective 2:

By June 2025, SBE will foster a positive climate and culture through the implementation of effective PBIS systems as evidenced in the indicators of success.

213

**Goal 3:** Goal 3: FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** Performance Objective 1

By June 2025, Sonal Bhuchar Elementary will maintain the effectiveness of community and parent engagement through the implementation of varied communication systems and feedback opportunities as evidenced through the indicators of success.

# Sugar Land Middle School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Sugar Mill Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Sugar Mill will improve the effectiveness of Tier I literacy instruction, interventions, and enrichment for all students through the use of an aligned curriculum/instructional model and student ownership of learning practices as evidenced through the indicators of success.

**HB3 Goal**

**Performance Objective 2:** By June 2025, Sugar Mill will improve the effectiveness of Tier I math instruction, interventions, and enrichment for all students through the use of an aligned curriculum/instructional model and student ownership of learning practices as evidenced through the indicators of success.

**HB3 Goal**

215

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Sugar Mill will improve the campus community, culture, and climate by focusing on PBIS implementation and Health & Wellness programs as evidenced in our indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Sugar Mill will increase attendance for students through the implementation of positive recognition on campus as evidenced through targeted indicators of success.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Sullivan Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Anne Sullivan will improve the effectiveness of literacy, math, and science instruction through the implementation of aligned curriculum, professional learning communities, student ownership of learning practices as evidenced through the indicators of success.

## HB3 Goal

**Performance Objective 2:** By June 2025 ASE will improve the daily Paw intervention and enrichment instructional block through targeted intervention and enrichment as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

216

**Performance Objective 1:** By May 2025, Anne Sullivan will improve campus culture and climate and social emotional learning through PBIS practices and professional learning as evidenced through the indicators of success.

**Performance Objective 2:** By June 2025, ASE will improve tier 1 instruction as it relates to supporting emergent bilingual students through professional learning that would increase in: access to content especially academic vocabulary, targeted language development, and EB students' performances when compared to non-EBs as evidenced through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Townewest Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students.

**Performance Objective 1:** By June of 2025, Townewest Elementary School will improve the effectiveness of TIER I instruction practices and framework through curriculum implementation to increase EACH student readiness in Literacy, Math and Science as evidence through the indicators of success.

**Performance Objective 2:** By June of 2025, Townewest Elementary School will improve the effectiveness of W.I.N. Time intervention delivery by providing teachers with professional development around best practices and effective utilization of resources for small group instruction, as evidenced by the indicators of success.

**Performance Objective 3:** By May 2025, Townewest Elementary School will increase the percentage of third grade EB students meeting program reclassification by 5%.

217

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working.

**Performance Objective 1:** By June 2025. Townewest Elementary School will increase student attendance rates by ensuring daily communication with parents and student incentives as demonstrated by the indicators of success.

**Performance Objective 2:** By June of 2025, Townewest Elementary School will achieve a safe and optimal learning environment by engaging staff in professional learning related to PBIS implementation and school safety as demonstrated by the indicators of success.

**Goal 3:** FBISD will engage students, parents, staff and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community.

**Performance Objective 1:** By June 2024, Townewest Elementary School will increase stakeholder/parent engagement through increased campus events as evidenced by program participation and increased attendance.

# Travis High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, we will increase the implementation of systems for increasing rigorous instruction by focusing on PLC practices that allow for the planning of student ownership of learning tools.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, we will increase implementation of a system to increase our social emotional learning activities and college & career awareness activities by focusing on student-created lessons during our advisory/Tiger Time.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Performance Objective 1:** By June 2025, we will increase implementation of a system for staff development, retention, and positive climate and culture by focusing on the work of the climate committee and implementing collaborative opportunities among staff as demonstrated in multiple sources of evidence.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, we will increase implementation of a school-wide PBIS based reward system for positive behaviors and outcomes by focusing on an expanded Tiger Pride Points reward system to recognize and reward students and staff.

**Performance Objective 2:** By June 2025, we will increase parent engagement through activities available on campus and school communication with academic and social/emotional support for parents/guardians to help their children at home.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Walker Station Elementary Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By May 2025, WSE will improve the effectiveness of literacy instruction through the implementation of aligned curriculum and targeted interventions as evidence through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By May 2025, WSE will improve culture and climate of the learning environment through the implementation of student ownership of learning and behavior practices as evidence through the indicators of success.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

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**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

# Willowridge High School Goals 2024-2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Performance Objective 1:** By June 2025, Willowridge High School will utilize PLC protocols and professional development focusing on planning engaging and rigorous lessons and increasing student academic discourse with evidence of improved Tier I instruction as shown through ongoing formative assessment, unit assessments, interim assessments and using data to analyze and make instructional decisions on re-teaching.

**Performance Objective 2:** By June 2025, Willowridge High School will increase student enrollment in advanced academic opportunities by 10%. Possible opportunities include On Ramps, AP courses, Dual Credit Courses, College Prep ELA and Math and/or being a completer in a clearly defined path to earn an Industry Based Certification through CTE.

**Performance Objective 3:** By June 2025, Willowridge High School will improve our CCMR rating to a 60% or higher for the class of 2025 as determined by the state accountability system identified targets such as, meeting standards on SAT, ACT, or TSIA-2, earning college credit hours through dual credit, OnRamps, or AP, or earning an identified industry-based certification as a completer.

**Performance Objective 4:** By June 2025, Willowridge High School will improve Tier 1 instruction as it relates to supporting Emergent Bilingual students through professional learning on designing Tier 1 instruction that allows access to the content, progress monitoring EB performance on formative and summative assessments, and targeted language development opportunities in order to close the academic achievement gap between Emergent Bilingual and non-Emergent Bilingual students as evidenced through the indicators of success.

**Goal 2:** FBISD will provide a positive culture and climate that provides a safe and supportive environment for learning and working

**Performance Objective 1:** By June 2025, Willowridge High School will support well-rounded students and staff by building a positive school culture and climate through professional development and a strong use of school wide PBIS school system that reinforces, reminds, and redirects students to expected behaviors; reducing the overall number of student disciplinary infractions, and increased attendance as shown in district discipline data, attendance data, and responses to stakeholder surveys.

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Performance Objective 1:** By June 2025, Willowridge High School will retain and attract highly qualified teachers by improving its mentorship program

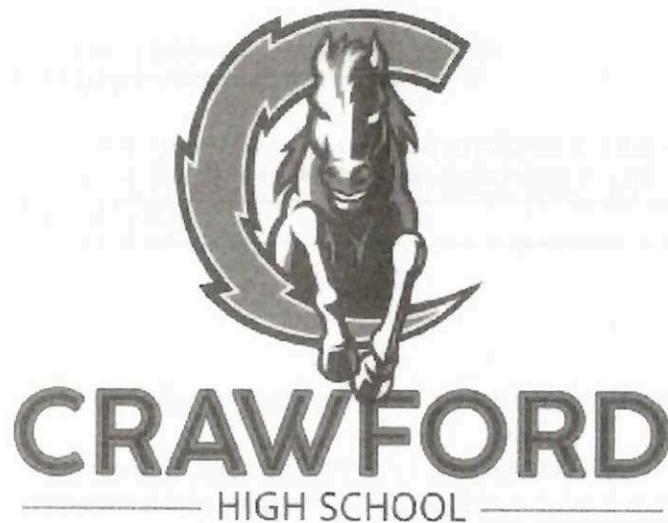
and providing relevant, on-going professional development that strengthens professional portfolios and build social/emotional wellness based on responses from teacher surveys and participation rates.

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Performance Objective 1:** By June 2025, Willowridge High School will increase engagement for all stakeholders resulting in improved attendance rates, reduced discipline infractions, and growth in student achievement by providing consistent and timely communication, opportunities to participate in campus activities, ensure social and emotional support through mentorships, Guidance Counselors, Student Support Teams, and Dropout Prevention systems to ensure parents' and students' social and emotional needs are met.

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Fort Bend CBAS**  
**Almeta Crawford High School**  
**2024-2025 Goals/Key Questions/System Responses**



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# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

**Initial Status:** Maintain

223

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By May 2025, through effective lesson planning, professional learning communities, and use of the prescribed instructional model in the district curriculum, teachers will increase the TEKS alignment and rigor of instruction in their daily teaching practices.</p> <p><b>Indicators of Success:</b> Evidence through ACHS Campus Walkthroughs PLC Minutes and Documentation including Agenda, Activities, Evidence of Student Work Analysis</p> <p><b>Staff Responsible:</b> Administrators CAC Department Heads</p>	Adjustments Taking Place	On Track		
<p>  No Progress                Accomplished                Continue/Modify                Discontinue         </p>				

**Strategy 1:** Teachers will meet for PLCs weekly for STAAR EOC Content; every two weeks for non STAAR EOC Content.

**Intended Audience:** Teachers

**Provider / Presenter / Person Responsible:** Team Leaders  
Department Heads

**Date(s) / Timeframe:** September 2024 - May 2025

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 3:** 3.1 To what degree do learning experiences engage students in meaningful and relevant work?

3.2 To what degree do students take responsibility for and exhibit ownership of their overall development and future well-being?

3.3 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SKILLS FOR LIFE (Profile of a Graduate)?

3.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COLLABORATIVE TEAM MEMBER (Profile of a Graduate)?

**Initial Status:** Major Change

System Response 1 Details	Reviews			
<b>System Response 1:</b> Teachers will incorporate student discourse and discussion in their lesson plans and weekly instruction. <b>Indicators of Success:</b> Walkthrough Data Lesson Plans <b>Staff Responsible:</b> Administrators CAC Department Heads Team Leaders	Formative			Summative
	Nov	Jan	Mar	June
	Adjustments Taking Place	On Track		224
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Strategy 1:** Teachers will utilize new lesson plan template including "WICOR" AVID strategies. The C stands for "Collaboration", and will indicate what student collaboration is occurring weekly in their instruction.

**Intended Audience:** Teachers (Lesson Plans)  
Students (Instruction)

**Provider / Presenter / Person Responsible:** Administrator  
Department Heads  
AVID Coordinator  
Team Leader

**Date(s) / Timeframe:** September 2024 - May 2025

**Collaborating Departments:** AVID and other contents

**Delivery Method:** Microsoft Forms

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 2:** 7.2 To what degree does the school cultivate a positive culture and supportive climate?

**Initial Status:** Maintain

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: By May 2025, Crawford HS will improve campus-wide behavioral support systems to promote safety and well-being through campus and classroom level PBIS structures as evidenced in the indicators of success.	On Track	On Track		

No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Strategy 1:** Transition duty schedule to assist in common areas during passing periods.

225

**Intended Audience:** Staff

**Provider / Presenter / Person Responsible:** Assistant Principal

**Date(s) / Timeframe:** August 2024-May 2025

**Collaborating Departments:** All Staff

PBIS Team  
CBC

**Delivery Method:** Email

**Staff Responsible:** All Staff

**TEA Priorities:**

Recruit, support, retain teachers and principals

**Strategy 2:** Students will receive Perfect Attendance Rewards, No Office Referral incentives, and Student of the Month awards.

**Intended Audience:** Students

**Provider / Presenter / Person Responsible:** Staff Nominations

ADA Clerk  
Principal  
Associate Principal

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Key Question 5:** 5.5 To what degree does the organization attract, recruit, develop and retain high-quality staff that is highly engaged, productive, and dedicated in order to improved student outcomes?

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<b>System Response 1:</b> By May 2025, ACHS will have 100% hiring rate of all staff members. <b>Indicators of Success:</b> 100% staff throughout the entire school year <b>Staff Responsible:</b> Administrators Dept Heads	Adjustments Taking Place	On Track		
 No Progress  Accomplished  Continue/Modify  Discontinue				

226

**Strategy 1:** Team Leaders and Dept Heads will receive leadership training each month through Dept Head meetings and Campus PD days.

**Intended Audience:** Dept Heads  
Team Leaders

**Provider / Presenter / Person Responsible:** Administrators  
CAC

**Date(s) / Timeframe:** September 2024 - May 2025

**Collaborating Departments:** All Departments

**Delivery Method:** Professional Development

**Staff Responsible:** Administrators  
CAC

**TEA Priorities:**  
Recruit, support, retain teachers and principals, Improve low-performing schools

**Strategy 2:** Sunshine Committee will host monthly events to allow for staff support, fellowship, and improved morale among staff.

**Intended Audience:** Staff Members

**Provider / Presenter / Person Responsible:** Sunshine Committee Members  
PTO

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Key Question 1:** 4.1 To what degree is there a reciprocal relationship between the community and our schools to enrich the learning experience?

**Initial Status:** Maintain

System Response 1 Details	Reviews			
<b>System Response 1:</b> By May 2025, Crawford High School will improve community engagement through parent and community partnerships as evidenced in the indicators of success.	Formative			Summative
	Nov	Jan	Mar	June
	Adjustments Taking Place	On Track		
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

227

**Strategy 1:** By working with the parents and community members, ACHS will have a PTO founded by the end of 2024-2025 school year. PTO will meet once a month to provide support to the campus through parent volunteers.

**Intended Audience:** Staff  
Students

**Provider / Presenter / Person Responsible:** Principal  
CPAC members  
Parents

**Date(s) / Timeframe:** September 2024-May 2025

**Collaborating Departments:** All Staff

**Delivery Method:** Email  
Meetings Monthly

**Staff Responsible:** Principal  
CAC  
Counseling Department  
Administrators

**TEA Priorities:**  
Recruit, support, retain teachers and principals, Improve low-performing schools

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Key Question 1:** 6.1 To what degree does the organization manage financial, human, physical and technological resources in a way that enables and enhances transparency, accountability, integrity, efficiency, and innovation in all operations to support improved student outcomes?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, ACHS will have created a campus-wide system of financial accountability for student activities and State Comp spending.</p> <p><b>Indicators of Success:</b> Proper paperwork will be submitted and approved at a 95% accuracy rate.</p> <p><b>Staff Responsible:</b> Principal Executive Assistant Bookkeeper Student Group Sponsors</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

228

**Strategy 1:** ACHS sponsors and teachers will submit required paperwork for funding in a timely and accurate manner.

**Intended Audience:** Student Group Sponsors  
Teachers

**Provider / Presenter / Person Responsible:** Principal  
Executive Assistant  
Bookkeeper  
Student Group Sponsors

**Date(s) / Timeframe:** August 2024 - May 2025

**Collaborating Departments:** All Departments

**Delivery Method:** Electronic (Email/Microsoft TEAMS)

**Staff Responsible:** Principal  
Executive Assistant  
Bookkeeper  
Student Group Sponsors

**Strategy 2:** ACHS organizations and campus will increase resources through collaboration with PTO, Booster Clubs, and other entities.

**Fort Bend CBAS**  
**Austin High School**  
**2024-2025 Goals/Key Questions/System Responses**

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**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 3:** 3.1 To what degree do learning experiences engage students in meaningful and relevant work?

3.2 To what degree do students take responsibility for and exhibit ownership of their overall development and future well-being?

3.3 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SKILLS FOR LIFE (Profile of a Graduate)?

3.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COLLABORATIVE TEAM MEMBER (Profile of a Graduate)?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> 3.1: By June 2025 Stephen F. Austin High School will be an organization that will improve student achievement by increasing the use of the instructional model and intervention strategies in the classroom as demonstrated by our indicators of success.</p> <p><b>Indicators of Success:</b> Formative Indicator of Success:            Improve our instruction by increasing the use of the instructional model resulting in at least 80 percent of students scoring at/above Approaches on STAAR EOC Interim Assessment.            By January 2025, the campus will increase parent awareness of the gifted and talented students using monthly communication strategies (ex. newsletters, meetings, and e-mails). Three communications will be sent by January 2025.            By April, based on STAAR interim results, students will be identified for targeted interventions to help decrease the number of lower performing students (Below Meets) on STAAR EOC (vs. STAAR Interim).            By May, all students eligible for industry certification will have completed their assessment to demonstrate their real world readiness.            By May, all SE coding for CCMR readiness will be correctly completed.            By May, supports, (such as targeted interventions and professional learning) for Emergent Bilingual students will be evidenced by the decreased number of EB student failures in classes and on EOC test.</p> <p>Summative Indicators of Success:            By June 2025, from Boy to EOY, the use of the instructional model will be seen in at least 50% of classroom visits (ex. T-Tess observations, walkthroughs) resulting in at least 80 percent of students scoring at/above Approaches on STAAR EOC Interim Assessment.            By June 2025, targeted interventions will result in at least a 5% increase in the number of students scoring Meets grade level or above on STAAR tests and improve CCMR rating.            By June 2025, the campus will increase parent awareness of the gifted and talented students using monthly communication strategies (ex. newsletters, meetings, and e-mails). Six communications will be sent by May 2025.</p> <p><b>Staff Responsible:</b> all teachers and staff members on AHS campus</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 1:** 7.1 To what degree do students and staff feel safe and secure at school? To what degree are students and staff safe and secure at school?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June of 2025 Stephen F. Austin High School will be an organization that will provide targeted support to improve school climate and implementation of Positive Behavior Interventions and Supports (PBIS) through the use of PBIS training, establishment of school expectations, and monitoring of student discipline data, to meet the needs of all students.</p> <p><b>Indicators of Success:</b> Formative Indicator of Success                      By September, provide professional learning to all staff regarding school expectations, classroom expectations, and post schoolwide expectations around campus                      By September, conduct grade level assemblies with students to reintroduce strategies and expectations, and start PBIS walk throughs. This also includes identifying and assisting teachers with PBIS implementation in the classroom.                      By November, PBIS strategies have been introduced and implemented campus wide resulting in consistent positive student interactions and behaviors, as evidenced in a decrease of discipline referrals.                      Monthly PBIS team meetings to review data and make any adjustments needed to campus and classroom expectations.                      Quarterly, provide staff opportunities to attend trainings to improve performance.</p> <p>Summative Indicators of Success                      In June, we will have a 5% decrease in number of ISS, OSS, and DAEP referrals for all student groups and a 5% decrease in number of students tardy to class (based on the beginning of the year).                      In June, on the student survey, we see an increased number of students who feel they have an adult on campus that they can talk to.                      In June, due to classroom PBIS strategy implementation, staff increase their positive interactions with students as evidenced by a decreased number of classroom discipline referrals.</p> <p><b>Staff Responsible:</b> teachers, administrators, PBIS Coordinator,</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			
<p style="text-align: center;"> <input type="checkbox"/> No Progress                          <input checked="" type="checkbox"/> Accomplished                          <input type="checkbox"/> Continue/Modify                          <input type="checkbox"/> Discontinue                 </p>				

**Strategy 1:** All students will engage in grade level assemblies to review PBIS student expectations for behavior on and around campus including attendance expectations. Teachers will follow the flow chart and behavioral matrix that was presented to students.

**Intended Audience:** Teachers and students

**Provider / Presenter / Person Responsible:** Administrators, counselors, support staff

**Fort Bend CBAS**  
**Dulles Middle School**  
**2024-2025 Goals/Key Questions/System Responses**

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# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

**Initial Status:** Maintain

233

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By June 2025, Dulles Middle School will implement Tier I instruction which incorporates targeted differentiation through small group instruction and a consistent high level of rigor across grade levels as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:</p> <ul style="list-style-type: none"> <li>*Increase by 5% at the BOY, MOY, and EOY the teacher's implementation of small group instruction strategy in the classroom during Campus Learning Walks.</li> <li>*Track implementation of rigor-based and small group instructional conversations through collection of team PLC agendas.</li> </ul> <p>Summative:</p> <ul style="list-style-type: none"> <li>*By June of 2025 all teachers move up one proficiency level as measured using the campus co-constructed learning progression.</li> </ul> <p><b>Staff Responsible:</b> DMS Administrative Team DMS Leadership Team (Admin, Counselor's, and Department Leads)</p> <p><b>Problem Statements:</b> Student Learning 1, 2</p>	Adjustments Taking Place			

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 2:** 2.1 To what degree are we preparing students for post-secondary success, including college, career, or military?

2.2 To what degree are we equipping students with SKILLS FOR LIFE (Profile of a Graduate)?

2.3 To what degree do students demonstrate the requisite skills necessary to approach learning in the next course, grade, or level?

2.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SERVANT LEADER (Profile of a Graduate)?

2.5 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COMPASSIONATE CITIZEN (Profile of a Graduate)?

2.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of LIFE-LONG LEARNER (Profile of a Graduate)?

**Initial Status:** Maintain

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June 2025, Dulles Middle School will reduce the current persistent and disproportionate student knowledge gaps through improved utilization of the existing structured Tier II and III intervention programs as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:</p> <ol style="list-style-type: none"> <li>1. Student will demonstrate expected growth measurement on the MOY and EOY when taking the MAP screener.</li> <li>2. Students receiving Tier II and Tier III intervention support will use IXT (other similar programs) at least two hours a week.</li> <li>3. Track usage data for content specific programs (i.e. IXL).</li> <li>4. Track student growth through the incorporation and monitoring formative and summative assessment correlation. For labs and intervention advisories exit tickets and the resulting program summative assessment chunked by lesson/unit or pre- and post-for Viking Voyage days and advisory pull-outs.</li> <li>5. Percentage of teachers implementing the intervention assignments</li> </ol> <p>Summative:</p> <ol style="list-style-type: none"> <li>1. By June of 2025 DMS will close the achievement gap in our STAAR scores by 5%.</li> <li>2. By June of 2025 DMS will increase the number of students who fall under the 110% rule by 5%.</li> </ol> <p><b>Staff Responsible:</b> DMS Admin Team, DMS Leadership Team, Tier III Teachers</p> <p><b>Problem Statements:</b> Student Learning 2</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

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**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 2:** 7.2 To what degree does the school cultivate a positive culture and supportive climate?

**Initial Status:** Maintain but Consider a Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By June of 2025 Dulles MS will improve campus culture by developing a positive environment for students and staff by improving students' self-control through existing PBIS resources as measured by the indicators of success.</p> <p><b>Indicators of Success:</b> Formative Indicators of Success:            * There will be a 5% increase on the teacher and student MOY &amp; EOY survey when asked that they feel knowledgeable and able to use the campus PBIS strategies.            * The campus will track the number of staff members participating in individual or small group PD sessions over PBIS strategies.            *The campus will track the number of offenses coded with the campus developed action code in Skyward.            *The campus will track the number of behavior reflection sheets collected on a monthly basis.</p> <p>Summative Indicators of Success:            *There will be a reduction by 10% of disciplinary referrals for horseplay, inappropriate physical contact and fights by June 2025.            * By June of 2025 there will be a reduction in overall disciplinary referrals by 10%.</p> <p><b>Staff Responsible:</b> DMS Administration Team: Administrators &amp; CAC            DMS Leadership Team: administrators, lead counselor, CAC</p> <p><b>Problem Statements:</b> School Processes &amp; Programs 1</p>	On Track			235
No Progress                 Accomplished                 Continue/Modify                 Discontinue				

**Strategy 1:** Professional development on specific strategies on how to utilize various PBIS resources.

**Intended Audience:** DMS Staff

**Provider / Presenter / Person Responsible:** PBIS Committee & DMS Leadership Team

**Date(s) / Timeframe:** 2024-2025 School Year

**Collaborating Departments:** All Departments

**Delivery Method:** Face-to-Face

**Fort Bend CBAS**  
**Hightower High School**  
**2024-2025 Goals/Key Questions/System Responses**

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# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

**Initial Status:** Major Change

237

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May, 2025, HHS will increase student achievement performance on Algebra I STAAR by 10% and ELA I STAAR by 10%, through the implementation of aggressive monitoring of campus-based TEKS aligned interventions and assessments as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:            By December, 2024 and February, 2025, indicators from performance achievement on the Fall STAAR and the Interim STAAR will show improvement.            By December, 2024, the overall percentage of students showing "Approaches" on all STAAR EOC exams will increase by 5%.            Increase in PLC best practices.            Positive trend in student progress data.            Improved student growth in BOY, MOY, and EOY MAP assessment at/above grade level by 10% at each assessment administration. The 2024-2025 school year is the first year that MAP is being administered to replace Ren360. There is no incoming baseline data to which to compare.            EOC PLC teachers will share the same semester final exams.            An increase in the number of students who did not meet standard on STAAR EOC will be placed in remediation courses.</p> <p>Summative:            By May, 2025, the percentage of TELPAS speaking will increase from beginning to intermediate by 3%.            By May, 2025, the percentage of students exiting the ESL program and into monitoring status will increase. by 5%</p> <p><b>Staff Responsible:</b> Administrators, Department Heads, Team Leaders, ESL Support Specialist, Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

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 No Progress
  Accomplished
  Continue/Modify
  Discontinue

**Strategy 1:** Creation and implementation of a campus-based PLC checklist that aligns with the district's PLC protocols.

**Intended Audience:** Instructional Leaders, Teachers

**Provider / Presenter / Person Responsible:** Administrators

**Date(s) / Timeframe:** Weekly

**Collaborating Departments:** Admin, Academics

**Delivery Method:** F2F

**Staff Responsible:** Administration, Dean of Instruction, Campus Assessment Coordinator

**Strategy 2:** EOC PLC teachers will submit 9-week unit calendars to Instructional Leaders one week before unit is taught.

**Intended Audience:** Teachers, Instructional Leaders

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 2:** 2.1 To what degree are we preparing students for post-secondary success, including college, career, or military?

2.2 To what degree are we equipping students with SKILLS FOR LIFE (Profile of a Graduate)?

2.3 To what degree do students demonstrate the requisite skills necessary to approach learning in the next course, grade, or level?

2.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SERVANT LEADER (Profile of a Graduate)?

2.5 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COMPASSIONATE CITIZEN (Profile of a Graduate)?

2.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of LIFE-LONG LEARNER (Profile of a Graduate)?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May, 2025, general performance on CCMR indicators will improve by 20% by ensuring that SPED students meet CCMR through campus-based professional learning on coding, monitoring, and transitioning SPED students from Foundation+Endorsement to Foundation-only graduation plans or vice versa depending on the academic strength of the students, as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:            Counselor conference logs will be tracked monthly.            CCMR Advisor conference logs will be tracked monthly.            Senior CCMR assembly will occur before December, 2024.            By December 2024, SPED coding for workforce readiness will be verified; and graduation plans adjusted appropriate to meet CCMR.</p> <p>Summative:            By May, 2025, there will be an increase in post-secondary readiness assessment participation, such as ACT, SAT, TSI, and ASVAB, as compared to our 2024 numbers.            By May, 2025, our graduation rate will be at or above 96%.</p> <p><b>Staff Responsible:</b> Administrators, Counselors, CCMR Advisor</p>	Formative			Summative
	Nov	Jan	Mar	June 23
	On Track			
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Strategy 1:** Instructional leadership team will host a senior assembly and follow up by meeting with all junior and seniors in their respective alpha splits to discuss graduation and where each student stands with CCMR requirements. Individual planning will be discussed as needed.

**Intended Audience:** Junior and Senior Students

**Provider / Presenter / Person Responsible:** Assistant Principal, Counselor, CCMR Advisor

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 3:** 3.1 To what degree do learning experiences engage students in meaningful and relevant work?

3.2 To what degree do students take responsibility for and exhibit ownership of their overall development and future well-being?

3.3 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SKILLS FOR LIFE (Profile of a Graduate)?

3.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COLLABORATIVE TEAM MEMBER (Profile of a Graduate)?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May, 2025, 100% of grade 9 and grade 10 GT students will have met with their mentor and show 75% progress of implementing their learning plan for HHS Gifted and Talented program, as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:                      *By December, 2024, 100% of all learning plans will be submitted in Skyward by assigned GT teachers.                      *Improvement of GT learning plans, start with freshmen students.</p> <p>Summative:                      A two-year trend showing list of GT students with targeted learning plans will show an increase.                      By May, 2024 there will be an increased student progress of their learning plans from 50% to 75%.                      GT learning plans will be shared with parents, by February, 2025.</p> <p><b>Staff Responsible:</b> Dean of Instruction, COGS, GT Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

0% No Progress
100% Accomplished
→ Continue/Modify
✗ Discontinue

**Strategy 1:** Assigned GT student advisors will have training in August, 2024, with a refresher in September, 2024, to review learning plan requirements and the timeline for implementation.

**Intended Audience:** GT teachers

**Provider / Presenter / Person Responsible:** Dean of Instruction and COGS

**Date(s) / Timeframe:** August, 2024 and September, 2024

**Collaborating Departments:** Academics and Admin

**Delivery Method:** F2F

**Staff Responsible:** Dean of Instruction

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 1:** 7.1 To what degree do students and staff feel safe and secure at school? To what degree are students and staff safe and secure at school?

**Initial Status:** Major Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May, 2025, Positive Behaviors Intervention Systems (PBIS) will implement current campus expectations for all students and utilize restorative practices that will reduce the number of discipline referrals for tardies and skipping classes, and reduce the truancy student count, as evidenced by the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:                      By December, 2024, Schoolwide Expectations will be posted throughout campus.                      By December, 2024, all Classroom Expectations will be taught and posted in every classroom.                      PBIS meetings will be monthly with recorded minutes.                      By October, 2024, every classroom teacher will have a copy of the Use of Behavior Flowchart and implement it.                      Campus PBIS strategies and posters will be covered during August, 2024 Staff Professional Development                      PBIS will develop monthly student reward incentives beginning in September, 2024                      District SEL lessons will be offered each 9-weeks during Cane Time. Teachers will receive training on these lessons prior to delivery.                      Mental Health Supports will be provided for staff and students, as needed.                      By September 3, 2024, administrators will be assigned a new alpha split of students to manage discipline and academic systems and to track goals and discipline data</p> <p>Summative:                      By May, 2025, there will be a decrease of students skipping classes by 10% as reported on the District discipline data report from that which was reported in June 2024                      By May, 2025, there will be a decrease of students attending Thursday detention (3:00 p.m. - 4:30 p.m.) as reported on the PBIS Student Tracker.                      By May, 2025, there will be a decrease number of teacher discipline referrals as reported by the District discipline data report.</p> <p><b>Staff Responsible:</b> Administrators, Counselors, Teacher Leaders</p>	Formative			Summative
	Nov	Jan	Mar	June
	<p>On Track</p> <p style="text-align: right;">241</p>			

No Progress     
  Accomplished     
  Continue/Modify     
  Discontinue

**Strategy 1:** Schoolwide Expectations posted throughout campus and classroom expectations are taught and posted in every classroom.

**Intended Audience:** All Students

**Provider / Presenter / Person Responsible:** Teachers and Admin

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 3:** 7.3 To what degree do our schools support the physical and social-emotional needs of students?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By December 2024, all classroom teachers will have posted and implemented cell phone policies that supports learning by eliminating the distraction of social media access, as evidenced by the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:                      By October, 2024, all eligible students will have a laptop device assigned to them.                      Monthly CWTs data will show an increase in classroom expectations being followed</p> <p>Summative:                      By May, 2025, there will a reduction in discipline referrals of insubordination of students for Level 1 infractions of cell phone uses, as compared to 2024 summary data.</p> <p><b>Staff Responsible:</b> Administration Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

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**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Key Question 3:** 5.3 To what degree do we build leaders (capacity) within the organization?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June, 2024, HHS will create a professional learning environment that is conducive to building capacity among staff members, with a focus on leadership, implementation of best practices, and recruit and retain quality staff members.</p> <p><b>Indicators of Success:</b> Formative:            Campus PD results with implementation of instructional and PBIS practices.            TAPP Mentor Program will include monthly targeted meetings that are designed to enhance the new teacher's practice.            Support from district curriculum departments to model lessons            Classroom walk-throughs (campus and CST) will use a MS forms tool to record instructional trends, and use the data to make support decisions.            Monthly faculty meetings will feature at least one presenting department of best practices utilized for instruction.</p> <p>Summative:            By December, 2023 75% of campus teachers will have completed their self-reflection of their T-TESS observations.            By December, 2023, all new teachers will be assigned a mentor and will have been given an opportunity to observe the instructional practices of an accomplished veteran teacher.            By June, 2025, there will be a reduction in staff resignations by 10%.</p> <p><b>Staff Responsible:</b> Administrators, Department Chairs, Professional Learning Lead, Technology Integration Champion, TAPP Mentors</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			243

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Strategy 1:** TAPP Mentor Program will include monthly targeted meetings that are designed to enhance the new teacher's practice.

**Intended Audience:** Teachers with zero years of experience.

**Provider / Presenter / Person Responsible:** Dean of Instruction, TAPP Mentors

**Date(s) / Timeframe:** Monthly

**Collaborating Departments:** Admin and Academics

**Delivery Method:** F2F, Virtual

**Staff Responsible:** Dean of Instruction, Admin

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Key Question 1:** 4.1 To what degree is there a reciprocal relationship between the community and our schools to enrich the learning experience?

**Initial Status:** Major Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> Parents will have an opportunity to collaborate, support and be engaged with school events that support instruction, learning, and welfare of staff and students.</p> <p><b>Indicators of Success:</b> PTO participation will continue to increase its membership by 2025. PTO will be able to provide the campus with the necessary materials for all students, clubs, organizations, and staff to thrive during the 2024-2025 school year. HHS will host two parent university events to inform parents of academic expectations, and health and wellness opportunities. Hightower HS will host the Red Cross and breast cancer awareness events.</p> <p><b>Staff Responsible:</b> Admin, Wellness Committee, Red Cross Sponsor</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

**Strategy 1:** Parent newsletter will be emailed to parents bi-weekly to communicate campus activities. Parent surveys will also be conducted to gather feedback and collect information on the needs of the community.

**Intended Audience:** Parents

**Provider / Presenter / Person Responsible:** Principal and Dean

**Date(s) / Timeframe:** Bi-Weekly

**Collaborating Departments:** Admin, Athletics, Academics, Counseling

**Delivery Method:** Email

**Staff Responsible:** Principal and Dean

**TEA Priorities:**

Improve low-performing schools

**Strategy 2:** The new Parent Teacher Organization will meet in the library monthly to collaborate and vote on events they can support and how fund raising activities can assist the campus.

**Intended Audience:** Parents, Teacher

**Provider / Presenter / Person Responsible:** PTO officers

**Date(s) / Timeframe:** Monthly

**Collaborating Departments:** Admin, Academic, Parents

**Delivery Method:** F2F

**Staff Responsible:** Principal and PTO President

System Response 2 Details	Reviews			
<p><b>System Response 2:</b> By June, 2025, HHS will provide monthly engagement opportunities for parent and community stakeholders that build relationships and fosters positive student outcomes.</p> <p><b>Indicators of Success:</b> Formative:                      HHS Parent University will bring important topics to parents at least once per 9-week term.                      Parents of Emergent Bilingual students workshop opportunities.                      The campus PTO with newly elected officers and regular meetings will have an increased number of community and parent support.                      Increased number of Parent Newsletters that serve to inform and call to action.</p> <p>Summative:                      By December, 2024, PBIS will have established Student Tracker systems and data.                      By December, 2024, HHS will have a newly organized and functional PTO, with elected officers.                      By June, 2025, student engagement survey will show an overall increase in positive interactions with teachers by 5%                      By June, 2024, a minimum of 85% off all parent surveyed will show that they feel welcomed by staff and their students attend a safe and engaging school.</p> <p><b>Staff Responsible:</b> Administrators, Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Strategy 1:** Engage the new campus PTO with newly elected officers and invite staff to attend regular meetings that results in increased number of community and parent support.

**Provider / Presenter / Person Responsible:** PTO Officers, Principal, Dean of Instruction

**Date(s) / Timeframe:** Monthly

**Collaborating Departments:** Admin, Academics, Athletics, Counseling

**Delivery Method:** F2F, Virtual

**Staff Responsible:** PTO President, Principal

**Fort Bend CBAS**  
**James Reese Career & Technical Center**  
**2024-2025 Goals/Key Questions/System Responses**

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# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

**Initial Status:** Minor Change

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System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June 2025, James Reese Career and Technical Center will empower students to take responsibility for and ownership of their learning and behavior by providing strong Tier 1 instruction targeting student ownership protocols including goal setting and revision, thereby increasing students' success and readiness for post-secondary career opportunities as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative Evidence:</p> <ul style="list-style-type: none"> <li>* Observation: By Jan 2025, show a positive trend of at least 10% growth on goal setting &amp; revision indicators on the campus walk-through tool. (Reviewed October, December, February, June)</li> <li>* Feedback: By Jan 2025, show a positive trend of at least 10% in the data for students' reporting goal setting &amp; revision on campus generated student survey using baseline data from October. (Reviewed October, December, February, June)</li> <li>* Observation: By Jan 2025, show a positive trend with teachers planning goal setting &amp; revision activities in Professional Learning Communities as evidenced by a 20% growth in PLC agenda and minutes and the campus generated PLC walkthrough tool. (Reviewed October, December, February, June)</li> <li>* Observation: By December 2024, we will build capacity in 50% of our teachers by providing professional development around the GT students and how to support their academic needs.</li> </ul> <p>Summative Evidence:</p> <ul style="list-style-type: none"> <li>* Observation: By June 2025 show at least 20% growth on goal setting &amp; revision indicators on the campus walk-through tool.</li> <li>* Feedback: By June 2025, show at least 20% in the data for students' reporting goal setting &amp; revision on campus generated student survey using baseline data from October.</li> <li>* Observation: By June 2025, show teachers planning goal setting &amp; revision activities in Professional Learning Communities as evidenced by a 30% growth in PLC agenda and minutes and the campus generated PLC walkthrough tool.</li> <li>* Observation: By June 2025, we will be build capacity in 100% of our teachers by providing professional development around the GT students and how to support their academic needs.</li> </ul> <p><b>Staff Responsible:</b> Dr. Julia Erdie &amp; Ms. Elizabeth Canchola</p>	Formative			Summative
	Nov	Jan	Mar	June
	<p>On Track</p>			

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 No Progress
  Accomplished
  Continue/Modify
  Discontinue

**Strategy 1:** Teacher Lesson Plans will include goal setting and feedback strategies.

- Intended Audience:** Staff and students
- Provider / Presenter / Person Responsible:** Teachers, Dr. Julia Erdie, and Ms. Elizabeth Guerra-Canchola
- Date(s) / Timeframe:** 2024-2025
- Collaborating Departments:** N/A
- Delivery Method:** Schoology upload
- Staff Responsible:** Dr. Julia Erdie, and Ms. Elizabeth Guerra-Canchola

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 2:** 2.1 To what degree are we preparing students for post-secondary success, including college, career, or military?

2.2 To what degree are we equipping students with SKILLS FOR LIFE (Profile of a Graduate)?

2.3 To what degree do students demonstrate the requisite skills necessary to approach learning in the next course, grade, or level?

2.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SERVANT LEADER (Profile of a Graduate)?

2.5 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COMPASSIONATE CITIZEN (Profile of a Graduate)?

2.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of LIFE-LONG LEARNER (Profile of a Graduate)?

**Initial Status:** Major Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June 2025, James Reese Career and Technical Center will prepare students for post-secondary success, including college, career or military by providing strong Tier 1 instruction with designed data driven learning experiences aligned with industry certification standards, thereby increasing students' success and readiness for post-secondary career opportunities as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative Evidence:</p> <ul style="list-style-type: none"> <li>* Observation: By June 2025 show a positive trend of at least 10% growth the Learning Framework Classroom Clarity specifically section CC6 - Students can articulate what they are learning, why they are learning it and what success looks like on the campus generated walk-through tool. (Reviewed October, December, February, June)</li> <li>* Observation: By June 2025 show a positive trend of at least 10% improvement of alignment between TEKS, curriculum, and industry certification standards in the classroom learning experiences using the campus generated walk-through tool. (Reviewed October, December, February, June)</li> <li>* Feedback: By June 2025, establish a baseline and show 10% improvement of students' understanding the connection between classroom learning experiences and industry certification exams on campus generated student survey. (Reviewed October, December, February, June)</li> <li>* Observation: By June 2025, establish a baseline and show 10% improvement of alignment of TEKS, curriculum and industry exam standards in Professional Learning Communities (evidenced by PLC agendas and minutes). (Reviewed October, December, February, June)</li> </ul> <p>Summative Evidence:</p> <ul style="list-style-type: none"> <li>* Observation: By June 2025 show at least 20% growth the Learning Framework Classroom Clarity specifically section CC6 - Students can articulate what they are learning, why they are learning it and what success looks like on the campus generated walk-through tool.</li> <li>* Observation: By June 2025 show at least 20% improvement of alignment between TEKS, curriculum, and industry certification standards in the classroom learning experiences using the campus generated walk-through tool.</li> <li>* Feedback: By June 2025, show 10% improvement of students' understanding the connection between classroom learning experiences and industry certification exams on campus generated student survey.</li> <li>* Observation: By June 2025, show 20% improvement of alignment of TEKS, curriculum and industry exam standards in Professional Learning Communities (evidenced by PLC agendas and minutes).</li> </ul> <p><b>Staff Responsible:</b> Dr. Julia Erdie, Mrs. Elizabeth Guerra-Canchola and teachers through PLC work</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

 No Progress    
 Accomplished    
 Continue/Modify    
 Discontinue

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**Strategy 1:** Teacher Lesson Plans will include lessons with connections to the industry certification exams.

- Intended Audience:** Teachers and Students
- Provider / Presenter / Person Responsible:** Teachers, Dr. Erdie and Mrs. Elizabeth Guerra-Canchola
- Date(s) / Timeframe:** 2024-2025
- Collaborating Departments:** CTE Department

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 2:** 7.2 To what degree does the school cultivate a positive culture and supportive climate?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By June 2025, James Reese Career and Technical Center will cultivate a positive culture and supportive climate by implementing a comprehensive PBIS plan which defines behavior expectations while fostering a sense of belonging for students and staff as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative Evidence:</p> <ul style="list-style-type: none"> <li>* Observation: By January 2025, show a positive trend with teachers discussing and incorporating learner dispositions in Professional Learning Communities as evidenced by a 20% growth in PLC agenda and minutes and the campus generated PLC walkthrough tool. (Reviewed October, December, February, June)</li> <li>* Observation: By January 2025, show a positive trend with teachers incorporating learner dispositions in unit plans and daily lesson plans within their as evidenced by a 20% growth in PLC agenda and minutes, unit and daily lesson plans, and the campus generated PLC walkthrough tool. (Reviewed October, December, February, June)</li> <li>* Observation: By January 2025, our PBIS committee will add rewards to the comprehensive PBIS plan as evidence by PBIS committee agendas, minutes and campus created staff and student survey. (Reviewed October, December, February, June)</li> </ul> <p>Summative Evidence:</p> <ul style="list-style-type: none"> <li>* Observation: By June 2025, show teachers discussing and incorporating learner dispositions in Professional Learning Communities as evidenced by a 20% growth in PLC agenda and minutes and the campus generated PLC walkthrough tool.</li> <li>* Observation: By June 2025, show teachers incorporating learner dispositions in unit plans and daily lesson plans within their as evidenced by a 20% growth in PLC agenda and minutes, unit and daily lesson plans, and the campus generated PLC walkthrough tool.</li> <li>* Observation: By June 2025, our PBIS a comprehensive PBIS plan will include additional rewards and fully implemented by all staff members.</li> </ul> <p><b>Staff Responsible:</b> PBIS Committee, Dr. Julia Erdie and Mrs. Elizabeth Guerra-Canchola</p>	On Track			251
<p>  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Strategy 1:** Each Quarter at least 1 culture/team building activity for staff members will be organized by administration and the Climate and Culture Committee.

**Fort Bend CBAS**  
**Quail Valley Middle School**  
**2024-2025 Goals/Key Questions/System Responses**

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# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

**Initial Status:** Major Change

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System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By June 2025, QVMS educators will impact student ownership of behavior, social emotional learning and campus culture by implementing PBIS protocols and procedures, as demonstrated through evidence of success indicators.</p> <p><b>Indicators of Success:</b> Formative Results:</p> <ul style="list-style-type: none"> <li>*Discipline data collected, analyzed and reviewed every 3 weeks.</li> <li>*Percentage of classroom demonstrating posting and implementation of schoolwide expectations, classroom expectations, respect agreements, Learning Intentions and Success Criteria) (100%)</li> <li>*Patterns of data from CST and classroom walks demonstrating alignment to scope and sequence, rigor and instructional practices (85%+)</li> <li>*Number and percentage of students placed in ISS, OSS and DAEP by grade level. (decrease)</li> <li>*Tracking of data each three weeks, term and semester by action, action reason and location from BOY to EOY for all students and each student group to reduce the percentage of student in ISS, OSS and DAEP from EOY 23-24 to 24-25 with follow-up actions.</li> <li>*Gain 100% commitment to Tier I PBIS strategies in the classroom as evidenced through PBIS learning walks</li> <li>*Tracking, analysis and response on attendance data weekly.</li> <li>*Tracking, analysis and response to grade data every three weeks, by term, semester and year with follow-up actions.</li> </ul> <p>Summative Results:</p> <ul style="list-style-type: none"> <li>*Reduce RDA disproportionality rate to below 2.0 for African American students</li> <li>*Improve attendance rates to 97% or higher for all students</li> <li>*Gain 100% commitment to Tier I PBIS strategies in the classroom as evidence through learning walks</li> <li>*Reduce total number of ISS, OSS and DAEP placements</li> <li>*Improve student engagement survey results focused on learning environment</li> <li>*Improve parent engagement survey results focused on learning environment</li> <li>*Improve faculty/staff engagement survey results focused on learning environment</li> </ul> <p><b>Staff Responsible:</b> Teachers and QVMS Leadership Team</p>				
No Progress      Accomplished      Continue/Modify      Discontinue				

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**Strategy 1:** Train and support teachers through professional development and PLCs to deepen implementation of campus priorities, including Student Ownership of Learning through effective Tier I Instructional Practices focused on clarity, feedback and goal-setting (including AVID Schoolwide strategies and Accountable Talk); Student Ownership of Behavior through effective implementation of PBIS; and integrating technology effectively to support student growth.

**Intended Audience:** QVMS Teachers and Students

**Provider / Presenter / Person Responsible:** QVMS Leadership Team, Teachers, Teaching Learning Alliance

**Date(s) / Timeframe:** August 2024-May 2025

**Collaborating Departments:** Teaching and Learning, Organizational Development and Department of School Leadership

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 2:** 2.1 To what degree are we preparing students for post-secondary success, including college, career, or military?

2.2 To what degree are we equipping students with SKILLS FOR LIFE (Profile of a Graduate)?

2.3 To what degree do students demonstrate the requisite skills necessary to approach learning in the next course, grade, or level?

2.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SERVANT LEADER (Profile of a Graduate)?

2.5 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COMPASSIONATE CITIZEN (Profile of a Graduate)?

2.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of LIFE-LONG LEARNER (Profile of a Graduate)?

**Initial Status:** Major Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June 2025, QVMS will impact student ownership of learning and behavior by implementing an effective intervention and monitoring system for students who are not on grade level/on track in core content areas and providing enrichment for students who are on track or accelerated, as demonstrated on indicators of success.</p> <p><b>Indicators of Success:</b> Formative Results:</p> <ul style="list-style-type: none"> <li>*Training, monitoring, coaching and support of effective Tier 1 strategies including Accountable Talk and AVID Schoolwide strategies to increase student engagement and feedback.</li> <li>*Demonstrated growth for students enrolled in Literacy and Intervention classes and/or after school services for Reading and Mathematics</li> <li>*Implementation of tutoring by all QVMS teachers to support students who are struggling with concepts and/or grades</li> <li>*Tracking of attendance, behavior and grade data with follow-up actions every three weeks</li> <li>*Scheduling of students who demonstrate need into intervention courses, after school program or IEP-based coursework</li> <li>*Increase in percentage of students passing courses</li> <li>*Increase in percentage of students demonstrating growth on MAP</li> </ul> <p>Summative Results:</p> <ul style="list-style-type: none"> <li>*Increase in percentage of students passing courses</li> <li>*Increase in percentage of students demonstrating growth on MAP</li> <li>*Increase in percentage of students demonstrating growth on STAAR</li> <li>*Increase in percentage of students achieving Meets Grade Level or Masters Grade Level on STAAR</li> <li>*Increase in percentage of students taking and successfully complete AAC courses</li> <li>*Increase in percentage of students meeting benchmarks on PSAT</li> </ul> <p><b>Staff Responsible:</b> QVMS Leadership Team and Teachers</p>	Formative			Summative
	Nov	Jan	Mar	June

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 1:** 7.1 To what degree do students and staff feel safe and secure at school? To what degree are students and staff safe and secure at school?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By June 2025, QVMS will impact student ownership of behavior by implementing consistent and effective use of PBIS protocols and rewards by all (100%) teachers and recording of teacher interventions, supports and points awarded to students through PBIS Rewards, as demonstrated on the indicators of success.</p> <p><b>Indicators of Success:</b> Formative Results:            *Improved percentage of teachers present and monitoring at doorways and assigned duty areas            *Improved guidance and feedback from Leadership Team to teachers to support improved relationship-building and presence at doorways and duty areas            *Decreased number of ISS, OSS, DAEP; improved equity/disproportionality            *Improved campus walk data demonstrating posting and implementation of classroom expectations and respect agreements            *Improved TFI ratings</p> <p>Summative Results:            *Improving Student engagement survey results related to safety            *Improving Faculty/Staff engagement survey results related to safety            *Improving Parent engagement survey results related to safety            *Decreasing numbers of ISS, OSS and DAEP; improved equity/disproportionality</p> <p><b>Staff Responsible:</b> QVMS Teachers and Leadership Team</p>				

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**Strategy 1:** Permit teachers/staff opportunity to sign up for duty areas and times and monitor and guide teachers to ensure commitment to be present, supervising and building relationships with students, while reducing negative and unsafe behaviors. (Teachers have AM/PM duty 3 times per week; Support staff have AM/PM duty 4 times per week.)

**Intended Audience:** QVMS Faculty/Staff  
**Provider / Presenter / Person Responsible:** QVMS Leadership Team  
**Date(s) / Timeframe:** August 2024-May 2025  
**Delivery Method:** In Person, Email

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Key Question 2:** 5.2 To what degree are we fostering and developing a culture of learning and implementation among all staff?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By June 2025, QVMS will impact the culture of QVMS by providing a system of responsive training, guidance, coaching and support to meet the needs of all faculty/staff and to encourage connectivity, collaboration and a sense of common belonging, as demonstrated on the indicators of success.</p> <p><b>Indicators of Success:</b> Formative Results:                      *Percentage of faculty/staff joining PTO                      *Percentage of faculty/staff joining Funshine                      *Attendance rate of faculty/staff                      *Percentage of staff attending culture-building events</p> <p>Summative Results:                      *Improved results on faculty/staff engagement survey results                      *Attendance rate of faculty/staff</p> <p><b>Staff Responsible:</b> QVMS Leadership Team</p>				257
<p style="text-align: center;"> <input type="checkbox"/> No Progress                                  <input checked="" type="checkbox"/> Accomplished                                  <input type="checkbox"/> Continue/Modify                                  <input checked="" type="checkbox"/> Discontinue                         </p>				

**Strategy 1:** Recruit faculty/staff to join PTO, Funshine Committee and culture-building events and implement events to encourage participation.

**Intended Audience:** QVMS Faculty/Staff

**Provider / Presenter / Person Responsible:** QVMS Leadership Team, PTO

**Date(s) / Timeframe:** August 2024-May 2025

**Delivery Method:** In Person

**Staff Responsible:** QVMS Leadership Team and PTO

**TEA Priorities:**

Recruit, support, retain teachers and principals

**Funding Sources:** - 199 General Fund - \$500

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Key Question 5:** 5.5 To what degree does the organization attract, recruit, develop and retain high-quality staff that is highly engaged, productive, and dedicated in order to improved student outcomes?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June 2025, QVMS will impact Tier I, II and III instruction by providing a system of training and support to coach and guide new teachers to QVMS, and will increase the number/percentage of teachers earning GT and ESL certification, as demonstrated on the indicators of success.</p> <p><b>Indicators of Success:</b> Formative Results:                      *Percentage of new teachers to QVMS attending monthly support meetings                      *Number of staff completing teacher certification, GT and ESL certification</p> <p>Summative Results:                      *Number of staff completing teacher certification, GT and ESL certification                      *Faculty/staff engagement survey results</p> <p><b>Staff Responsible:</b> QVMS Leadership team</p>	Formative			Summative
	Nov	Jan	Mar	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Strategy 1:** Encourage and recruit staff to add GT and ESL certification and provide access to training and support through the certification process.

**Intended Audience:** Teachers

**Provider / Presenter / Person Responsible:** Various

**Date(s) / Timeframe:** August 2024-May 2025

**Collaborating Departments:** Teaching and Learning

**Delivery Method:** In Person and Virtual

**Staff Responsible:** QVMS Leadership Team

**TEA Priorities:**

Recruit, support, retain teachers and principals, Connect high school to career and college, Improve low-performing schools

- **Results Driven Accountability - Equity Plan**

**Funding Sources:** - 199 General Fund - \$2,500

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Key Question 1:** 4.1 To what degree is there a reciprocal relationship between the community and our schools to enrich the learning experience?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June 2025, QVMS will improve collaboration and partnership with stakeholders, by communicating opportunities and recruiting parents to serve on CPAC, PTO, and advisory committees and encouraging them to attend Coffee with Counselor and campus events and to volunteer to support student experiences, as demonstrated on the indicators of success.</p> <p><b>Indicators of Success:</b> *Increased percentage of parents on campus committees/organizations and volunteering-- Overall, GTA and Community *Increased percentage of parents attending parent university seminars, Open House/IFest and volunteering</p> <p><b>Staff Responsible:</b> QVMS Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;"> <input type="checkbox"/> No Progress                <input checked="" type="checkbox"/> Accomplished                <input type="checkbox"/> Continue/Modify                <input type="checkbox"/> Discontinue         </p>				

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**Strategy 1:** Conduct seminars and discussions topics of interest to parents and invite parents to participate in events such as Open House, IFest, Homecoming, field experiences, Coffee with Counselors, etc.

**Intended Audience:** Parents/Guardians

**Provider / Presenter / Person Responsible:** Various

**Date(s) / Timeframe:** September 2024 to May 2025

**Collaborating Departments:** Campus, District and Community Presenter

**Delivery Method:** Virtual, In-Person

**Staff Responsible:** QVMS Leadership Team

**Results Driven Accountability - Equity Plan**

**Funding Sources:** - 199 General Fund - \$1,000

**Goal 5:** FBISD will utilize financial, material, and human capital resources to maximize district outcomes and student achievement

**Key Question 3:** 6.3 To what degree does the organization promote a responsive, accessible and multi-channeled communication plan with internal and external stakeholders while delivering courteous, quality customer service to improve student outcomes?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By June 2025, QVMS will impact stakeholder engagement by creating a system of communication that is responsive to the needs of parents, students and staff and open up two-way communication, as demonstrated by the indicators of success.</p> <p><b>Indicators of Success:</b> *Improvement in parent engagement survey results regarding communication                      *Improvement in staff engagement survey results regarding communication                      *Number of parents accessing weekly newsletter</p> <p><b>Staff Responsible:</b> QVMS Leadership Team</p>	Formative			Summative
	Nov	Jan	Mar	June
<p style="text-align: center;">  No Progress                           Accomplished                           Continue/Modify                           Discontinue                 </p>				

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**Strategy 1:** Provide weekly parent and student newsletter through Blackboard and Twitter and postings on the QVMS website, and conduct periodic communications through Blackboard.

**Intended Audience:** Parents and Students

**Provider / Presenter / Person Responsible:** QVMS Leadership Team

**Date(s) / Timeframe:** August 2024 through May 2025

**Delivery Method:** Blackboard, Twitter, Website

**Staff Responsible:** QVMS Leadership

**Funding Sources:** - 199 General Fund - \$500

**Strategy 2:** Develop and implement weekly faculty/staff newsletter to support staff with important information and reminders.

**Intended Audience:** QVMS Faculty/Staff

**Provider / Presenter / Person Responsible:** QVMS Leadership Team

**Date(s) / Timeframe:** September 2024-May 2025

**Fort Bend CBAS**  
**Sartartia Middle School**  
**2024-2025 Goals/Key Questions/System Responses**



**#JAGPRIDE**

# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

**Initial Status:** Minor Change

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System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By May 2025, SMS will improve the effectiveness of Tier I classroom instruction through the implementation of effective PLC planning, aligned curriculum, and targeted interventions, and increase student ownership of learning by using classroom feedback protocols as evidenced by indicators of success.as evidence through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative</p> <ul style="list-style-type: none"> <li>* By September 2024, all students who failed to demonstrate proficiency on the 2023-2024 STAAR test will be placed in a lab class, HB 1416 advisory, or have an accelerated instruction plan in place.</li> <li>* By October 2024, all teachers will engage in grade mapping for Terms 1 and 2.</li> <li>* By December 2024, we will observe the development of aligned, teacher-created formative assessments and data analysis during PLC meetings at least once per term.</li> <li>* By February 2025, we will increase the percentage of students showing growth in literacy and math on MAP Testing.</li> </ul> <p>* By April 2025, 90% of literacy, math, and science teachers will demonstrate a proficient or above rating in 2.2 Content Knowledge and Expertise as evidenced in T-TESS walkthroughs and observations.</p> <p>Summative</p> <ul style="list-style-type: none"> <li>* By May 2025, we will increase the percentage of students showing growth in literacy and math on MAP Testing.</li> <li>* By May 2025, 90% of students will meet expected or accelerated growth on STAAR in reading and math in 6th, 7th, and 8th grades.</li> <li>* By May 2025, we will increase the percentage of asian students performing at Meets or higher on the Math STAAR by 2%.</li> <li>* By May 2025, we will increase the percent of students demonstrating mastery of science and social studies STAAR at the meets grade level standard by 10%</li> <li>* By May 2025, we will increase the closing the gap indicator score to 95 on our school report card.</li> </ul> <p><b>Staff Responsible:</b> Administration Instructional Leadership Team Campus Assessment Coordinator Department Heads</p>	On Track	On Track		
<p style="text-align: center;">  No Progress      Accomplished      Continue/Modify      Discontinue </p>				

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**Strategy 1:** Professional learning communities will intentionally plan the implementation of FBISD instructional models, identify concepts for spiral review, incorporate small group instruction, and co-create formative assessments to measure learning. Teams will unit and grade map for the term during teacher planning days.

**Intended Audience:** Math, ELA, Science, and Social Studies Teachers

**Provider / Presenter / Person Responsible:** Campus Administration  
Campus Assessment Coordinator  
Math Intervention Teacher  
Literacy Intervention Teacher

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 1:** 7.1 To what degree do students and staff feel safe and secure at school? To what degree are students and staff safe and secure at school?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, SMS will implement a school-wide behavioral expectation system/matrix along with the Student Code of Conduct and the district student ownership of behavior framework leading to increased student engagement, students' feeling of belonging, and fewer discipline referrals as evidenced by indicators of success.</p> <p><b>Indicators of Success:</b> Formative</p> <ul style="list-style-type: none"> <li>* By the end of the first progress reporting period, all teachers will have established/reviewed grade level expectations with all of their classes.</li> <li>* At the end of every grading period, we will see at least a 10% drop in the number of level 1 referrals compared to the numbers from the 2023-24 school year (1st 9 weeks 246 to 221, 2nd 9 weeks 247, 3rd 9 weeks 354 to 319, and 4th 9 week 373 to 336).</li> </ul> <p>Summative</p> <ul style="list-style-type: none"> <li>* By May 2025, SMS will decrease the number of discipline referrals by 20% from 1246 to 1000.</li> <li>* By May 2025, SMS will increase student social emotional engagement by meeting with various groups of stakeholders at least quarterly in effort to promote attendance, social responsibility and student ownership of behavior.</li> <li>* By May 2025, SMS will see an increase from 77% to at least 85% of students who report they have an adult on campus who knows them well based on results from our student engagement survey.</li> </ul> <p><b>Staff Responsible:</b> Campus Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

**Strategy 1:** The PBIS committee will create and implement school wide initiatives utilizing the 5 components to help build a culture of positive behavior supports, as well as, review the effectiveness of current implementations. The PBIS committee is gathering data on referrals and feedback from staff to review processes and implementation. Teachers will participate in professional development about our campus discipline matrix at the beginning of the school year and throughout the year with the goal of being able to categorize and prioritize student discipline issues (i.e. handle in the classroom or send administrators a discipline referral for the behavior). They will have training on the matrix, writing an office referral, and co-creating classroom expectations with their students.

**Intended Audience:** SMS Staff

**Provider / Presenter / Person Responsible:** Campus Administration  
PBIS Committee

**Date(s) / Timeframe:** August 2024-May 2025

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 2:** 7.2 To what degree does the school cultivate a positive culture and supportive climate?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, SMS will improve culture and climate of the learning environment through the implementation of student ownership of learning and behavior practices as evidence through the indicators of success.</p> <p><b>Indicators of Success: Formative</b></p> <ul style="list-style-type: none"> <li>* By August 2024, SMS will directly teach and reinforce campus-wide behavior expectations for common areas and post the expectations throughout the school.</li> <li>* By September 2024, teachers will engage in professional development on PBIS and understand how to teach behavior expectations to students. 100% of classrooms will have co-created respect agreements in use.</li> <li>* By October 2024, all students will have an opportunity to enrich their school experience through participation in clubs.</li> <li>* By December 2024, the attendance rate will be at 97.0% or above.</li> <li>* By January 2025, SMS will host two stakeholder events.</li> <li>* By January 2025, GT students will engage in goal-setting activities and monitor their progress toward goal attainment.</li> <li>* By January 2025, all students will have engaged in weekly advisory lessons related to student ownership of behavior.</li> </ul> <p><b>Summative</b></p> <ul style="list-style-type: none"> <li>* By May 2025, the attendance rate at SMS will increase from 96.8% to 97.0% or more.</li> <li>* By May 2025, all GT students will have completed an independent study.</li> <li>* By May 2025, SMS will decrease discipline offenses by 10%.</li> <li>* By May 2025, SMS will maintain its No Place for Hate designation.</li> </ul> <p><b>Staff Responsible:</b> Campus Administrators SMS Teachers Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

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 No Progress    
  Accomplished    
  Continue/Modify    
  Discontinue

**Strategy 1:** JagSanity: Administrators will monitor the teachers fidelity of using the protocol to document to record students participation and interaction with the school community through Catch-A-Jag.

**Intended Audience:** Students

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Key Question 5:** 5.5 To what degree does the organization attract, recruit, develop and retain high-quality staff that is highly engaged, productive, and dedicated in order to improved student outcomes?

**Initial Status:** Minor Change

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, SMS will retain all effective teachers and staff while recruiting new talent through diverse methods, resulting in a complete and talented staff as evidenced through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative</p> <ul style="list-style-type: none"> <li>* By August 2025, SMS will be 100% staffed.</li> <li>* By October 2025, SMS will track and analyze staff retention rates on a quarterly basis to identify trends and address any emerging issues promptly</li> <li>* By December 2024, SMS will hold a minimum of three professional development sessions. We will record and review staff participation, attendance rates and feedback from Staffulty.</li> <li>* By May 2025, SMS administer BOY, MOY, and EOY surveys to assess staff engagement, satisfaction, and well-being, and use the results to make timely adjustments to policies and support systems.</li> <li>* By June 2025, SMS will be in attendance and represent at 100% of the FBISD hiring events.</li> </ul> <p>Summative</p> <ul style="list-style-type: none"> <li>* By May 2025, SMS will achieve a 90% retention rate of all effective teachers and staff by the end of the academic year.</li> <li>* By May 2025, SMS will be able to demonstrate that professional development initiatives have positively impacted teaching practices and staff effectiveness, as evidenced by improved student outcomes and staff evaluations.</li> <li>* By May 2025, SMS will show that the mentorship program has effectively supported new hires, with high satisfaction rates from both mentors and mentees and successful integration of new staff into the school community.</li> <li>* By May 2025, SMS will Achieve an 85% or higher satisfaction rate in staff engagement surveys, indicating high levels of staff morale and commitment.</li> </ul> <p><b>Staff Responsible:</b> SMS Administration</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

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 No Progress    
  Accomplished    
  Continue/Modify    
  Discontinue

**Strategy 1:** To retain first year teachers, all teacher apprentices and new teachers will be assigned a TAPP mentor and attend a campus support meeting once every three weeks throughout the school year.

**Intended Audience:** New Staff Members

**Provider / Presenter / Person Responsible:** Campus Administration

**Fort Bend CBAS**  
**Sugar Land Middle School**  
**2024-2025 Goals/Key Questions/System Responses**

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# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, SLMS will improve instructional practices and effective PLC implementation by focusing on implementation of instructional models, content lesson cycles, differentiation techniques and increasing rigor to improve instructional practice and student academic growth as evidenced in the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:            Demonstrate quarterly increase of alignment of Rigor based on campus and district led CST walks by 10%.            Demonstrate quarterly increase in alignment with Instructional Models based on campus and district led CST walks by 10%.            By January 2025, 100% of teachers will engage in professional learning regarding characteristics and attributes of gifted and talented students.            By January 2025, 100% of staff will engage in professional learning centered on Special Education needs and services.            By January 2025, 100% of staff will engage in professional learning centered on Emergent Bilingual instruction.            Demonstrate increased alignment of PLC practices as evidenced by administrator and department head documentation.</p> <p>Summative:            By May 2025, increase in student proficiency and growth on campus and state assessments by 5% in math and 5% in reading            By May 2025, all content PLCs will demonstrate improvement in structure and protocol measured by a campus created checklist and defined PLC protocols            Increase of one year's growth as measured by NWEA-MAP            Increase by 5% the Meets and Masters percentages on STAAR in all subject areas            Increased alignment on walkthrough data - rigor, scope and sequence, and instructional model from BOY to EOY by 10%.</p> <p><b>Staff Responsible:</b> All teachers, Administrators, Teacher Leaders</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

 No Progress    
  Accomplished    
  Continue/Modify    
  Discontinue

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**Strategy 1:** Staff will engage in professional learning with an emphasis on the content areas of Reading, Math, Science, and Social Studies which may include, but is not limited to, learning intentions and success criteria, instructional model, lesson cycle, engagement, rigor, data driven instruction, checks for understanding to measure student performance, and small group instruction to close academic gaps. The skills learned will be implemented and observed in the classroom.

**Intended Audience:** All teaching staff

**Provider / Presenter / Person Responsible:** Teacher Leaders  
 Administrators  
 District Level Leaders

**Date(s) / Timeframe:** Quarterly

**Collaborating Departments:** All Content Areas

**Delivery Method:** Professional Learning Sessions

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 3:** 3.1 To what degree do learning experiences engage students in meaningful and relevant work?

3.2 To what degree do students take responsibility for and exhibit ownership of their overall development and future well-being?

3.3 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of SKILLS FOR LIFE (Profile of a Graduate)?

3.4 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of COLLABORATIVE TEAM MEMBER (Profile of a Graduate)?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, SLMS will increase the average daily attendance rate for students through implementation of effective attendance strategies to increase the student responsibility for their overall development and future well-being as evidenced by the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:                      Demonstrate increases in monthly attendance percentages based on the district Attendance Counts report                      Quarterly reviews of attendance percentages showing improvements from time spans of the previous year                      By October 2024, all staff members will engage in learning regarding the importance of average daily attendance.                      By October 2024, all staff members will engage in learning regarding parent communication regarding attendance.</p> <p>Summative:                      By May 2025, the Attendance Counts report from FBISD will show an increase in our average daily attendance with a goal of 1% from the previous school year.</p> <p><b>Staff Responsible:</b> All Staff Members</p> <p><b>Problem Statements:</b> Student Learning 1</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

**Strategy 1:** Administrators will increase parent and student communication regarding the importance of attendance including presentations in other languages, advisory lessons for students, and class Titan Talks regarding attendance.

**Intended Audience:** Parents  
Students

**Provider / Presenter / Person Responsible:** Administrators  
Teachers

**Date(s) / Timeframe:** Quarterly

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 2:** 7.2 To what degree does the school cultivate a positive culture and supportive climate?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, SLMS will improve the climate and culture for staff and students through implementation of effective PBIS strategies to increase positive student ownership of behavior and improved climate events to increase staff retention as evidenced in the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:            Demonstrate quarterly increase in use of PBIS strategies as as evidenced on PBIS monitoring tools            By January 2025, 100% of teachers will engage in professional learning regarding PBIS.            By January 2025, 100% of teachers will engage in professional learning centered on implemented behavior intervention plans and accommodations.            Staff survey information at MOY</p> <p>Summative:            By May 2025, the campus PBIS monitoring tools will indicate an increase in proactive use for increase classroom management.            Decrease in campus referrals from 2023-2024 to 2024-2025 numbers            Increased staff retention from 2023-2024 to 2024-2025 numbers            Positive increases in responses on staff survey from MOY to EOY</p> <p><b>Staff Responsible:</b> All Staff</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

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No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Strategy 1:** Students will engage in Titan Talks and character building lessons during advisory, grade level assemblies, and lunches to encourage on time attendance, drop out prevention, and build resilience skills.

**Intended Audience:** Students

**Provider / Presenter / Person Responsible:** Admin  
 Counselors  
 Teachers

**Date(s) / Timeframe:** Monthly

**Collaborating Departments:** PBIS Committee  
 Admin  
 Counselors

**Goal 4:** FBISD will engage students, parents, staff, and community through ongoing communication, opportunities for collaboration and innovation, and partnerships that support the learning community

**Key Question 1:** 4.1 To what degree is there a reciprocal relationship between the community and our schools to enrich the learning experience?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, SLMS will improve stakeholder engagement by focusing on regular opportunities for all stakeholders to connect with the school and be a part of decision making to improve staff retention and community involvement as evidenced in the indicators of success.</p> <p><b>Indicators of Success:</b> Formative:            Community attendance at open campus events            By January 2025, 100% of staff will engage in professional learning regarding parent communication and supporting the community            Partnerships with SLMS PTO and administrator attendance at meetings.</p> <p>Summative:            Increase staff retention rates from 2023-2024 to 2024-2025            Increase in staff attendance at Coffee Talks with admins from 2023-2024 to 2024-2025.            Increase in parent attendance at Coffee Talk with the principal and school-wide presentation by 50% from 22/23.  <b>Staff Responsible:</b> All teachers, Administrators, Counselors, Teacher Leaders</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track	On Track		

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 No Progress    
  Accomplished    
  Continue/Modify    
  Discontinue

**Strategy 1:** SLMS will host at least five community events to increase parent awareness and involvement including Open House, Staff Coffee Chats, Parent Coffee Talks, Game Night , Trunk or Treat, and International Festival.

**Intended Audience:** All Stakeholders

**Provider / Presenter / Person Responsible:** Leadership Team  
 Admin  
 Counselors

**Date(s) / Timeframe:** Quarterly

**Collaborating Departments:** Leadership Team  
 Admin  
 Counselors

**Delivery Method:** Face to Face and Virtual

**Fort Bend CBAS**  
**Thornton Middle School**  
**2024-2025 Goals/Key Questions/System Responses**



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# Goals

**Goal 1:** FBISD will provide rigorous and relevant curriculum and deliver instruction that is responsive to the needs of all students

**Key Question 1:** 1.1 To what degree do students take responsibility for and ownership of their learning and behavior?

1.2 To what degree do schools ensure students experience success in learning?

1.3 To what degree do our students develop student smartness profiles that refine deficits and build upon strengths?

1.4 To what degree do educators provide learning experiences appropriate to student needs?

1.5 To what degree are educators equipped to support all students through learning progressions from a content, pedagogical, and sociological perspective?

1.6 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of EFFECTIVE COMMUNICATOR (Profile of a Graduate)?

1.7 To what degree do our teachers and faculty support, encourage, emulate, and move students towards the goal of CRITICAL THINKER (Profile of a Graduate)?

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
<p><b>System Response 1:</b> By May 2025, RTMS will increase student growth through effective Tier I classroom instruction, intentional data analysis of learning, and targeted interventions as evidence through the indicators of success.</p> <p><b>Indicators of Success: Formative</b></p> <ul style="list-style-type: none"> <li>* By August 2024, all teachers will be trained on the assessment reflection tool used in PLC after each major grade assessment.</li> <li>* By September 2024, all students who failed to demonstrate proficiency on the 2024 STAAR test will be placed in a math lab/literacy class, HB 1416 advisory, or have an accelerated instruction plan in place.</li> <li>* By October 2024, all teachers will engage in grade mapping for Terms 1 and 2.</li> <li>* By December 2024, we will observe the development of aligned, teacher-created formative assessments and data analysis during PLC meetings after each major grade assessment.</li> <li>* By February 2025, we will increase the percentage of students showing growth in literacy and math on MAP to 50%.</li> </ul> <p>* By April 2025, 90% of literacy, math, and science teachers will demonstrate a proficient or above rating in 2.2 Content Knowledge and Expertise as evidenced in T-TESS walkthroughs and observations.</p> <p><b>Summative</b></p> <ul style="list-style-type: none"> <li>* By May 2025, we will increase the percentage of students showing growth in literacy and math on MAP to 90%.</li> <li>* By May 2025, 90% of students will meet expected or accelerated growth on STAAR in reading and math in 6th, 7th, and 8th grades.</li> <li>* By May 2025, we will increase the percent of students demonstrating mastery of science and social studies STAAR at the meets grade level standard by 10% (Target: 59% for science and 53% for social studies)</li> <li>* By May 2025, we will increase the closing the gap indicator score from 74 to 80 on our school report card.</li> </ul> <p><b>Staff Responsible:</b> Administrators, CAC, and Counselors</p>	On Track			275
<p> <input type="checkbox"/> No Progress      <input checked="" type="checkbox"/> Accomplished      <input type="checkbox"/> Continue/Modify      <input checked="" type="checkbox"/> Discontinue </p>				

**Strategy 1:** Teams will unit and grade map for the term during teacher planning days.

**Intended Audience:** Teachers

**Provider / Presenter / Person Responsible:** Team Leaders and Department Heads

**Date(s) / Timeframe:** Each Term

**Staff Responsible:** Teachers

**TEA Priorities:**

Build a foundation of reading and math

**Strategy 2:** Professional learning communities will intentionally plan the implementation of FBISD instructional models, identify concepts for spiral review,

**Goal 2:** FBISD will provide a safe and supportive environment for learning and working

**Key Question 2:** 7.2 To what degree does the school cultivate a positive culture and supportive climate?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, RTMS will improve culture and climate of the learning environment through the implementation of student ownership of learning and behavior practices as evidence through the indicators of success.</p> <p><b>Indicators of Success:</b> Formative</p> <ul style="list-style-type: none"> <li>* By August 2024, RTMS will directly teach and reinforce campus-wide behavior expectations for common areas and post the expectations throughout the school.</li> <li>* By September 2024, teachers will engage in professional development on PBIS and understand how to teach behavior expectation to students - 100% of classrooms will have co-created respect agreements in use.</li> <li>* By October 2024, all students will receive a FBISD laptop assigned to them.</li> <li>* By November 2024, all students will have an opportunity to enrich their school experience through participation in clubs.</li> <li>* By December 2024, the attendance committee will meet with all students and parents with ten absences or more.</li> <li>* By January 2025, GT students will engage in goal-setting activities and monitor their progress toward goal attainment.</li> <li>* By January 2025, all students will have engaged in weekly advisory lessons related to student ownership of behavior.</li> </ul> <p>Summative</p> <ul style="list-style-type: none"> <li>* By May 2025, the attendance rate at RTMS will increase from 95.1% to 95.5% or more.</li> <li>* By May 2025, all GT students will have completed an independent study.</li> <li>* By May 2025, RTMS will decrease discipline offenses by 20%.</li> <li>* By May 2025, RTMS will maintain its No Place for Hate designation.</li> </ul> <p><b>Staff Responsible:</b> Teachers, Administrators, and Counselors</p>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

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**Strategy 1:** Teachers will implement 1-to-1 device use in the classrooms.

**Intended Audience:** All Teachers

**Provider / Presenter / Person Responsible:** All Teachers

**Date(s) / Timeframe:** August-May

**Collaborating Departments:** IT

**Goal 3:** FBISD will recruit, develop, and retain high quality teachers and staff

**Key Question 2:** 5.2 To what degree are we fostering and developing a culture of learning and implementation among all staff?

System Response 1 Details	Reviews			
<p><b>System Response 1:</b> By May 2025, RTMS will improve professionalism of faculty and staff practices through the establishment of clear professional expectations and accountability systems as evidence through the indicators of success.</p> <p><b>Indicators of Success: Formative</b></p> <ul style="list-style-type: none"> <li>* By August 2024, school leaders will directly teach and reinforce campus-wide professional expectations through professional learning on Professionalism, Accountability, and Communication.</li> <li>* By September 2024, all vacancies will be filled.</li> <li>* By October 2024, all staff will have met with their appraiser for a one-on-one goal setting meeting.</li> <li>* By November 2024, all staff will have an opportunity to provide feedback to campus administration through a survey.</li> <li>* By February 2025, all T-TESS observations and post-conferences will be complete.</li> <li>* By March 2025, staff members will indicate their intentions to return for the 2025-26 school year to continue recruitment.</li> </ul> <p><b>Summative</b></p> <ul style="list-style-type: none"> <li>* By May 2025, the staff total absences will decrease by 10% (Target: Decrease from 2,839 to 2,555 or less).</li> <li>* By May 2025, the fill rate of teacher absences will increase by 10% (Target: Increase from 63% to 73% or more).</li> <li>* By May 2025, RTMS will retain 90% of its faculty and staff.</li> </ul>	Formative			Summative
	Nov	Jan	Mar	June
	On Track			

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 No Progress
  Accomplished
  Continue/Modify
  Discontinue

**Strategy 1:** To retain first year teachers, all teacher apprentices and new teachers will be assigned a TAPP mentor and attend a campus support meeting once every three weeks throughout the school year.

**Intended Audience:** First Year Teachers

**Provider / Presenter / Person Responsible:** TAPP Administrator

**Date(s) / Timeframe:** Ongoing

**Collaborating Departments:** All campus departments

**Delivery Method:** Monthly Meetings

**Staff Responsible:** TAPP Administrator

**TEA Priorities:**



**2024 - 2025 CIP Student Engagement  
Corresponding Strategies to Address Areas of Focus**

<b>Elementary Campuses</b>			
<b>Campus</b>	<b>Point of Ref: Goal/Priority</b>	<b>Campus</b>	<b>Point of Ref: Goal/Priority</b>
Armstrong	G2PO1	Lantern Lane	G2PO1-I, G2PO2
Austin Parkway	G2PO1, G4PO1	Leonetti	G2PO1-S1
Barrington Place	PBIS	Lexington Creek	G3PO1
Bhuchar	G2PO1-S, G3PO1-Ind	Madden	G2PO1-I
Blue Ride Briargate	G2PO1-I	Malala	G3PO1
Brazos Bend	G2PO1-I, G3PO1-I	Meadows	No explicit ref
Briargate	G2PO1	Mission Bend Glen	No explicit ref
Burton	PBIS	Mission West	No explicit ref
Colony Bend	G4PO1-I	Neill	PBIS
Colony Meadows	PBIS	Oakland	G2PO1
Commonwealth	G2PO1-I	Oyster Creek	G2PO1
Cornerstone	G4PO1-I	Palmer	G2PO1-I
Drabek	G2PO1-S1	Parks	G2PO1
Dulles ES	G2PO1-I	Patterson	G2PO1
EA Jones	G3PO1-I	Pecan Grove	PBIS
Early Literacy Center RME	PBIS	Quail Valley ES	PBIS
Early Literacy Center HGE	G4PO1-I	Ridgegate	G2PO1
Ferguson	G2PO1-S1	Ridgemont	G4PO1-I
Fleming	G2PO1, G3PO1	Scanlan Oaks	PBIS
Glover	G2PO1, G4PO1	Schiff	G2PO1-I, G3Po1-I
Goodman	G2PO1	Seguin	PBIS
Heritage Rose	G3PO1	Settlers Way	G2PO1
Highlands	G2PO1	Sienna Crossing	G3PO1-I
Holley	G4PO1	Sugar Mill	G2PO1
Hunters Glen	G2PO1	Sullivan	G3Po1
Jordan	Ref surveys	Townewest	PBIS
Lakeview	G2PO1-I, G4PO1	Walker Station	G2PO1

PBIS (Positive Behavior Intervention Support System) – a district adopted framework that helps schools create safe and supportive learning environments for all students

Secondary Schools			
Campus	Point of Ref: Goal/Priority	Campus	Point of Ref: Goal/Priority
Baines MS	G2PO1-I	Austin HS	G2SR1-I
Bowie MS	G2PO1	Bush HS	G2PO1
Crockett MS	PBIS	Clements HS	G2PO1
Dulles MS	G2-SR1	Crawford HS	No explicit ref
First Colony MS	G2PO1	Dulles HS	G2PO2
Fort Settlement MS	G2PO1-I	Elkins HS	No explicit ref
Garcia MS	No ref	Ferndale Henry	No explicit ref
Hodges Bend MS	G2PO1	Hightower HS	No explicit ref
Lake Olympia MS	G2PO1-I, G2PO2	Kempner HS	G3PO1
McAuliffe MS	G2PO1	Marshall HS	G2PO1
Missouri City MS	G2PO1-I, G4PO1-I	Progressive HS	PBIS
Quail Valley MS	G2SR1-I	Reese Tech Center	G2SR1
Sartartia MS	G2SR1-I	Ridge Point HS	PBIS
Sugar Land MS	G2SR1	Travis HS	G3PO1
Thornton MS	G2SR1	Willowridge HS	G2PO1

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and Approval: Targeted Improvement Plan for Willowridge High School**  
**References: AIC (Legal) and AID (Legal)**  
**Department: Department of School Leadership**

**Recommendation**

Consideration and approval of the Targeted Improvement Plan (TIP) required by Texas Education Agency per ESF grant requirements for Willowridge High School.

**Background**

In 2024, Willowridge High School exited Comprehensive Improvement Support and Improvement; however, due to receiving the Effective Schools Framework Focused Support grant in 2024, they are required to submit a board approved TIP to TEA via ISAM. Traditionally, only campuses identified as CSI are required to participate in interventions and develop a Targeted Improvement Plan (TIP). Campuses that exit CSI would continue to progress monitor locally. In addition, the development and submission of plans changed to the ISAM platform, which has simplified the formatting. At this time, the administration is asking the Board to approve the Willowridge High School's Targeted Improvement Plan for the 2025-2026 school year.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Andria Schur  
Chief of Schools

**What is your School Improvement Strategy?**

Texas Instructional Leadership – Observation and Feedback

**Give a 1-2 sentence description of your strategy for school improvement:**

Texas Instructional Leadership (TIL): WHS will leverage the support of Region 4 to build instructional leadership capacity through developing strong systems and routines for Observation and Feedback; specifically the framework used for developing teacher skills.

**Name at least one evidence-based intervention that is incorporated into this strategy:**

Through TIL, WHS will use the research-based strategies provided through training to calibrate on classroom observations and appropriate action steps for teachers using the Get Better Faster Scope and Sequence document.

**ESF Diagnostic (Date and Prioritized Areas for Improvement):**

Lever 1: Develop campus instructional leaders (principal, assistant principal, teacher leaders, and counselors) with clear roles and responsibilities  
Lever 3: Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations  
Lever 5: Effective classroom routines and instructional strategies

**What allocations of resources (time, funding, staffing) are needed to implement your school improvement strategy based on your ESF diagnostic?**

Time: Both planning time built into the Master Schedule, as well as district Professional Development days that will be utilized for direct targeted support.  
Funding: Effective Schools Framework Focused Support Grant 24-26  
Staffing resources to included: School Leadership, School Improvement, Accountability, Academic Affairs, Campus Leaders  
Additional Resources: FBISD Curriculum Resources

**How have stakeholders been engaged to solicit feedback on the school improvement strategy and curriculum chosen (Include any dates of public meetings)?**

Title I Night  
Campus Planning Advisory Council (CPAC)  
Spring Open House

**Date of Board approval on the school improvement strategy and Targeted Improvement Plan:**

**March 24, 2025 tentative**

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval:**  
**Review of Texas Bluebonnet K-5 Sample**  
**Materials**  
**Department: Teaching and Learning**

**Recommendation**

Consideration and approval for the Teaching and Learning Department to order a complete set of Bluebonnet Learning K-5 Reading sample materials to review in its entirety.

Approving the sample materials will allow staff the ability to conduct a thorough review of the Bluebonnet Learning K-5 Curriculum and evaluate the potential impact on our existing instructional resources.

Should the administration decide to move forward with a new literacy adoption in the future, we will follow FBISD's established Instructional Materials Adoption process to ensure comprehensive review and stakeholder input.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Adam Stephens  
Chief Academic Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and Approval: Joint Election Agreement and Contract for Election Services**  
**References: Board Policy BBB (Legal) and Board Policy CCA (Legal)**  
**Department: Legal Services**

**Recommendation**

Consideration and approval of the Joint Election Agreement and Contract for Election Services (“Agreement”) with Fort Bend County to coordinate and administer a general election on Saturday, May 3, 2025 to elect one person to serve a full term as a Trustee in Positions 3 and 7.

**Summary**

Texas Education Code §11.0581 requires a public school district to conduct an election of Trustees with other jurisdictions pursuant to a joint election agreement described in Election Code §271.002(c). Fort Bend ISD contracts with Fort Bend County to act as the election administrator and conduct these joint elections. On January 29, 2025, the Board of Trustees adopted an Order of Election that identified voting locations in compliance with Texas Election Code §43.004.

Attachment “A” to the Agreement lists the updated voting locations for election day. Early voting by personal appearance will be held at the updated locations, dates, and times listed in Attachment “B” of the Agreement. The Agreement obligates the County Elections Administrator to give the Board notice of any changes in these locations. Importantly, these locations are not final until approved by the County Commissioners.

Fort Bend County estimates FBISD’s cost for the joint election to be \$264,142.00. The final cost to FBISD for the May 4, 2024 Trustee election was \$143,421.57

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Chris Gilbert  
Interim General Counsel

THE STATE OF TEXAS  
COUNTY OF FORT BEND

JOINT ELECTION AGREEMENT AND CONTRACT FOR ELECTION SERVICES

THIS CONTRACT made by and between Fort Bend County, a body corporate and politic under the laws of the State of Texas, acting herein by and through the Fort Bend County Elections Administrator pursuant to Texas Election Code Section 31.092, hereinafter referred to as the "County", and the Fort Bend ISD hereinafter referred to as "Political Subdivision," for a joint May 3, 2025 election pursuant to Texas Election Code Section 271.002 .

*RECITAL*

The Fort Bend ISD is holding a General Election on May 3, 2025 (at the expense of the Political Subdivision) for the purpose of electing School Trustees.

The County owns the Election Systems & Software EVS 6020 Voting System consisting of the ExpressVote Ballot Marking Device, the ExpressTouch electronic tabulation device, the DS-200 Precinct Tabulator, and the DS-450 Central Scanner and tabulator, which have been duly approved by the Secretary of State pursuant to Texas Election Code Chapter 122 as amended, and is compliant with the accessibility requirements set forth by Texas Election Code Section 61.012. Political Subdivision desires to use the County's electronic voting system and to compensate the County for such use and to share in certain other expenses connected with joint elections in accordance with the applicable provisions of Chapters 31 and 271 of the Texas Election Code, as amended.

NOW THEREFORE, in consideration of the mutual covenants, agreements, and benefits to the parties, IT IS AGREED as follows:

I. ADMINISTRATION

The parties agree to hold a "Joint Election" in accordance with Chapter 271 of the Texas Election Code and this agreement. The Fort Bend County Elections Administrator, hereinafter referred to as "Elections Administrator", shall coordinate, supervise, and handle all aspects of administering the Joint Election as provided in this agreement. Political Subdivision agrees to pay the County for equipment, supplies, services, and administrative costs as provided in this agreement. The Elections Administrator shall serve as the administrator for the Joint Election; however, the Political Subdivision shall remain responsible for the lawful conduct of its election. The Elections Administrator shall provide advisory services in connection with decisions to be made and actions to be taken by the officers of the Political Subdivision.

It is understood that other political subdivisions may wish to participate in the use of the County's electronic voting system and polling places, and it is agreed that the County may enter into other joint election agreements and contracts for election services for those purposes on terms and conditions generally similar to those set forth in this contract. Political Subdivision agrees that the County may enter into joint election agreements with other political subdivisions that may have territory located partially or wholly within the boundaries of Political Subdivision, and in such case all parties sharing common territory shall share a joint ballot on the County's electronic voting system at the applicable polling places. In such cases, costs shall be pro-rated among the participants according to Section X of this contract.

At each polling location, joint participants shall share voting equipment and supplies to the extent possible. The participating parties shall share a mutual ballot in those precincts where jurisdictions overlap. However, in no instance shall a voter be permitted to receive a ballot containing an office or proposition stating a measure on which the voter is ineligible to vote. Multiple ballot styles shall be available in those shared polling places where jurisdictions do not overlap.

## II. LEGAL DOCUMENTS

Political Subdivision shall be responsible for the preparation, adoption, and publication of all required election orders, resolutions, notices, and any other pertinent documents required by the Texas Election Code and/or Political Subdivision's governing body, charter, or ordinances.

**Preparation of the necessary materials for notices and the official ballot shall be the responsibility of Political Subdivision, including translation to languages other than English.** Political Subdivision shall provide a copy of their respective election orders and notices to the Elections Administrator.

## III. VOTING LOCATIONS

The County has adopted a countywide polling place program. Voters who reside in Fort Bend County who wish to participate in this Joint Election may cast a ballot at any polling place open for this election. Voters who do not reside in Fort Bend County but within the boundaries of Political Subdivision and wish to participate in this Joint Election shall be assigned to one Early Voting and one Election Day polling location. The Elections Administrator shall select and arrange for the use of and payment for all Election Day voting locations. The proposed voting locations are listed in Attachment A of this agreement. In the event a voting location is not available, the Elections Administrator will arrange for use of an alternate location with the approval of the Political Subdivision. The Elections Administrator shall notify the Political Subdivision of any changes from the locations listed in Attachment A.

If polling places for the May 3, 2025 joint election are different from the polling place(s) used by Political Subdivision in its most recent election, the County agrees to post a notice no later than May 3, 2024 at the entrance to any previous polling places in the jurisdiction stating that the polling location has changed and stating the polling place names and addresses in effect for the May 3, 2025 election.

## IV. ELECTION JUDGES, CLERKS, AND OTHER ELECTION PERSONNEL

The County shall be responsible for the appointment of the presiding judge and alternate judge for each polling location in accordance with Chapter 32 of the Texas Election Code. The Elections Administrator shall make emergency appointments of election officials if necessary.

Upon request by the Elections Administrator, Political Subdivision agrees to assist in recruiting polling place officials who are bilingual (fluent in both English and Spanish).

The Elections Administrator shall notify all election judges of the eligibility requirements of Subchapter C of Chapter 32 of the Texas Election Code, and will take the necessary steps to ensure that all election judges appointed for the Joint Election are eligible to serve.

The Elections Administrator shall arrange for the training and compensation of all election judges and clerks. The Elections Administrator shall arrange for the date, time, and place for presiding election judges to pick up their election supplies. Each presiding election judge will be sent a letter from the Elections Administrator notifying the person of the appointment, the time and location of training and distribution of election supplies, and the number of election clerks that the presiding judge may appoint.

Each election judge and clerk will receive compensation at an hourly rate established by the County pursuant to Texas Election Code Section 32.091. Judges and Clerks will be compensated for actual time working at a polling place, time spent preparing the polling location prior to Election Day, and time spent attending any training classes required to successfully conduct the election. The election judge will receive an additional sum of \$25.00 for picking up the election supplies prior to Election Day and for returning the supplies and equipment to the central counting station after the polls close.

The Elections Administrator may employ other personnel necessary for the proper administration of the election, including such part-time help as is necessary to prepare for the election, to ensure the timely delivery of supplies during early voting and on Election Day, and for the efficient tabulation of ballots at the central counting station. Part-time personnel working in support of the Early Voting Ballot Board and/or central counting station on election night will be compensated at the rate set by the County.

It is agreed by all parties that at all times and for all purposes hereunder, all election judges, clerks, and all other personnel involved in this election are independent contractors and are not employees or agents of the County. No statement contained in this Agreement shall be construed so as to find any judge, clerk, or any other election personnel an employee or agent of the County, and no election personnel shall be entitled to the rights, privileges, or benefits of County employees except as otherwise stated herein, nor shall any election personnel hold himself out as an employee or agent of the County, unless considered a county employee as determined by the Fort Bend County Human Resources Department. It is further agreed by all parties that at all times and for all purposes hereunder, all election judges, clerks, and all other personnel involved in this election are independent contractors and are not employees or agents of Political Subdivision. No statement contained in this Agreement shall be construed so as to find any judge, clerk, or any other election personnel an employee or agent of Political Subdivision, and no election personnel shall be entitled to the rights, privileges, or benefits of Political Subdivision employees except as otherwise stated herein, nor shall any election personnel hold himself out as an employee or agent of Political Subdivision, unless considered an employee of the Fort Bend ISD as determined by the Human Resources Department of the Fort Bend ISD.

#### V. PREPARATION OF SUPPLIES AND VOTING EQUIPMENT

The Elections Administrator shall arrange for all election supplies and voting equipment including, but not limited to official ballots, sample ballots, voter registration lists, and all forms, signs, maps and other materials used by the election judges at the voting locations. At each polling location, joint participants shall share voting equipment and supplies to the extent possible. The participating parties shall share a mutual ballot in those precincts where jurisdictions overlap. However, in no instance shall a voter be permitted to receive a ballot containing an office or proposition stating a measure on which the voter is ineligible to vote. Multiple ballot styles shall be available in those shared polling places where jurisdictions do not overlap. The Elections Administrator shall provide the necessary voter registration information, maps, instructions, and other information needed to enable the election judges in the voting locations that have more than one ballot style to conduct a proper election.

Political Subdivision shall furnish the Elections Administrator a list of candidates and/or propositions showing the order and the exact manner in which the candidate names and/or proposition(s) are to appear on the official ballot (including titles and text in each language in which Political Subdivision's ballot is to be printed). This list shall be delivered to the Elections Administrator prior to the deadlines as described in section XVI. Political Subdivision shall be responsible for proofreading and approving the ballot insofar as it pertains to Political Subdivision's candidates and/or propositions.

If the boundaries of the political subdivision extend into another county, it shall be the responsibility of the political subdivision to request a poll book from the voter registrar of those counties and provide to the Elections Administrator within five calendar days before the start of Early Voting. It shall also be the responsibility of the Political Subdivision to request copies of Ballot by Mail applications from the Early Voting Clerk of those counties. Applications for ballot should be provided the latter of 45 days prior to Election Day, or 5 days after the calling of the election by the governing body of the political subdivision.

#### VI. EARLY VOTING

The participating authorities agree to conduct joint early voting and to appoint the Election Administrator as the Early Voting Clerk in accordance with Sections 31.097 and 271.006 of the Texas Election Code. The participating authorities agree to appoint the Elections Administrator's permanent county employees as deputy early voting clerks. The participating authorities further agree that the Elections Administrator may appoint other deputy early voting clerks to assist in the conduct of early voting as necessary, and that these additional deputy early voting clerks shall be compensated at an hourly rate set by the County pursuant to Section 83.052 of the Texas Election Code.

Early Voting by personal appearance will be held at the locations, dates, and times listed in Attachment “B” of this document. Any qualified voter of the Joint Election may vote early by personal appearance at any one of the joint early voting locations.

As Early Voting Clerk, the Elections Administrator shall receive applications for early voting ballots to be voted by mail in accordance with Chapters 31 and 86 of the Texas Election Code. Any requests for early voting ballots to be voted by mail received by Political Subdivision shall be forwarded immediately by fax or courier to the Elections Administrator for processing. Political Subdivision shall provide to the Elections Administrator copies of all ballot by mail applications submitted by voters who do not reside in Fort Bend County but within the boundaries of Political Subdivision.

Upon request, the Elections Administrator shall provide Political Subdivision a copy of the early voting report on a daily basis and a cumulative final early voting report following the election.

#### VII. EARLY VOTING BALLOT BOARD

The County shall appoint an Early Voting Ballot Board (EVBB) to process early voting results from the Joint Election. The Presiding Judge of Central Count, with the assistance of the Elections Administrator, shall appoint two or more additional members to constitute the EVBB. The Elections Administrator shall determine the number of EVBB members required to efficiently process the early voting ballots.

#### VIII. CENTRAL COUNTING STATION AND ELECTION RETURNS

The Elections Administrator shall be responsible for establishing and operating the central counting station to receive and tabulate the voted ballots in accordance with the provisions of the Texas Election Code and of this agreement.

The participating authorities hereby, in accordance with Section 127.002, 127.003, and 127.005 of the Texas Election Code, appoint the following central counting station officials:

Counting Station Manager:	John Oldham, Elections Administrator
Tabulation Supervisor:	Chase Wilson, Assistant Elections Administrator
Presiding Judge:	Jonathan Marcantel

The counting station manager or his representative shall deliver timely cumulative reports of the election results as precincts report to the central counting station and are tabulated. The manager shall be responsible for releasing cumulative totals and precinct returns from the election to the joint participants, candidates, press, and general public by distribution of hard copies or electronic transmittals by facsimile (when so requested) and by posting to the Elections Administrator’s web page located at “[www.fortbendvotes.org](http://www.fortbendvotes.org)”.

The Elections Administrator will prepare the unofficial canvass reports after all precincts have been counted, and will deliver a copy of the unofficial canvass to the Political Subdivision as soon as possible after all returns have been tabulated. All participating authorities shall be responsible for the official canvass of their respective elections.

The Elections Administrator shall be responsible for conducting the post-election manual recount required by Section 127.201 of the Texas Election Code unless a waiver is granted by the Secretary of State. Notification and copies of the recount, if waiver is denied, will be provided to each participating authority and the Secretary of State’s Office.

## IX. RUNOFF ELECTION

Political Subdivision shall have the option of extending the terms of this agreement through its runoff election, if applicable. In the event of such runoff election, the terms of this agreement shall automatically extend unless the Political Subdivision notifies the Elections Administrator in writing within 10 days of the original election.

Political Subdivision and the elections Administrator shall reserve the right to reduce the number of early voting locations and/or Election Day voting locations in any runoff election.

## X. ELECTION EXPENSES AND ALLOCATION OF COSTS

Political Subdivision agrees to share the costs of administering the Joint Election. Allocation of costs, unless specifically stated otherwise, is mutually agreed to be shared among the total number of political subdivisions. Costs for polling places shared by the County, Political Subdivision, and other political subdivisions shall be pro-rated among the participants to this agreement.

Any expenses incurred in the rental of polling place facilities shall be pro-rated among the participants to this agreement.

It is agreed that the normal rental rate charged for the County's voting equipment used on Election Day shall be pro-rated among the participants to this agreement.

Costs for Early Voting by Personal Appearance shall be allocated as shown in Attachment C of this document.

Political Subdivision agrees to pay the County an administrative fee equal to ten percent (10%) of its total billable costs in accordance with Section 31.100(d) of the Texas Election Code.

## XI. WITHDRAWAL FROM CONTRACT DUE TO CANCELLATION OF ELECTION

Political Subdivision may withdraw from this agreement and the Joint Election should it cancel its election in accordance with Sections 2.051 - 2.053 of the Texas Election Code. Political Subdivision is fully liable for any expenses incurred by the County on behalf of Political Subdivision plus an administrative fee of ten percent (10%) of such expenses. Any monies deposited with the county by Political Subdivision shall be refunded, minus the aforementioned expenses and administrative fee if applicable.

## XII. RECORDS OF THE ELECTION

The Elections Administrator is hereby appointed general custodian of the voted ballots and all records of the Joint Election as authorized by Section 271.010 of the Texas Election Code.

Access to the election records shall be available to each participating authority as well as to the public in accordance with applicable provisions of the Texas Election Code and the Texas Public Information Act. The election records shall be stored at the offices of the Elections Administrator or at an alternate facility used for storage of county records. The Elections Administrator shall ensure that the records are maintained in an orderly manner so that the records are clearly identifiable and retrievable.

Records of the election shall be retained and disposed of in accordance with the provisions of Section 66.058 of the Texas Election Code. If records of the election are involved in any pending election contest, investigation, litigation, or open records request, the Elections Administrator shall maintain the records until final resolution or until final judgment, whichever is applicable. It is the responsibility of Political Subdivision to bring to the attention of the Elections Administrator any notice of pending election contest, investigation, litigation or open records request which may be filed with Political Subdivision.

### XIII. RECOUNTS

A recount may be obtained as provided by Title 13 of the Texas Election Code. Political Subdivision agrees that any recount shall take place at the offices of the Elections Administrator, and that the Elections Administrator shall serve as Recount Supervisor and Political Subdivision's official or employee who performs the duties of a secretary under the Texas Election Code shall serve as Recount Coordinator.

### XIV. MISCELLANEOUS PROVISIONS

1. It is understood that to the extent space is available, that other districts and political subdivisions may wish to participate in the use of the County's election equipment and voting places, and it is agreed that the Elections Administrator may contract with such other districts or political subdivisions for such purposes and that in such event there may be an adjustment of the pro-rata share to be paid to the County by the participating authorities.
2. The Elections Administrator shall file copies of this document with the Fort Bend County Treasurer and the Fort Bend County Auditor in accordance with Section 31.099 of the Texas Election Code.
3. In the event that legal action is filed contesting Political Subdivision's election under Title 14 of the Texas Election Code, Political Subdivision shall choose and provide, at its own expense, legal counsel for the County, the Elections Administrator, and additional election personnel as necessary.
4. Nothing in this contract prevents any party from taking appropriate legal action against any other party and/or other election personnel for a breach of this contract or a violation of the Texas Election Code.
5. The parties agree that under the Constitution and laws of the State of Texas, neither the County nor Political Subdivision can enter into an agreement whereby either party agrees to indemnify or hold harmless another party; therefore, all references of any kind, if any, to indemnifying or holding or saving harmless for any reason are hereby deleted.
6. This agreement shall be construed under and in accord with the laws of the State of Texas, and all obligations of the parties created hereunder are performable in Fort Bend or Harris Counties, Texas.
7. In the event of one of more of the provisions contained in this Agreement shall for any reason be held to be invalid, illegal, or unenforceable in any respect, such invalidity, illegality, or unenforceability shall not affect any other provision hereof and this agreement shall be construed as if such invalid, illegal, or unenforceable provision had never been contained herein.
8. All parties shall comply with all applicable laws, ordinances, and codes of the State of Texas, all local governments, and any other entities with local jurisdiction.
9. The waiver by any party of a breach of any provision of this agreement shall not operate as or be construed as a waiver of any subsequent breach.

Any amendments of this agreement shall be of no effect unless in writing and signed by all parties hereto.

### XV. COST ESTIMATES AND DEPOSIT OF FUNDS

It is estimated that Political Subdivision's obligation under the terms of this agreement shall be \$264,142.00. The Political Subdivision agrees to pay to the County a deposit of \$158,000.00 which is approximately sixty (60) percent of the total estimated obligation of Political Subdivision to the County under this agreement. This deposit shall be paid to the County

within ten (10) days of the City's receipt of this agreement, authorized by the governing bodies of both parties and fully executed by both parties. The exact amount of the Political Subdivision's obligation under the terms of this agreement shall be calculated after the May 3, 2025 election (or runoff election, if applicable), and if the amount of the Political Subdivision's obligation exceeds the amount deposited, the Political Subdivision shall pay to the County the balance due within thirty (30) days after receipt of the final invoice from the Elections Administrator. However, if the amount of the Political Subdivision's obligation is less than the amount deposited, the County shall refund to the Political Subdivision the excess amount paid within thirty (30) days after final costs are calculated.

XVI. RESULT OF NON-COMPLIANCE OF DEADLINES

The Political Subdivision agrees that it shall provide ballot details to the Elections Office not later than the 68th day (February 24, 2025) before the election. It is understood that if the ballot details are not provided to the Elections Office by the 61st day before the election (March 3, 2025) that the Elections Office may impose a penalty fee of \$1000.00 assessed to the total cost. It is also understood that if the ballot details are not provided to the Elections Office by the 57th day before Election Day (March 7, 2025), this contract will be declared null and void and it will be the responsibility of the political entity to conduct a separate election.

IN TESTIMONY HEREOF, this agreement, its multiple originals all of equal force, has been executed on behalf of the parties hereto as follows, to-wit:

- (1) It has on the \_\_\_\_\_ day of \_\_\_\_\_, 2025 been executed on behalf of Fort Bend County by the Elections Administrator pursuant to the Texas Election Code Section 31.092 so authorizing;
- (2) It has on the \_\_\_\_\_ day of \_\_\_\_\_, 2025 been executed on behalf of the Fort Bend ISD by its Presiding Officer or authorized representative, pursuant to an action by the Governing Body of the Fort Bend ISD.

FORT BEND COUNTY

By \_\_\_\_\_  
John Oldham  
Elections Administrator

FORT BEND ISD:

By \_\_\_\_\_  
Kristin K. Tassin  
President, Board of Trustees

<b>City/School Board/MUD Election</b>				
<b><i>Elecciones de la Ciudad/Junta Escolar/MUD</i></b>				
<b><i>Polls Open 7:00 AM- 7:00 PM</i></b>				
<b>COUNTYWIDE POLLING PLACE</b>	<b>Voting Location</b>	<b>ADDRESS</b>	<b>CITY</b>	<b>ZIP</b>
Beasley City Hall	CITY HALL BACK BOARDROOM	319 S. Third Street	BEASLEY, TX	77417
Bowie Middle School	Main Hallway by Gym	700 Plantation Dr	RICHMOND, TX	77406
Brazos Bend Baptist Church	Education Building	22311 FM 762 Rd	NEEDVILLE, TX	77461
Briarchase Missionary Bap Ch.	Classroom	16000 Blueridge Rd	MISSOURI CITY, TX	77489
Chasewood Clubhouse	Level 1 (Clubhouse Facility)	7622 Chasewood Dr	MISSOURI CITY, TX	77489
Commonwealth Clubhouse	Clubhouse	4330 Knightsbridge Blvd	SUGAR LAND, TX	77479
Crawford High School	TBD	801 Caldwell Ranch Road	ROSHARON, TX	77583
Crockett Middle School	Girls Gym	19001 Beechnut St	RICHMOND, TX	77407
Elkins High School	Front lobby	7007 Knights Ct	MISSOURI CITY, TX	77459
Elections Office	TBD	3730 Bamore Dr	ROSENBERG, TX	77471
Fort Bend ESD No. 4 Admin. Bldg.	Training Room	33301 FM 1093 Rd	FULSHEAR, TX	77441
Fort Bend ISD Admin. Bldg.	Lobby	16431 Lexington Blvd	SUGAR LAND, TX	77479
Fort Settlement Middle School	TBD	5440 Elkins Rd	SUGAR LAND, TX	77479
Foster High School	Front of Auditorium	4400 FM Rd 723	RICHMOND, TX	77406
Four Corners Community Center	Community Room	15700 Old Richmond Road	SUGAR LAND, TX	77498
Frost Elementary	TBD	3306 Skinner Lane	RICHMOND, TX	77406
Fulshear Branch Library	Meeting Room	6350 GM Library Road	FULSHEAR, TX	77441
Garcia Middle School	Gym Area Hallway	18550 Old Richmond Rd	SUGAR LAND, TX	77478
Great Oaks Baptist Church	Fellowship Building	7101 FM 2759 Rd	RICHMOND, TX	77469
George Bush High School	Gym Foyer	6707 FM 1464 RD	RICHMOND, TX	77407
George Memorial Library	Large Meeting Room, 1st Floor	1001 Golfview Dr	RICHMOND, TX	77469
Hightower High School	Front Lobby	3333 Hurricane Ln	MISSOURI CITY, TX	77459
Hunters Glen Elementary School	Gym	695 Independence Blvd	MISSOURI CITY, TX	77459
Jacks Conference Center	Main Room	3232 Austin Pkwy	SUGAR LAND, TX	77479
Kempner High School	503	14777 Voss Rd	SUGAR LAND, TX	77498
Kendleton Church of God	ED Building	619 FM 2919 Rd	KENDLETON, TX	77417
Kroger Riverstone	Community Room	18861 University Blvd	SUGAR LAND, TX	77479
Lake Olympia Club House	Ballroom	180 Island Blvd	MISSOURI CITY, TX	77459
Lantern Lane Elementary School	cafeteria	3323 Mission Valley Dr	MISSOURI CITY, TX	77459
Lexington Creek Elementary School	Gymnasium	2335 Dulles Ave	MISSOURI CITY, TX	77459
Lost Creek Conference Center	Meeting Room	3703 Lost Creek Blvd	SUGAR LAND, TX	77478
Maryam Islamic Center	Multi purpose Area/Room	504 Sartartia Rd	SUGAR LAND, TX	77479
M.R. Massey Admin. Bldg.	Event Space	1570 W. Sycamore Rd	FRESNO, TX	77545
Meadows Place City Hall	Council Chambers	1 Troyan Dr	MEADOWS PLACE, TX	77477
Mission Bend Library	Main Room	8421 Addicks Clodine Rd	HOUSTON, TX	77083
Missouri City Baptist Church	Multipurpose Building	16816 Quail Park Dr	MISSOURI CITY, TX	77489
Missouri City Visitors Center	Visitor's Center	1522 Texas Parkway	MISSOURI CITY, TX	77489
Mustang Community Center	Classroom	4521 FM 521 Rd	FRESNO, TX	77545
Orchard City Hall	Room # 7	9714 Kibler	ORCHARD, TX	77464
Pinnacle Senior Center	Multi-purpose Room	5525 Hobby St	HOUSTON, TX	77053
Quail Valley Elementary School	Gym	3500 Quail Village Dr	MISSOURI CITY, TX	77459
Quail Valley Fund Office	Board Room	3603 Glenn Lakes Ln	MISSOURI CITY, TX	77459
Randle High School	Front of Auditorium	7600 Koeblen Road	RICHMOND, TX	77469

<b>City/School Board/MUD Election</b>				
<b><i>Elecciones de la Ciudad/Junta Escolar/MUD</i></b>				
<b><i>Polls Open 7:00 AM- 7:00 PM</i></b>				
<b>COUNTYWIDE POLLING PLACE</b>	<b>Voting Location</b>	<b>ADDRESS</b>	<b>CITY</b>	<b>ZIP</b>
Reese Tech Ctr	T107	12300 University Blvd	SUGAR LAND, TX	77479
Ridge Point High School	Gym Foyer	500 Waters Lake Blvd.	MISSOURI CITY, TX	77459
Ridgegate Community Ass'n	Main Room	5855 West Ridgecreek Dr	HOUSTON, TX	77489
Ridgemont Early Childhood Ctr	Extended Day Room	5353 Ridgecreek Circle	HOUSTON, TX	77053
River Park Recreation Ctr.	Rec Center	5875 Summit Crk Drive	SUGAR LAND, TX	77479
Road and Bridge (Needville)	Meeting Room	3743 School St	NEEDVILLE, TX	77461
Sartartia Middle School	Front Entrance Lobby	8125 Homeward Way	SUGAR LAND, TX	77479
Sienna Annex	Community Room	5855 Sienna Springs Way	MISSOURI CITY, TX	77459
Stafford City Hall	Large Conference Room	2610 S Main St	STAFFORD, TX	77477
Sugar Lakes Clubhouse	Clubhouse	930 Sugar Lakes Dr	SUGAR LAND, TX	77478
Sugar Land Branch Library	Meeting Room	550 Eldridge Rd	SUGAR LAND, TX	77478
Sugar Land Church of God	Fellowship Hall	1715 Eldridge Rd	SUGAR LAND, TX	77478
Sugar Land City Hall	Main Room	2700 Town Center Blvd N	SUGAR LAND, TX	77479
Terry High School	Front of Auditorium	5500 Avenue N	ROSENBERG, TX	77471
T.E.Harman Center	Meeting Room	226 Matlage Way	SUGAR LAND, TX	77478
Thompsons City Hall	Community Center	520 Thompson Oil Field Road	THOMPSONS, TX	77481
Townwest Towne Hall	Main Room	10322 Old Towne Ln	SUGAR LAND, TX	77498
University Branch Library	Meeting Room 2	14010 University Blvd	SUGAR LAND, TX	77479

**Fort Bend County  
Early Voting Schedule**

**May 3, 2025  
3 de mayo de 2025**

**ATTACHMENT B  
Condado de Fort Bend  
Horario de Votación Anticipada**

Early Voting Locations	City/School Board/MUD Election <i>Elecciones de la Ciudad/Junta Escolar/MUD</i>			
	Tuesday-Friday April 22 – 25, 2025 <i>(martes-viernes)</i> 22 - 25 de abril 2025	Saturday April 26, 2025 <i>(sábado)</i> 26 de abril 2025	Sunday April 27, 2025 <i>(domingo)</i> 27 de abril 2025	Monday-Tuesday April 28 - 29, 2025 <i>(lunes- viernes)</i> (28 - 29 de abril 2025)
Beasley City Hall 319 S 3rd Street, Beasley	<i>All sites are</i>	<i>All sites are</i>		<i>All sites are</i>
Bowie Middle 700 Plantation Dr, Richmond			<i>All sites</i>	
Chasewood Clubhouse 7622 Chasewood Dr, Missouri City	<i>Open</i>	<i>Open</i>		<i>Open</i>
Commonwealth Clubhouse 4330 Knightsbridge Blvd, Sugar Land				
Crawford High School 801 Caldwell Ranch Blvd, Rosharon			<i>Are</i>	
Elections Office (MAIN EARLY VOTING SITE) 3730 Bamore Road, Rosenberg	<i>7:00 A.M.</i>	<i>8:00 A.M.</i>		<i>7:00 A.M.</i>
FBC ESD No. 4 Admin. Bldg. 33301 FM 1093 Rd, Fulshear				
Fort Bend I.S.D. Administration Building 16431 Lexington Blvd, Sugar Land	<i>To</i>	<i>To</i>	<i>Closed</i>	<i>To</i>
Foster High School 4400 FM 723 RD, Richmond				
Four Corners Community Center 15700 Old Richmond Rd, Sugar Land				
Fulshear Branch Library 6350 GM Library Road, Fulshear	<i>7:00 PM</i>	<i>5:00 PM</i>		<i>7:00 PM</i>
George Memorial Library 1001 Golfview Dr, Richmond				
Hightower HS 3333 Hurricane Ln, Missouri City				
Jacks Conference Center 3232 Austin Pkwy, Sugar Land				
Kroger Riverstone 18861 University Blvd, Sugar Land				
Lost Creek Conference Center 3703 Lost Creek Blvd, Sugar Land	<i>(Todos los sitios</i>	<i>(Todos los sitios</i>		<i>(Todos los sitios</i>
Meadows Place City Hall 1 Troyan Dr, Meadows Place			<i>(Todos los</i>	
Missouri City Visitors Center 1522 Texas Pkwy, Missouri City				
Mustang Community Center 4521 FM 521 RD, Fresno	<i>están abiertos</i>	<i>están abiertos</i>		<i>están abiertos</i>
Quail Valley Fund Office 3603 Glenn Lakes Ln, Missouri City			<i>sitos</i>	
Reese Tech Ctr 12300 University Dr, Sugar Land	<i>7:00 A.M.</i>	<i>8:00 A.M.</i>		<i>7:00 A.M.</i>
Road and Bridge (Needville) 3743 School St, Needville				
Sienna Annex 5855 Sienna Springs Way, Missouri City			<i>están cerrado)</i>	
Stafford City Hall 2610 Main Street, Stafford	<i>Para</i>	<i>Para</i>		<i>Para</i>
Sugar Land Branch Library 550 Eldridge Road, Sugar Land				
Sugar Land City Hall 2700 Town Center Blvd N, Sugar Land	<i>7:00 PM</i>	<i>5:00 PM</i>		<i>7:00 PM</i>

**Fort Bend Independent School District proposed Election Services Contract  
Estimate for the conduct of the May 3, 2025 Election**

**A. Statistical Information**

1. Number of Registered Voters	<u>295,462</u>
2. Number of Precincts	<u>113</u>
3. Number of election day polling places (excluding early voting)	<u>60</u>
4. Number of polling places shared with another entity	<u>60</u>
5. Number of public buildings used as polling places	<u>        </u>
6. Number of early voting stations	<u>26</u>
7. Voting system:	<u>Hybrid</u>

**B. Cost of Election**

						Estimate	Actual
1. Early Voting and Election Day personnel <i>(TEC § 32.091, 32.092, 32.114, 83.052, 271.013)</i>							
	Clerks	x	Rate	x	Hours	/	Entities
a. Early voting clerks	<u>44</u>		<u>\$20</u>		<u>94</u>		<u>2</u>
a. Early voting clerks	<u>20</u>		<u>\$20</u>		<u>94</u>		<u>1</u>
						<u>\$41,360</u>	
						<u>\$37,360</u>	
	Clerks	x	Rate	x	Hours	/	Entities
b. Election day judges	<u>20</u>		<u>\$20</u>		<u>16</u>		<u>2</u>
Election day judges / clerks	<u>60</u>		<u>\$17</u>		<u>16</u>		<u>2</u>
b. Election day judges	<u>23</u>		<u>\$20</u>		<u>16</u>		<u>1</u>
Election day judges / clerks	<u>46</u>		<u>\$17</u>		<u>16</u>		<u>1</u>
						<u>\$3,200</u>	
						<u>\$8,160</u>	
						<u>\$7,360</u>	
						<u>\$12,512</u>	
2. Early Voting Ballot Board & central counting station personnel <i>(TEC § 87.005, 127.006)</i>							
a. Clerks and Judges						<u>\$2,000</u>	
3. Election Day Field Techs and Other Temp workers						<u>\$650</u>	
4. Elections Administration Dept. Staff overtime <i>(TEC § 31.100(e))</i>						<u>\$1,200</u>	
						Subtotal of Labor Cost	
						\$113,802	
5. FICA & Workers Comp							
						11.45% x \$113,802 =	
						<u>\$13,030</u>	
6. Election supplies & equipment							
<b>Early Voting</b>	Quant	x	Cost	/	Entities		
a. Early Voting supply kits	<u>11</u>		<u>\$35</u>		<u>2</u>	<u>\$193</u>	
b. Early Voting ExpressVotes	<u>66</u>		<u>\$175</u>		<u>2</u>	<u>\$5,775</u>	
c. Early Voting ExpressTouch	<u>11</u>		<u>\$150</u>		<u>2</u>	<u>\$825</u>	
d. Early Voting DS-200	<u>11</u>		<u>\$250</u>		<u>2</u>	<u>\$1,375</u>	
e. Wireless Communication (phone & hot	<u>11</u>		<u>\$75</u>		<u>2</u>	<u>\$413</u>	
f. Ballot Stock	<u>20,000</u>		<u>0.14</u>		<u>2</u>	<u>\$1,400</u>	
a. Early Voting supply kits	<u>5</u>		<u>\$35</u>		<u>1</u>	<u>\$175</u>	
b. Early Voting ExpressVotes	<u>30</u>		<u>\$175</u>		<u>1</u>	<u>\$5,250</u>	
c. Early Voting ExpressTouch	<u>5</u>		<u>\$150</u>		<u>1</u>	<u>\$750</u>	
d. Early Voting DS-200	<u>5</u>		<u>\$250</u>		<u>1</u>	<u>\$1,250</u>	
e. Wireless Communication (phone & hot	<u>5</u>		<u>\$75</u>		<u>1</u>	<u>\$375</u>	
f. Ballot Stock	<u>2,000</u>		<u>0.14</u>		<u>1</u>	<u>\$280</u>	
7. <b>Election Day</b>							
g. Election Day supply kits	<u>23</u>		<u>\$35</u>		<u>2</u>	<u>\$403</u>	
h. Election Day ExpressVotes	<u>72</u>		<u>\$175</u>		<u>2</u>	<u>\$6,300</u>	
i. Election Day ExpressTouch	<u>23</u>		<u>\$150</u>		<u>2</u>	<u>\$1,725</u>	
j. Election Day DS-200	<u>23</u>		<u>\$250</u>		<u>2</u>	<u>\$2,875</u>	

k. Wireless Communication (phones & hot:	<u>23</u>	x	<u>\$75</u>	/	<u>2</u>		<u>\$863</u>	
l. Ballot Stock	<u>16,000</u>	x	<u>0.14</u>	/	<u>2</u>		<u>\$1,120</u>	
g. Election Day supply kits	<u>20</u>	x	<u>\$35</u>	/	<u>1</u>		<u>\$700</u>	
h. Election Day ExpressVotes	<u>90</u>	x	<u>\$175</u>	/	<u>1</u>		<u>\$15,750</u>	
i. Election Day ExpressTouch	<u>20</u>	x	<u>\$150</u>	/	<u>1</u>		<u>\$3,000</u>	
j. Election Day DS-200	<u>20</u>		<u>\$250</u>		<u>1</u>		<u>\$5,000</u>	
k. Wireless Communication (phones & hot:	<u>20</u>	x	<u>\$75</u>	/	<u>1</u>		<u>\$1,500</u>	
l. Ballot Stock	<u>10,000</u>	x	<u>0.14</u>	/	<u>1</u>		<u>\$1,400</u>	
8. Delivery of Voting Equipment & Supplies								
a. Early Voting & Election Day							<u>\$42,350</u>	
9. Polling Place Rental							<u>\$6,400</u>	
(TEC § 43.031, 43.033)								
a. Election (number of polling places rented)							<u>\$0</u>	
10. Publication of electronic voting system notices )								
(TEC § 127.096(a))								
a. Election							<u>\$50</u>	
11. Miscellaneous election expenses (itemize)								
a. Ger								
Ballot Layout & Coding							<u>\$400</u>	
Absentee Ballots -Printed & Mailed								
	<u>1500</u>	Ballots	x	<u>\$3</u>			<u>\$4,500</u>	
Mileage reimbursements							<u>\$900</u>	
Posting of Bond								
	<u>0</u>	Locations	x	<u>\$3</u>			<u>\$0</u>	
Printing of Notices								
	<u>0</u>	Pages	x	<u>0</u>	Locations	x	<u>\$0.03</u>	<u>\$0</u>
							<u>\$240,129</u>	
12. Election Services Contract Administrative Fee						<u>10%</u>		
(TEC § 31.100(d))								
a. Election							<u>\$24,013</u>	
13. Cost of Joint election							<b><u>\$264,142</u></b>	

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval:**  
**Designation of Public Information**  
**Act Non-Business Days**  
**References: GBA(Legal and Local)**  
**Department: Legal Services**

**Recommendation**

Consideration and approval of the designation of non-business days under the Texas Public Information Act for calendar year 2025 and Spring 2026.

**Summary**

The Texas Public Information Act (TPIA) contains various deadlines related to the District’s response to public information requests, many of which are determined by calculating “business days.” Previously, any holidays or skeleton crew days observed by a governmental entity were not considered “business days,” provided the District identified such days in any related briefing to the Attorney General.

House Bill 3033 (2023) defines “business day” in such a way that includes any day the District is closed that is not a Saturday, Sunday, or official state or national holiday. As a result, additional days on which the District is closed that are not official holidays (such as Fort Bend County Fair day and days during Thanksgiving Break, Christmas Break, and Spring Break) are now considered “business days” for purposes of the TPIA.

HB 3033 allows the Board of Trustees of a school district to designate up to ten (10) additional nonbusiness days per calendar year for purposes of the TPIA. The administration recommends designating the following dates as nonbusiness days for the remainder of the 2025 calendar year and Spring of 2026:

<b>2025</b>		
<i>March 10, 2025</i>	<i>March 11, 2025</i>	<i>June 30, 2025</i>
<i>July 1, 2025</i>	October 13, 2025	October 14, 2025
November 26, 2025	December 29, 2025	December 30, 2025
December 31, 2025		
<b>Spring 2026</b>		
March 16, 2026	March 17, 2026	July 6, 2026
July 7, 2026		

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Chris Gilbert  
Interim General Counsel

**August**

July 31st-Aug 1st ..... District Professional Learning Days/  
No Students  
4th ..... Teacher Work Day/No Students  
5th-8th ..... Professional Learning Days/No Students  
11th ..... Teacher Planning Day/No Students  
12th ..... First Day of Classes 1st Semester

**September**

1st ..... Student/Teacher Holiday/Labor Day  
25th ..... Early Release-Elementary  
26th ..... Professional Learning Day/No Students

**October**

13th-17th ..... Student/Teacher Holiday  
20th ..... Teacher Planning Day/No Students

**November**

24th-28th ..... Student/Teacher Holiday

**December**

18th ..... Early Release – MS/HS  
19th ..... Early Release/All Students  
22nd-31st ..... Student/Teacher Holiday/Winter Break

**January**

1st-2nd ..... Student/Teacher Holiday/New Year's Day  
5th ..... Teacher Work Day/No Students  
6th ..... Professional Learning Day/No Students  
7th ..... Teacher Planning Day/No Students  
8th ..... First Day of Classes 2nd Semester  
19th ..... Student/Teacher Holiday/Martin Luther King Jr. Day

**February**

12th ..... Early Release-Elementary  
13th ..... Professional Learning Day/No Students  
16th ..... Student/Teacher Holiday/  
Inclement Weather Make-Up Day

**March**

6th ..... Teacher Planning Day/No Students  
16th-20th ..... Student/Teacher Holiday

**April**

3rd ..... Student/Teacher Holiday

**May**

25th ..... Student/Teacher Holiday/Memorial Day  
27th ..... Early Release MS/HS  
28th ..... Early Release – All Students/Last Day for Students  
29th ..... Teacher Work Day/No Students/  
Inclement Weather Make-Up Day

**June**

19th ..... Student/Teacher Holiday/Juneteenth

**July**

6th-10th ..... District Office and Campuses Closed

**KEY**

- Teacher Work Day
- Professional Learning
- Teacher Planning
- First Day of Semester
- District Professional Learning Day
- Holiday
- Beginning/End of Nine Weeks
- Exams
- Early Release ES
- Early Release HS/MS
- Early Release HS/MS/ES
- Inclement Weather Make-up Day

This Calendar Reflects the Following	ES	MS	HS
Total Days of Instruction	171	171	171
Total Teacher Contract Days	187	187	187
Operational Minutes per Full Day	440	440	440
Operational Minutes per Early Release Days	240	270	245
Total Operational Minutes Pre-Waiver	74,440	74,560	74,460
Waiver Minutes for Professional Learning	2,100	2,100	2,100
Total Operational Min. w/ Approved Waivers	76,540	76,660	76,560
Bank of Operational Minutes	940	1,060	960

HB 2442 requires a minimum of 75,600 operational minutes with any applicable waivers and at least a minimum bank of 840 operational minutes. The bank of operational minutes can be used in the event of bad weather and other issues of health and safety. FBISD reserves the right to revise the calendar, pending Board approval, to meet the minimum required operational minutes each year.

S	M	T	W	T	F	S
<b>August 2025</b>						
27	28	29	30	31	1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

<b>September 2025</b>						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

<b>October 2025</b>						
			1	2	3	4
5	6	7	8	9	[10]	11
12	13	14	15	16	17	18
19	20	[21]	22	23	24	25
26	27	28	29	30	31	

<b>November 2025</b>						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

<b>December 2025</b>						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	{16}	{17}	{18}	{19}	20
21	22	23	24	25	26	27
28	29	30	31			

<b>January 2026</b>						
				1	2	3
4	5	6	7	[8]	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

S	M	T	W	T	F	S
<b>February 2026</b>						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

<b>March 2026</b>						
1	2	3	4	5	6	7
8	9	10	11	12	[13]	14
15	16	17	18	19	20	21
22	[23]	24	25	26	27	28
29	30	31				

<b>April 2026</b>						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

<b>May 2026</b>						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	{22}	23
24	25	{26}	{27}	{28}	29	30
31						

<b>June 2026</b>						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

<b>July 2026</b>						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1st Semester Grading Period	81 Days
1st Nine Weeks	2025 - 10/10 42
2nd Nine Weeks	10/21 - 12/19 39

2nd Semester Grading Period	90 Days
3rd Nine Weeks	1/8 - 3/13 43
4th Nine Weeks	3/23 - 5/28 47

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval: Data Center Co-Location Services Renewal**  
**Reference: District Priority 3**  
**Department: Information Technology**

### **Recommendation**

Consideration and approval for the purchase of Data Center Co-Location Services from Skybox Data Center in an amount not to exceed \$450,000 and authorization for the Superintendent to negotiate and execute the agreement through May 2030.

### **Summary**

On January 21, 2020, the Board approved the purchase of RFP 20-006LJ Data Center Co-Location Services, which expires on May 31, 2025. RFP 20-006LJ was approved for a five (5) year term with two (2) optional five (5) year renewals. This request seeks Board approval to execute the first five (5) year contract renewal option. The District maintains its co-location data center through this contract.

A co-location data center is a physical facility that offers space with proper power, cooling, and security to host a business' computing, data storage, telephony and network hardware. A purpose-built co-location data center provides hardened architecture with redundant network, power and cooling systems.

Currently, the Skybox co-location data center provides essential redundancy for critical systems as part of the district's disaster recovery and business continuity plan. These systems include:

- Wireless network infrastructure
- Internet connectivity
- Phone connectivity to the Public Switched Telephone Network (PSTN)
- Virtual Private Network (VPN) connectivity
- Servers and storage to support essential workloads

The services requiring redundancy have increased over the past five years. The district is currently at 90% capacity within the current Skybox 3-rack deployment. Plans are underway to add up to 2 additional racks at Skybox to provide space for additional infrastructure. One of the advantages of co-location services is that the district can expand usage of physical square feet, along with power and cooling needs one rack at a time. Over the past five years, we have expanded from 1 rack to 3 racks. During the same period, we also increased the number of fiber cross-connects from 2 to 6, increasing our monthly recurring costs.

The term of this contract is five (5) years. The contract will begin on May 30, 2025, and end on May 29, 2030.

**Background**

Expenditures in 2023-24 were \$ 44,900. The previous expenditure recommendation for this project was \$390,000. Expenditures are not expected to exceed \$450,000 through May 2030. Funding is included in the budget.

Requested by:	Long Pham, Chief Information Officer Bryan Guinn, Chief Financial Officer	
Vendor:	Skybox Data Center***	
Budget Sources:	General Fund Bond Fund	
Amount:	Not to exceed \$450,000	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of “no bid” responses received:	N/A	
Length of commitment:	Through May 2030	
Last solicitation date:	October 29, 2019	
Supporting documents:	Evaluation Summary and Criteria	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Long Pham  
Chief Information Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval: Radio Equipment and Related Items and Services (Increase)**  
**Reference: District Priority 3**  
**Department: Facilities and Maintenance**

**Recommendation**

Consideration and approval to increase the existing contract awarded under 21-084TA Radio Equipment and Related Items and Services by \$150,500 for a total not to exceed amount of \$676,500, to continue purchasing Radio Equipment and Related Items and Services through July 2026.

**Summary**

The Facilities and Maintenance Department is requesting an increase to continue the purchase of campus radio equipment, along with related items and services for the District. The approval of this increase will allow for the procurement of two-way radios, vehicle-mounted radios, repair services, and necessary parts to support the District's communication infrastructure.

Reliable radio communication is essential across the District and at each campus, serving as a critical tool for coordinating the movement of staff and students in both emergency and non-emergency situations. This equipment ensures that staff can maintain constant contact, respond efficiently to incidents, and ensure the safety and security of the District's operations. Expanding and maintaining this communication system is vital for enhancing overall safety protocols and ensuring smooth day-to-day operations within the District.

On July 19, 2021, the Board approved the initial expenditures not to exceed \$526,000 through 2026. The Facilities and Maintenance Department is requesting a contract increase in the amount of \$150,500 to meet the needs of the District through July 2026.

**Background**

Expenditures in 2023-24 were \$160,977 and expenditures year to date are \$506,406. The contract balance remaining under the current Board authorization is \$19,594. Expenditures are not expected to exceed \$676,500 through July 2026. The increase of \$150,500 is included in the budget.

Requested by:	Dr. Damian Viltz, Chief Operating Officer Bryan Guinn, Chief Financial Officer
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Vendor:	HCI*** Northwest Communications Inc***	
Budget Sources:	General Fund	
Amount:	Not to exceed \$676,500	
Other Supporting Information		
Sole Source:	N/A	
Number of vendors contacted by Purchasing:	N/A	
Number of vendors downloaded the solicitation:	N/A	
Number of responses received:	N/A	
Number of "no bid" responses received:	N/A	
Length of commitment:	Through July 2026	
Last solicitation date:	N/A	
Supporting documents:	N/A	
Disclosure under Board Policy CH, CV, or DBD (Local):	None	

\*\*\* Previously awarded a contract of the same scope with the District

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Dr. Damian Viltz  
Chief Operating Officer

Bryan Guinn  
Chief Financial Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval:**  
**Special Programs, Services, Materials and**  
**Related Items (Supplemental)**  
**Reference: District Priority 1**  
**Department: Special Education**

### **Recommendation**

Consideration and approval for the purchase of special program services, materials, and related items from multiple vendors and increase the existing contract by \$6,000,000 for a total not to exceed amount of \$12,800,000, and authorization for the Superintendent to negotiate and execute the agreements through March 2028.

### **Summary**

On November 20, 2022, the District issued RFP 23-021AB to request proposals soliciting responses for services and support materials in the areas of Special Education (speech, sign language interpreting, braille transcription, language translation and oral interpretation, audiological, deaf and hard of hearing, dyslexia/dysgraphia/dyscalculia, evaluations, supplemental direct Special Education services, behavioral support, and related services providers), English as a Second Language (ESL), Bilingual, At-Risk, and Gifted and Talented. Thirty-two (32) vendors were awarded for their services.

On October 24, 2024, Fort Bend ISD issued a supplemental RFP 23-021AB-02 Special Programs, Services, Materials, and Related Items. Sixty-five vendors submitted proposals. The purpose of this supplemental solicitation is to add additional vendors to the list of previously approved vendors and increase the initial authorized expenditure amount. The originally approved length of commitment does not change.

Fort Bend ISD is required to provide Special Education services and appropriate materials and equipment for students as determined by their Admission, Review and Dismissal (ARD) committees. Often these additional services, materials, and equipment require the District to enter into contractual agreements with vendors who specialize in a specific area or expertise to provide the goods or services.

This RFP will ensure compliance with all applicable federal, state, and local statutory requirements. In addition to the Special Education services, this RFP also includes vendors who can provide support for Deaf and Hard of Hearing, ESL, Bilingual, and At-Risk students. These consulting services and materials will supplement the expertise of the District, helping to further support the diverse needs of students in these areas.

An evaluation team comprised of Fort Bend ISD staff members from Special Education, Special Programs, Campus Staff, Information Technology and Business and Finance Departments evaluated the proposals. The vendors were selected by the evaluation team because they represent the best overall value for the District. The District applied the “Best Value” process in selecting the vendors to be awarded in accordance with Chapter 44, §44.031 (b) of the Texas Education Code & CH (Local) CH (Legal) purchasing and acquisition District policies.

**Background**

Expenditures in 2023-24 were \$2,812,382. Year-to-date expenditures are \$4,631,324. The contract balance remaining under the current Board authorization is \$2,168,676. Expenditures are not expected to exceed \$12,800,000 through March 31, 2028. Funding is included in the budget.

Requested by:	Dr. Adam Stephens, Chief Academic Officer Bryan Guinn, Chief Financial Officer
Vendor:	Prentke Romich Company dba PRC-Salttillo Oaktree Products, Inc*** Soliant Health*** Aequor Healthcare Services, LLC AIM Aya Healthcare, Inc ProCare Therapy*** Texas Hearing Institute Junction of Function Inc. Harris County Department of Education*** Scoot Education Sunbelt Staffing*** Ideal Personnel Services LLC CareStaff Partners Susan M. Catlett, Ph.D., BCBA-D*** Textbook Warehouse MasterWord Services, Inc.*** Oticon Inc. Bjorem Speech Publications Just Right Reader, Inc.*** Lexia Learning System*** National Inventors Hall of Fame, Inc. BrightSpring Health Services Diagnostic Assessment Services, Inc. Athletes Global Corporation Powerling, Inc. Universal Technical Translation GLOBO Language Solutions, LLC***

	Fox Translation Services Reach for Speech Language Services E-Therapy Intermediate, LLC Huddle Up Care, Inc. TinyEYE Technologies Corporation The Tallest Trees Light Street Special Education Solutions, LLC*** Beyond Therapy Educational Solutions TSCO Total Communication Therapy Parallel Learning Behavioral Health PC Grayson Counseling Educational Assessment and Consulting Seagull Ventures LLC dba Seagull Student Services AMN Allied Services, LLC Firefly Professional Service Providers LLC Applied Pediatrics Inc Anchor Therapy & Learning Solutions LLC FirstDay Learning, Inc. ASL Communication The Diagnostic Intelligence Assessment Group, LLC Tripod Transportation Granthropology LLC dba Studiously Brave Little Company Katy Speech and Language Math Teachers Press
Budget Sources:	General Fund Federal Funds
Amount:	\$12,800,000 through March 2028
Other Supporting Information	
Sole Source:	N/A
Number of vendors contacted by Purchasing:	9709
Number of vendors downloaded the solicitation:	257
Number of responses received:	65
Number of "no bid" responses received:	7
Length of commitment:	Through March 31, 2028
Last solicitation date:	May 2, 2024
Supporting documents:	Evaluation Summary and Criteria
Disclosure under Board Policy CH, CV, or DBD (Local):	None

\*\*\* Previously awarded a contract of the same scope with the District

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Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:  
Dr. Adam Stephens  
Chief Academic Officer

Bryan Guinn  
Chief Financial Officer

**RFP 23-021AB-02 Special Program Services, Materials, and Related Services**

	<b>Evaluation Criteria</b>	<b>Point System</b>
1	<p><b>Purchase Price</b></p> <ul style="list-style-type: none"> <li>• Offer a fair reasonable price for goods and services to be procured by Fort Bend ISD.</li> <li>• Pricing will be evaluated for reasonableness relative to the goods and services offered by each proposer.</li> </ul>	30 points
2	<p><b>Reputation of the Vendor and of the Vendor’s Goods or Services</b></p> <ul style="list-style-type: none"> <li>• Vendor should have a solid reputation with other ISD’s, Government or Collegiate entities that show a high level of customer service, a high level of quality of goods or services.</li> <li>• Experience: Use and success of the product(s) and/or services in school districts or similar entities. (References will be contacted via e-mail with a deadline. If no response is received by the deadline, there will be points deducted in this section.)</li> </ul>	5 points
3	<p><b>Quality of the Vendor’s Goods or Services</b></p> <p><b>Goods:</b></p> <ul style="list-style-type: none"> <li>• Demonstrates competence: experience, etc.</li> <li>• Configuration and installation, integration, implementation of digital resources</li> <li>• Relevant experience with school curriculum/content knowledge as it pertains to proposal specifications</li> <li>• Customer service indicative of sound delivery of goods</li> </ul> <p><b>Services:</b></p> <ul style="list-style-type: none"> <li>• Degree of alignment of proposal content/ materials to the District priorities as articulated in the RFP scope of work</li> <li>• Evidence of provider services capacity to deliver defined services within the scope of work in alignment with criteria</li> <li>• Quality of proposed content/consultants/training materials</li> </ul>	25 points
4	<p><b>Extent to Which the Goods or Services Meet the District’s Needs</b></p> <p><b>Services</b></p> <ul style="list-style-type: none"> <li>• Degree to which the provider services(proposal) articulate the capacity to deliver defined guarantees within the scope of services</li> <li>• Capacity to scale services for a District the size of FBISD (number of consultants dedicated to the services, trainer of trainer materials, availability of service providers dedicated to providing the services; etc.)</li> <li>• Degree to which the vendor services support an ongoing job embedded model for learning</li> <li>• Degree to which the provider services align with research based best practices</li> </ul> <p><b>Goods</b></p>	25 points

	<ul style="list-style-type: none"> <li>• Vendors goods align to support the District instructional priority in the identified content area.</li> <li>• Alignment to the identified priorities</li> <li>• Alignment to the instructional model</li> <li>• Alignment to the Standards/TEKS and IDEA</li> <li>• Balance of digital and print materials</li> <li>• Ability to integrate with existing programs/ materials/ databases</li> </ul>	
5	<p><b>Vendor's Past Relationship with the District</b></p> <p>For reference, the vendor shall list the following:</p> <ul style="list-style-type: none"> <li>• Past projects or contracts similar service vendor has had with the District.</li> <li>• Past projects or contracts similar service vendor has had with any K-12 districts of similar size or larger</li> <li>• Past projects or contracts for similar service vendor has had with any business or universities the size of our district.</li> </ul>	10 points
6	<p><b>Long-Term Cost to the District to Acquire the Vendor's Goods or Services</b></p> <ul style="list-style-type: none"> <li>• Delivery: shipping and handling, setup fee; or other fees and other added cost</li> </ul>	5 points
7	<p><b>Vendor's Principal place of business is in the state of Texas or employs 500 people in this state.</b></p>	0 points
8	<p><b>Insurance Requirements</b></p> <ul style="list-style-type: none"> <li>• Certificate of Insurance as requested in the solicitation.</li> <li>• Certificate of Insurance with the limits outlined, without FBISD listed as the certificate holder</li> <li>• Letter from the vendor's insurance carrier on the insurance carrier's letterhead to Fort Bend ISD</li> </ul>	Pass/Fail
9	<p><b>Service Agreement</b></p> <ul style="list-style-type: none"> <li>• Extent to which the vendor agrees to our Standard Form of Agreement by signing the <b>Vendor Acknowledgement Form</b> you assent to the Terms and Conditions of Fort Bend ISD.</li> </ul>	Pass/Fail
10	<p>The impact on the ability of the district to comply with laws and rules relating to Historically Underutilized Businesses (HUB).</p>	N/A
	<b>TOTAL</b>	<b>100 points</b>

**Adapated Physical Education Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors Past Relationship with the District (10 pts. Max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	11.00	10.33	7.00	3.00	51.33	1

**Assistive Technology Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Prentke Romich Company dba PRC-Salttillo	15.00	5.00	21.33	21.00	8.67	3.00	74.00	1
Oaktree Products, Inc	15.00	5.00	18.00	18.00	6.33	3.00	65.33	2
Textbook Warehouse	15.00	5.00	15.67	15.67	8.67	3.00	63.01	3

**At Risk Student Mentoring and Support Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Soliant Health	30.00	4.60	22.00	21.00	10.00	5.00	74.00	1
Granthropology LLC dba Studiously	5.50	5.00	19.50	19.50	7.00	0.92	65.33	2

**Audiology Services**

<b>Vendor</b>	<b>Purchase Price (30 pts. max)</b>	<b>Reputation of Vendor's Goods and Services (5 pts. Max)</b>	<b>Quality of the Vendors goods or services (25 pts. max)</b>	<b>Extent to which the goods or services meet the districts needs (25 pts. max)</b>	<b>Vendors past relationship with the district or similar size district (10 pts. max)</b>	<b>Long-term cost to the district to acquire the Vendors goods or services (5 pts max)</b>	<b>Total Score (100 pts. max)</b>	<b>Proposers Ranking</b>
Soliant Health	30.00	4.60	23.00	22.00	8.33	5.00	92.93	1
Aequor Healthcare Services, LLC	28.33	4.95	22.67	23.00	5.67	4.72	89.34	2
AIM	25.50	5.00	23.33	23.00	8.00	4.25	89.08	3
Aya Healthcare, Inc	26.29	2.00	22.33	23.00	8.00	4.38	86.00	4
ProCare Therapy	25.50	2.00	23.00	22.33	8.33	4.25	85.41	5
Texas Hearing Institute	17.59	4.80	24.00	24.67	8.00	2.93	81.99	6
Junction of Function Inc.	23.18	4.56	23.00	21.00	6.33	3.86	81.94	7

**Behavioral Support Services**

<b>Vendor</b>	<b>Purchase Price (30 pts. max)</b>	<b>Reputation of Vendor's Goods and Services (5 pts. Max)</b>	<b>Quality of the Vendors goods or services (25 pts. max)</b>	<b>Extent to which the goods or services meet the districts needs (25 pts. max)</b>	<b>Vendors past relationship with the district or similar size district (10 pts. max)</b>	<b>Long-term cost to the district to acquire the Vendors goods or services (5 pts max)</b>	<b>Total Score (100 pts. max)</b>	<b>Proposers Ranking</b>
Harris County Department of Education	30.00	5.00	15.00	15.00	9.33	5.00	79.33	1
Scoot Education	18.75	4.50	20.33	20.67	6.00	3.13	73.38	2
Sunbelt Staffing	12.23	5.00	21.67	22.00	9.00	2.04	71.94	3
Ideal Personnel Services LLC	17.58	2.00	21.33	21.33	6.67	2.93	71.84	4
Soliant Health	16.23	4.60	20.00	20.33	7.67	2.71	71.53	5
ProCare Therapy	14.55	2.00	21.00	22.00	8.33	2.43	70.31	6
CareStaff Partners	11.25	5.00	22.00	21.33	7.00	1.88	68.46	7
AIM	9.93	5.00	20.67	20.67	8.33	1.66	66.26	8
Aya Healthcare, Inc	15.34	2.00	19.67	20.00	6.33	2.56	65.90	9
Aequor Healthcare Services, LLC	8.44	4.95	20.33	20.67	7.33	1.41	63.13	10
Beyond Therapy Educational Solutions	9.38	5.00	19.00	19.33	7.00	1.56	61.27	11
BrightSpring Health Services	14.07	2.00	17.33	17.67	5.00	2.34	58.41	12
E-Therapy Intermediate, LLC	12.23	4.50	16.67	16.67	5.33	2.04	57.44	13
AMN Allied Services, LLC	9.38	4.50	16.67	17.00	7.67	1.56	56.78	14
Susan M. Catlett, Ph.D., BCBA-D	4.22	5.00	18.33	18.67	9.67	0.70	56.59	15
Total Communication Therapy	10.55	4.10	16.33	16.33	5.33	1.76	54.40	16
ADMORE BEHAVIORAL THERAPY	10.55	2.00	15.00	15.00	7.00	1.76	51.31	17
FirstDay Learning, Inc.	1.18	5.00	19.00	17.00	5.00	0.20	47.38	18
Diagnostic Assessment Services, Inc.	5.27	4.70	15.00	15.00	5.00	0.88	45.85	19
Granthropology LLC dba Studiously	2.81	5.00	14.33	11.33	7.00	0.47	40.94	20

**Behavior Support Training and Technical Assistance**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Susan M. Catlett, Ph.D., BCBA-D	7.80	5.00	24.00	24.00	9.67	1.30	71.77	1
Soliant Health	30.00	4.60	11.00	10.33	7.67	5.00	68.60	2
Beyond Therapy Educational Solutions	17.33	5.00	15.00	15.00	7.67	2.89	62.89	3
Granthropology LLC dba Studiously	5.20	5.00	18.33	18.33	7.00	0.87	54.73	4
FirstDay Learning, Inc.	2.19	5.00	20.00	19.00	5.67	0.36	52.22	5
Harris County Department of Education	4.16	5.00	16.00	16.00	9.33	0.69	51.19	6

**Behavior/Social Emotional/Social Skills Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	18.67	20.00	9.67	3.00	71.34	1
Imagiread	15.00	5.00	18.00	18.67	5.00	2.00	63.67	2
YouthLight, Inc.	15.00	2.00	18.67	18.00	7.67	1.00	62.34	3
Susan M. Catlett, Ph.D., BCBA-D	15.00	5.00	12.67	8.67	9.67	2.00	53.00	4

**Bilingual Program Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Athletes Global Corporation	30.00	2.00	1.00	1.00	2.00	5.00	41.00	1
Soliant Health	16.25	4.60	1.00	1.00	3.33	2.71	28.89	2
Comuniquemos, Inc.	5.35	5.00	5.67	5.67	4.67	0.89	27.24	3
Junction of Function Inc.	13.76	4.56	1.00	1.00	3.33	2.29	25.95	4
AMN Allied Services, LLC	13.00	4.50	1.00	1.00	3.33	2.17	25.00	5
Firefly Professional Service Providers LLC	12.31	5.00	1.00	1.00	2.67	2.05	24.03	6
Global vida	1.67	5.00	5.67	5.67	4.67	0.28	22.95	7
Granthropology LLC dba Studiously	3.90	5.00	1.00	1.00	3.33	0.65	14.88	8

**Bilingual Program Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Comuniquemos, Inc.	20.00	5.00	6.33	5.67	4.67	3.00	44.67	1
Global vida	15.00	5.00	6.33	6.33	4.67	2.00	39.33	2
Textbook Warehouse	15.00	5.00	2.00	2.00	3.33	3.00	30.33	3

**Braille Transcription Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
MasterWord Services, Inc.	30.00	4.90	22.67	23.00	8.00	5.00	93.57	1
Athletes Global Corporation	13.14	2.00	15.67	15.67	6.67	2.19	55.33	2

**Deaf and Hard of Hearing Supports and Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	24.00	23.00	9.33	3.00	79.33	1
Oticon Inc	15.00	5.00	24.67	24.33	8.00	2.00	79.00	2
Oaktree Products, Inc	15.00	5.00	23.33	23.00	8.33	3.00	77.66	3

**Dyslexia /Dysgraphia/Dyscalculia Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	21.67	22.00	9.00	3.00	75.67	1
Bjorem Speech Publications	15.00	5.00	18.67	18.67	8.00	2.00	67.34	2
Just Right Reader, Inc.	15.00	2.00	18.33	18.67	8.33	3.00	65.33	3

**English as a Second Language (ESL) Program Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Lexia Learning System	15.00	4.95	21.33	21.33	9.33	2.00	73.94	1
Comuniquemos, Inc.	20.00	5.00	11.33	10.67	5.33	5.00	57.33	2
Purple Ruler LLC	15.00	2.00	15.00	15.00	4.33	2.00	53.33	3
Textbook Warehouse	15.00	5.00	12.33	11.00	7.00	3.00	53.33	4
Global vida	15.00	5.00	12.00	12.00	5.00	2.00	51.00	5

**English as a Second Language (ESL) Program Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Lexia Learning System	8.74	4.97	22.50	22.50	9.00	1.46	69.17	1
Athletes Global Corporation	30.00	2.00	1.50	1.50	1.50	5.00	41.50	2
Purple Ruler LLC	24.29	2.00	3.50	2.50	1.50	4.05	37.84	3
Soliant Health	15.18	4.60	1.50	1.50	3.50	2.53	28.81	4
ProCare Therapy	15.61	2.00	1.50	1.50	3.50	2.60	26.71	5
Comuniquemos, Inc.	5.00	5.00	6.00	4.50	3.50	0.83	24.83	6
Global vida	1.56	5.00	7.00	7.00	3.50	0.26	24.32	7
Granthropology LLC dba Studiously	3.64	5.00	5.00	3.50	3.50	0.61	21.25	8

**Evaluation Materials**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Oaktree Products, Inc	15.00	5.00	25.00	25.00	8.00	3.00	81.00	1
Textbook Warehouse	15.00	5.00	6.67	6.67	8.00	3.00	44.33	2

**Functional Skills/Alternative Curriculum/Related Services  
Materials**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	14.33	14.33	7.00	3.00	58.66	1
Imagiread	15.00	5.00	15.00	15.33	3.67	2.00	56.00	2
Susan M. Catlett, Ph.D., BCBA-D	10.00	5.00	12.67	10.00	9.33	3.00	50.00	3
Junction of Function Inc.	15.00	4.56	7.67	7.00	3.33	2.00	39.56	4
YouthLight, Inc.	15.00	2.00	7.67	7.67	3.00	2.00	37.33	5
Just Right Reader, Inc.	15.00	2.00	3.33	3.33	3.67	2.00	29.33	6

**Gifted and Talented Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Athletes Global Corporation	30.00	2.00	14.33	6.33	1.67	5.00	59.33	1
Soliant Health	13.23	4.60	17.00	10.33	7.33	2.21	54.70	2
Granthropology LLC dba Studiously	3.18	5.00	17.33	17.33	4.00	0.53	47.37	3
Comuniquemos, Inc.	4.36	5.00	18.33	15.33	3.00	0.73	46.74	4

**Gifted and Talented Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	17.67	17.67	9.67	3.00	68.01	1
National Inventors Hall of Fame, Inc.	15.00	4.90	20.00	20.00	5.00	2.00	66.90	2

**In Home and Parent Evaluation Training**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
BrightSpring Health Services	30.00	2.00	21.67	21.67	6.00	5.00	86.34	1
Susan M. Catlett, Ph.D., BCBA-D	18.75	5.00	23.00	21.00	9.00	3.13	79.88	2
Diagnostic Assessment Services, Inc.	15.00	4.70	19.00	18.33	7.33	2.50	66.86	3

**Language Facilitator**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Athletes Global Corporation	30.00	2.00	22.33	22.00	3.67	5.00	85.00	1
Soliant Health	15.87	4.60	22.67	22.33	8.00	2.64	76.11	2
Aequor Healthcare Services, LLC	13.88	4.95	22.67	22.67	5.33	2.31	71.82	3

**Language Translation and Oral Interpretation Services**

<b>Vendor</b>	<b>Purchase Price (30 pts. max)</b>	<b>Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)</b>	<b>Quality of the Vendors goods or services (25 pts. max)</b>	<b>Extent to which the goods or services meet the districts needs (25 pts. max)</b>	<b>Vendors past relationship with the district or similar size district (10 pts. max)</b>	<b>Long-term cost to the district to acquire the Vendors goods or services (5 pts max)</b>	<b>Total Score (100 pts. max)</b>	<b>Proposers Ranking</b>
Powerling, Inc.	30.00	4.44	23.00	23.33	6.33	5.00	92.10	1
MasterWord Services, Inc.	22.52	4.90	24.00	24.33	9.67	3.75	89.17	2
Universe Technical Translation	18.37	4.78	23.33	22.67	7.00	3.06	79.21	3
GLOBO Language Solutions, LLC	15.00	4.17	23.00	24.00	9.33	2.50	78.00	4
Fox Translation Services	12.86	4.84	22.67	23.67	8.00	2.14	74.18	5
Reach For Speech Language Services	18.00	4.74	17.67	18.00	9.33	3.00	70.74	6
Comuniquemos, Inc.	4.11	5.00	21.33	19.33	8.00	0.69	58.46	7
Athletes Global Corporation	5.81	2.00	22.67	22.33	4.00	0.97	57.77	8

**Licensed Professional Counselor (LPC) Services**

<b>Vendor</b>	<b>Purchase Price (30 pts. max)</b>	<b>Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)</b>	<b>Quality of the Vendors goods or services (25 pts. max)</b>	<b>Extent to which the goods or services meet the districts needs (25 pts. max)</b>	<b>Vendors past relationship with the district or similar size district (10 pts. max)</b>	<b>Long-term cost to the district to acquire the Vendors goods or services (5 pts max)</b>	<b>Total Score (100 pts. max)</b>	<b>Proposers Ranking</b>
Soliant Health	22.11	4.60	25.00	24.67	10.00	3.69	90.07	1
ProCare Therapy	21.05	2.00	25.00	24.33	10.00	3.51	85.89	2
E-Therapy Intermediate, LLC	18.51	4.50	25.00	24.67	8.00	3.09	83.77	3
Aya Healthcare, Inc	20.49	2.00	25.00	24.67	8.00	3.42	83.58	4
Sunbelt Staffing	18.97	5.00	24.67	21.67	10.00	3.16	83.47	5
Ideal Personnel Services LLC	25.61	2.00	21.33	20.67	8.00	4.27	81.88	6
Aequor Healthcare Services, LLC	18.08	4.95	25.00	23.67	8.00	1.88	81.58	7
Huddle Up Care, Inc.	12.81	5.00	25.00	24.33	8.00	2.13	77.27	8
TinyEYE Technologies Corporation	19.45	4.30	20.67	20.67	8.00	3.24	76.33	9
The Tallest Trees	12.81	4.97	23.00	23.33	8.00	2.13	74.24	10
Diagnostic Assessment Services, Inc.	16.17	4.70	20.67	20.67	8.00	2.70	72.91	11
BrightSpring Health Services	12.29	2.00	24.33	23.67	6.33	2.05	70.67	12
Athletes Global Corporation	30.00	2.00	7.67	7.67	8.00	5.00	60.33	13
ADMORE BEHAVIORAL THERAPY	12.81	2.00	4.67	4.67	5.67	2.13	31.95	14

**Licensed Specialist and School Psychology (LSSP)  
Services**

<b>Vendor</b>	<b>Purchase Price (30 pts. max)</b>	<b>Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)</b>	<b>Quality of the Vendors goods or services (25 pts. max)</b>	<b>Extent to which the goods or services meet the districts needs (25 pts. max)</b>	<b>Vendors past relationship with the district or similar size district (10 pts. max)</b>	<b>Long-term cost to the district to acquire the Vendors goods or services (5 pts max)</b>	<b>Total Score (100 pts. max)</b>	<b>Proposers Ranking</b>
Athletes Global Corporation	30.00	2.00	20.67	20.33	8.00	5.00	86.00	1
Sunbelt Staffing	16.82	5.00	25.00	24.67	10.00	2.80	84.29	2
AIM	17.45	5.00	25.00	24.33	8.00	2.91	82.69	3
Light Street Special Education Solutions, LLC	15.51	5.00	25.00	25.00	8.67	2.59	81.76	4
Soliant Health	14.70	4.60	25.00	24.33	10.00	2.45	81.08	5
AMN Allied Services, LLC	15.51	4.50	25.00	24.33	8.00	2.59	79.93	6
ProCare Therapy	15.87	2.00	25.00	24.33	10.00	2.64	79.84	7
Beyond Therapy Educational Solutions	18.62	5.00	22.33	22.33	8.00	3.10	79.38	8
E-Therapy Intermediate, LLC	14.85	4.50	25.00	24.33	8.00	2.48	79.16	9
TSCO	14.32	4.00	24.67	24.67	8.00	2.39	78.05	10
Aequor Healthcare Services, LLC	13.96	4.95	25.00	23.67	8.00	2.33	77.91	11
Aya Healthcare, Inc	15.18	2.00	25.00	24.33	8.00	2.53	77.04	12
Huddle Up Care, Inc.	11.64	5.00	25.00	25.00	8.00	1.94	76.58	13
Junction of Function Inc.	12.69	4.56	24.67	24.00	8.00	2.12	76.04	14
Total Communication Therapy	14.70	4.10	22.33	23.33	8.00	2.45	74.91	15
The Tallest Trees	11.64	4.97	23.00	24.00	8.67	1.94	74.22	16
Parallel Learning Behavioral Health PC	17.45	2.80	20.67	20.67	8.00	2.91	72.50	17
TinyEYE Technologies Corporation	15.69	4.30	20.67	20.67	8.00	2.62	71.95	18
Grayson Counseling Educaitonal Assessment & Consulting	13.96	4.95	21.33	21.33	8.00	2.33	71.90	19
Seagull Ventures LLC dba Seagull Student Services	10.91	5.00	22.00	21.33	8.00	1.82	69.06	20
Diagnostic Assessment Services, Inc.	11.17	4.70	20.67	20.67	8.00	1.86	67.07	21

**Occupational Therapy Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Sunbelt Staffing	23.61	5.00	24.33	24.33	10.00	3.94	91.21	1
Soliant Health	23.61	4.60	24.33	24.33	10.00	3.94	90.81	2
CareStaff Partners	24.87	5.00	23.33	23.33	8.00	4.15	88.68	3
ProCare Therapy	23.31	2.00	24.33	24.33	10.00	3.89	87.86	4
Light Street Special Education Solutions, LLC	21.94	5.00	23.00	24.00	9.33	3.66	86.93	5
Aequor Healthcare Services, LLC	21.94	4.95	24.00	24.00	8.00	3.66	86.55	6
Junction of Function Inc.	21.94	4.56	24.00	24.00	8.00	3.66	86.16	7
E-Therapy Intermediate, LLC	22.20	4.50	23.33	22.67	8.00	3.70	84.40	8
AIM	19.63	5.00	24.00	23.67	8.00	3.27	83.57	9
Aya Healthcare, Inc	22.20	2.00	23.67	24.00	8.00	3.70	83.57	10
AMN Allied Services, LLC	23.31	4.50	21.67	21.33	8.00	3.89	82.70	11
Huddle Up Care, Inc.	16.46	5.00	24.33	23.67	8.00	2.74	80.20	12
Ideal Personnel Services LLC	24.87	2.00	23.67	14.33	8.00	4.15	77.02	13
TSCO	20.16	4.00	21.33	20.00	8.00	3.36	76.85	14
Beyond Therapy Educational Solutions	24.87	5.00	15.67	16.33	8.00	4.15	74.02	15
Firefly Professional Service Providers LLC	20.72	5.00	21.00	15.33	8.00	3.45	73.50	16
TinyEYE Technologies Corporation	23.61	4.30	16.67	17.00	8.00	3.94	73.52	17
Applied Pediatrics Inc	20.72	4.00	21.00	15.33	7.33	3.45	71.84	18
Anchor Therapy & Learning Solutions LLC	16.96	4.85	19.67	18.00	6.00	2.83	68.31	19
Total Communication Therapy	19.63	4.10	14.00	11.67	8.00	3.27	60.67	20
Athletes Global Corporation	30.00	2.00	10.67	9.00	3.33	5.00	60.00	21
Seagull Ventures LLC dba Seagull Student Services	15.81	2.00	15.33	10.00	8.00	2.63	53.77	22
Diagnostic Assessment Services, Inc.	6.91	4.70	15.00	15.00	8.00	1.15	50.76	23
Harris County Department of Education**								

**Occupational/Physical Therapy Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Junction of Function Inc.	15.00	4.56	23.33	23.67	8.00	2.00	76.56	1
Textbook Warehouse	15.00	5.00	10.00	5.33	5.67	3.00	44.00	2

**Physical Therapy Services**

<b>Vendor</b>	<b>Purchase Price (30 pts. max)</b>	<b>Reputation of Vendor's Goods and Services (5 pts. Max)</b>	<b>Quality of the Vendors goods or services (25 pts. max)</b>	<b>Extent to which the goods or services meet the districts needs (25 pts. max)</b>	<b>Vendors past relationship with the district or similar size district (10 pts. max)</b>	<b>Long-term cost to the district to acquire the Vendors goods or services (5 pts max)</b>	<b>Total Score (100 pts. max)</b>	<b>Proposers Ranking</b>
Sunbelt Staffing	17.00	5.00	24.33	24.00	10.00	2.83	83.16	1
Soliant Health	17.00	4.60	24.33	24.33	10.00	2.83	83.09	2
CareStaff Partners	18.14	5.00	23.33	23.33	8.00	3.02	80.82	3
Aequor Healthcare Services, LLC	16.00	4.95	24.00	24.00	8.00	2.67	79.62	4
Light Street Special Education Solutions, LLC	15.11	5.00	23.33	24.00	9.33	2.52	79.29	5
ProCare Therapy	15.11	2.00	24.33	24.33	10.00	2.52	78.29	6
Junction of Function Inc.	15.11	4.56	24.00	24.00	8.00	2.52	78.19	7
E-Therapy Intermediate, LLC	16.19	4.50	23.33	22.67	8.00	2.70	77.39	8
Aya Healthcare, Inc	16.19	2.00	23.67	24.00	8.00	2.70	76.56	9
AIM	14.32	5.00	23.67	23.00	8.00	2.39	76.38	10
AMN Allied Services, LLC	17.00	4.50	22.00	21.67	8.00	2.83	76.00	11
Ideal Personnel Services LLC	18.14	2.00	24.00	14.33	8.00	3.02	69.49	12
Firefly Professional Service Providers LLC	15.11	5.00	21.00	15.33	8.00	2.52	66.96	13
Beyond Therapy Educational Solutions	16.00	5.00	15.67	16.33	8.00	2.67	63.67	14
Applied Pediatrics Inc	15.11	4.00	19.00	16.00	6.67	2.52	63.30	15
Athletes Global Corporation	30.00	2.00	10.67	10.67	3.33	5.00	61.67	16
Diagnostic Assessment Services, Inc.	5.04	4.70	15.00	15.00	8.00	0.84	48.58	17
Harris County Department of Education**								

**Positive Behavior Interventions and Support (PBIS)  
Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
FirstDay Learning, Inc.	15.00	5.00	21.00	20.50	4.50	3.00	69.00	1
Textbook Warehouse	15.00	5.00	17.50	18.00	9.00	3.00	67.50	2
Susan M. Catlett, Ph.D., BCBA-D	15.00	5.00	15.50	14.50	5.50	3.00	58.50	3
YouthLight, Inc.	15.00	2.00	11.50	10.50	3.50	2.00	44.50	4

**Sign Language Interpretation**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
MasterWord Services, Inc.	21.60	4.90	23.33	24.33	9.33	3.60	87.09	1
Athletes Global Corporation	30.00	2.00	23.00	21.67	4.00	5.00	85.67	2
GLOBO Language Solutions, LLC	19.13	4.17	23.33	24.00	9.67	3.19	83.49	3
E-Therapy Intermediate, LLC	16.58	4.50	23.33	23.00	8.00	2.76	78.17	4
Soliant Health	17.15	4.60	22.33	22.67	8.00	2.86	77.61	5
Sunbelt Staffing	15.94	5.00	22.67	23.00	8.33	2.66	77.60	6
Universe Technical Translation	17.76	4.78	23.00	21.00	6.67	2.96	76.17	7
Aya Healthcare, Inc	15.54	2.00	22.67	23.33	8.00	2.59	74.13	8
Aequor Healthcare Services, LLC	15.54	4.95	22.67	22.00	5.33	2.59	73.08	9
Fox Translation Services	12.44	4.84	22.67	23.00	8.00	2.07	73.02	10
ASL Communication	12.44	4.90	23.33	22.33	6.67	2.07	71.74	11
Junction of Function Inc.	13.09	4.56	23.00	21.00	6.33	2.18	70.17	12

Special Education Evaluations -Initial Evaluations, Reevaluation, Related Services Evaluation, and Independent Educational Evaluations

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
The Diagnostic Intelligence Assessment Group, LLC	30.00	5.00	22.00	20.33	6.00	5.00	88.33	1
Soliant Health	4.58	4.60	25.00	25.00	10.00	0.76	69.95	2
AIM	4.13	5.00	25.00	25.00	8.00	0.69	67.81	3
AMN Allied Services, LLC	3.67	4.50	25.00	25.00	8.00	0.61	66.78	4
Aequor Healthcare Services, LLC	4.13	4.95	25.00	23.67	8.00	0.69	66.43	5
Ideal Personnel Services LLC	5.32	2.00	25.00	25.00	8.00	0.89	66.21	6
Junction of Function Inc.	3.67	4.56	24.67	24.67	8.00	0.61	66.17	7
Texas Hearing Institute	2.64	4.80	25.00	25.00	8.00	0.44	65.88	8
Grayson Counseling Educaitonal Assessment & Consultin	3.30	4.95	23.67	25.00	8.00	0.55	65.47	9
Total Communication Therapy	2.20	4.10	23.33	24.67	8.00	0.37	62.67	10
NOVA Therapy Services, PLLC	3.47	4.87	20.67	25.00	8.00	0.58	62.59	11
The Tallest Trees	2.75	4.97	22.33	23.33	8.00	0.46	61.85	12
Beyond Therapy Educational Solutions	4.40	5.00	21.67	22.00	8.00	0.73	61.80	13
Katy Speech and Language	1.10	4.30	25.00	25.00	6.00	0.18	61.58	14
Ace Therapy Services LLC	2.20	5.00	22.00	22.33	6.00	0.37	57.90	15
Applied Pediatrics Inc	3.67	4.00	20.33	20.33	8.00	0.61	56.94	16
Diagnostic Assessment Services, Inc.	2.44	4.70	20.00	20.00	8.00	0.41	55.55	17
Anchor Therapy & Learning Solutions LLC	1.83	4.85	20.33	20.33	4.00	0.31	51.66	18
Intercede Heartbeat Training Center LLC	1.32	5.00	5.33	5.33	8.00	0.22	25.21	19

**Special Education Technology Compliance Applications**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	18.00	18.00	8.00	3.00	67.00	1

**Special Education Transportation Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Tripod Transportation	30.00	2.00	14.33	14.00	4.33	5.00	69.66	1

**Special Education Topics, Programming**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Granthropology LLC dba Studiously	23.00	5.00	18.67	18.33	8.67	3.83	77.50	1
Light Street Special Education Solutions, LLC	22.26	5.00	16.67	16.67	7.67	3.71	71.98	2
Brave Little Company	30.00	5.00	11.67	11.00	6.33	5.00	69.00	3
Grayson Counseling Educaitonal Assessment & Consulting	9.20	4.95	17.00	15.67	6.00	1.53	54.35	4

**Special Education Personal Care Equipment**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	18.67	19.00	9.33	3.00	70.00	1

**Special Programs Evaluation and Program Review**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
AIM	30.00	5.00	19.00	19.00	8.00	5.00	86.00	1
Soliant Health	30.00	4.60	15.67	13.00	8.00	5.00	76.27	2
ProCare Therapy	28.13	2.00	15.67	13.00	7.33	4.69	70.82	3
Light Street Special Education Solutions, LLC	18.75	5.00	17.67	17.67	7.33	3.13	69.55	4
Granthropology LLC dba Studiously	7.50	5.00	17.67	17.67	9.00	1.25	58.09	5

**Speech Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Bjorem Speech Publications	15.00	5.00	23.33	22.00	7.67	2.00	75.00	1
Textbook Warehouse	15.00	5.00	15.00	14.33	9.33	3.00	61.66	2
Oaktree Products, Inc	15.00	5.00	14.67	14.67	8.00	3.00	60.34	3

**Speech Services**

<b>Vendor</b>	<b>Purchase Price (30 pts. max)</b>	<b>Reputation of Vendor's Goods and Services (5 pts. Max)</b>	<b>Quality of the Vendors goods or services (25 pts. max)</b>	<b>Extent to which the goods or services meet the districts needs (25 pts. max)</b>	<b>Vendors past relationship with the district or similar size district (10 pts. max)</b>	<b>Long-term cost to the district to acquire the Vendors goods or services (5 pts max)</b>	<b>Total Score (100 pts. max)</b>	<b>Proposers Ranking</b>
Soliant Health	18.26	4.60	23.67	23.67	9.33	3.06	82.60	1
AMN Allied Services, LLC	17.81	4.50	23.33	24.67	8.67	2.99	81.96	2
Sunbelt Staffing	18.03	5.00	22.67	23.00	9.00	3.02	80.72	3
Athletes Global Corporation	30.00	2.00	19.33	17.67	6.33	5.00	80.33	4
AIM	17.81	5.00	22.67	22.33	8.00	2.99	78.80	5
CareStaff Partners	19.78	5.00	20.33	21.67	8.00	3.32	78.10	6
Light Street Special Education Solutions, LLC	16.76	5.00	22.33	22.33	8.33	2.81	77.56	7
Beyond Therapy Educational Solutions	18.99	5.00	21.33	21.00	7.67	3.19	77.17	8
Aya Healthcare, Inc	15.48	2.00	24.67	23.67	8.67	2.60	77.08	9
E-Therapy Intermediate, LLC	16.00	4.50	23.00	22.67	7.67	2.68	76.52	10
Aequor Healthcare Services, LLC	16.76	4.95	22.33	21.67	8.00	2.81	76.52	11
ProCare Therapy	16.76	2.00	22.67	21.00	8.67	2.81	73.91	12
Ideal Personnel Services LLC	18.74	2.00	21.00	21.67	7.00	3.14	73.55	13
Total Communication Therapy	14.99	4.10	21.33	22.33	7.67	2.52	72.93	14
Junction of Function Inc.	15.83	4.56	21.00	22.00	6.33	2.65	72.38	15
TSCO	15.40	4.00	21.33	21.67	7.33	2.58	72.32	16
Parallel Learning Behavioral Health PC	18.74	2.80	19.33	20.00	8.00	3.14	72.01	17
Seagull Ventures LLC dba Seagull Student Services	15.32	5.00	21.00	20.67	7.33	2.57	71.89	18
TinyEYE Technologies Corporation	18.03	4.30	19.67	19.33	7.33	3.02	71.69	19
Texas Hearing Institute	11.40	4.80	21.67	22.00	7.67	1.91	69.45	20
Reach For Speech Language Services	12.95	4.74	20.00	20.67	8.67	2.17	69.20	21
Katy Speech and Language	15.83	4.30	20.00	19.33	6.00	2.65	68.11	22
Applied Pediatrics Inc	15.83	4.00	18.67	18.33	7.33	2.65	66.82	23
Diagnostic Assessment Services, Inc.	14.99	4.70	18.67	18.33	6.67	2.52	65.87	24
The Tallest Trees	11.87	4.97	20.00	19.33	7.33	1.99	65.49	25
Firefly Professional Service Providers LLC	15.83	5.00	17.67	17.67	6.33	2.65	65.16	26

**Supplemental Direct Special Education Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
BrightSpring Health Services	30.00	2.00	22.67	23.33	9.00	5.00	92.00	1
Ideal Personnel Services LLC	28.57	2.00	23.00	23.33	8.33	4.76	90.00	2
AIM	25.71	5.00	23.33	22.67	8.00	4.29	89.00	3
Soliant Health	24.00	4.60	23.00	23.00	9.00	4.00	87.60	4
Junction of Function Inc.	18.00	4.56	24.00	23.33	8.67	3.00	81.56	5
Texas Hearing Institute	14.40	4.80	23.67	23.33	9.00	2.40	77.60	6
Diagnostic Assessment Services, Inc.	11.25	4.70	23.33	23.00	8.67	1.88	72.82	7
Susan M. Catlett, Ph.D., BCBA-D	9.00	5.00	22.67	23.33	8.00	1.50	69.50	8
Brave Little Company	7.83	5.00	23.67	23.33	8.00	1.30	69.13	9

**TEKS Based Special Education Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Math Teachers Press	15.00	5.00	19.67	19.33	6.00	2.00	67.00	1
Textbook Warehouse	15.00	5.00	12.33	12.00	5.67	3.00	53.00	2

**Transitional/Vocational Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	14.67	13.67	6.67	3.00	58.01	1
Oaktree Products, Inc	15.00	5.00	12.00	12.00	6.00	3.00	53.00	2

**Vision Services, including Orientation and Mobility Services**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor and Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Aequor Healthcare Services, LLC	28.24	4.95	18.67	18.67	8.00	4.71	83.24	1
AIM	24.00	5.00	20.33	20.67	8.67	4.00	82.67	2
Sunbelt Staffing	28.57	5.00	17.67	17.67	8.67	4.76	82.34	3
Aya Healthcare, Inc	28.24	2.00	19.33	18.67	8.00	4.71	80.95	4
Soliant Health	26.67	4.60	17.67	18.00	9.33	4.44	80.72	5
ProCare Therapy	26.67	2.00	18.00	18.33	9.33	4.44	78.78	6
E-Therapy Intermediate, LLC	30.00	4.50	10.33	10.00	8.00	5.00	67.83	7
Diagnostic Assessment Services, Inc.	13.71	4.70	12.00	12.00	8.00	2.29	52.70	8

**Vision Resources**

Vendor	Purchase Price (30 pts. max)	Reputation of Vendor's Goods and Services (5 pts. Max)	Quality of the Vendors goods or services (25 pts. max)	Extent to which the goods or services meet the districts needs (25 pts. max)	Vendors past relationship with the district or similar size district (10 pts. max)	Long-term cost to the district to acquire the Vendors goods or services (5 pts max)	Total Score (100 pts. max)	Proposers Ranking
Textbook Warehouse	15.00	5.00	14.67	14.67	6.67	3.00	59.01	1
DQ already awarded for same scope of services**								

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval: Budget Amendment Regarding of 2023 Bond Program Contingency Funds**  
**References: Board Policy CV (Local) District Goal Priority 3**  
**Department: Operations**

**Recommendation**

Consideration and approval for the use of 2023 Bond Program Contingency as proposed by Administration.

**Summary**

HVAC – MEP West Zone 1 (BP046) was identified as a project requiring funds. The 2023 Bond Program was established with an initial program contingency of \$5,000,000 intended to address unforeseen critical issues. The cumulative program contingency as of February 28, 2025, is \$49,007,554.27.

The 2023 Bond Program Contingency discussed above is a “working” program contingency account that fluctuates on a day-to-day basis as surplus budgeted funds are contributed to the account, or as the Board approves the use of available funds.

Administration recommends contributing \$1,000,000 of available funds from the Triplex Renovation (BP017) budget and \$1,000,000 of available funds from the Miscellaneous Renovations (BP026) budget. Administration is also requesting approval to use \$2,000,000 of Program Contingency funds to supplement the HVAC – MEP West Zone 1 (BP046) budget.

**Background**

The program contingency is comprised of the initial approved contingency budget and any surplus budget from completed projects or amounts unspent due to a change of scope. The table below includes projects recommended for approval at the March 24, 2025, Board meeting and reflects the projected 2023 Bond Program Contingency balance as of March 2025.

Description	Budget (Shortage)/Surplus
Cumulative Proposition A Contingency as of January 29, 2025 (FBISD Board of Trustees Meeting)	\$48,427,747.48
Closeouts, Interest, and Additions (February 2025 Memo)	\$579,806.79
Cumulative Proposition A Contingency as of February 28, 2025	\$49,007,554.27

<b>Contributions</b>	
BP017 Triplex Renovation	\$1,000,000.00
BP026 Miscellaneous Renovations	\$1,000,000.00
Contribution Sub-Total	\$2,000,000.00
<b>Uses</b>	
BP046 HVAC – MEP West Zone 1	(\$2,000,000.00)
Use Sub-Total	(\$2,000,000.00)
<b>Cumulative Program Contingency as of March 24, 2025</b>	
	<b>\$49,007,554.27</b>

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Kathleen Brown  
Deputy Superintendent of Operations

Bryan Guinn  
Chief Financial Officer

Dr. Damian Viltz  
Chief Operations Officer

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval:**  
**Construction Services Agreement for**  
**HVAC-MEP West Zone 1 Renovations**  
**and Upgrades at Multiple Campuses**  
**(BP046)**  
**References: Board Policy CV (Local)**  
**District Goal Priority 3**  
**Department: Operations**

**Recommendation**

Consideration and approval of a Construction Services Agreement with M Scott Construction, Inc. for HVAC-MEP West Zone 1 Renovations and Upgrades at Multiple Campuses (BP046), for a not-to-exceed amount of \$4,765,100 and authorization for the Superintendent to negotiate and execute or terminate the agreements.

**Summary**

The 2023 Bond Program includes HVAC-MEP West Zone 1 Renovations and Upgrades (BP046) at the following three campuses: Fleming ES, Holley ES, and Jordan ES.

On June 26, 2023, the FBISD Board of Trustees (BOT) approved all project budgets for the 2023 Bond Program. The BOT also approved RDLR as the architect of record to design and prepare construction documents for HVAC-MEP West Zone 1 Renovations and Upgrades at Multiple Campuses (BP046).

The Competitive Sealed Proposal (CSP) solicitation CSP 25-010AL, requested bids for the HVAC-MEP West Zone 1 Renovations and Upgrades at Multiple Campuses. Six firms responded to the CSP.

Design & Construction staff, in collaboration with the Director of Purchasing and Materials Management acting in an oversight capacity, evaluated the proposals using an evaluation team composed of FBISD staff members from the Design & Construction, Procurement, and Finance Departments.

The final rankings of the contractors are as follows:

<b>Firm Name</b>	<b>CSP Score</b>	<b>Base Bid Amount</b>
M Scott Construction, Inc.	83.33	\$3,119,000
E Contractors LLC	81.84	\$5,000,000
HTX Construction LLC	80.53	\$3,419,000
Jamail & Smith	78.57	\$4,500,000
Bass Construction Company	33577.01	\$4,157,000

Prime Contractors, Inc.	75.72	\$5,000,000
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The bid amount received for this package exceeded the originally approved construction budget. Through negotiations with the general contractor and project team, staff is recommending acceptance of needed additive and deductive alternates for a total not-to-exceed construction cost of \$4,765,100.

Those needed alternates include replacement of air handling units, removal of a decommissioned engine exhaust system, the addition of back-up hot water circulation pumps, replacement of hot water heaters, and replacement of building automation system devices and points. These items were identified in the original facility condition assessment as priority items to be addressed.

On March 24, 2025, staff will request utilization of \$2,000,000 from Bond 2023 Program Contingency to cover construction and other professional services for HVAC-MEP West Zone 1 (BP046).

The detailed revised project budget for BP046 – HVAC- MEP West Zone 1 Renovations and Upgrades at Multiple Campuses is provided on the following Exhibit 1: Proposed Revised Project Summary.

<b>CSP Contract</b>	<b>Package Number</b>	<b>Description</b>	<b>Revised Project Budget</b>
CSP 25-010AL	BP046	HVAC-MEP West Zone 1	\$5,712,131

The negotiated contract amount will be funded with the 2023 Bond Program Funds as detailed on the table above.

Upon Board approval, staff will negotiate the contract for the HVAC-MEP West Zone 1 Renovations and Upgrades at Multiple Campuses (BP046) and will begin work summer 2025.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

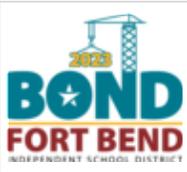
Submitted by:

Kathleen Brown  
Deputy Superintendent of Operations

Bryan Guinn  
Chief Financial Officer

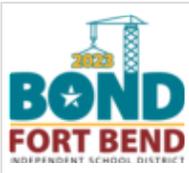
Dr. Damian Viltz  
Chief Operations Officer





Current Project Summary  
**BP046 - HVAC - MEP West 1**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
FLEMING ELEMENTARY	\$83,682.00	\$11,096.00	\$29,094.00	\$895,471.00	\$116,411.00				\$4,973.00	\$1,140,727.00
HOLLEY ELEMENTARY	\$42,593.00	\$5,184.00	\$15,273.00	\$455,784.00	\$59,252.00				\$2,530.00	\$580,616.00
JORDAN ELEMENTARY	\$146,041.00	\$20,846.00	\$49,295.00	\$1,562,769.00	\$203,160.00				\$8,677.00	\$1,990,788.00
<b>TOTAL:</b>	<b>\$272,316.00</b>	<b>\$37,126.00</b>	<b>\$93,662.00</b>	<b>\$2,914,024.00</b>	<b>\$378,823.00</b>				<b>\$16,180.00</b>	<b>\$3,712,131.00</b>



Proposed Revised Project Summary  
**BP046 - HVAC - MEP West 1**  
 Exhibit - 1

Description	A A/E Design Fees & Reimbursables	B Design Contingency	C Other Professional Services	D Construction	E Construction Contingency	F FF&E	G Site Development	H Admin & Other Project Costs	I Project Contingency	TOTAL
FLEMING ELEMENTARY	\$83,682.00	\$60,673.77	\$29,094.00	\$1,464,301.21	\$116,411.00				\$4,973.00	\$1,759,134.98
HOLLEY ELEMENTARY	\$42,593.00	\$30,418.49	\$15,273.00	\$745,311.75	\$59,252.00				\$2,530.00	\$895,378.24
JORDAN ELEMENTARY	\$146,041.00	\$107,368.74	\$49,295.00	\$2,555,487.04	\$190,749.00				\$8,677.00	\$3,057,617.78
<b>TOTAL:</b>	<b>\$272,316.00</b>	<b>\$198,461.00</b>	<b>\$93,662.00</b>	<b>\$4,765,100.00</b>	<b>\$366,412.00</b>				<b>\$16,180.00</b>	<b>\$5,712,131.00</b>

**Tabulation Summary**  
**CSP 25-010AL - BP046 HVAC MEP West Zone**

Vendor	Purchase Price (40 pts. max)	Offeror's Experience and Reputation, Past Experience with FBISD and other school districts (19 pts. max)	Quality of the offeror's goods and services, Quality of contractor's response in the proposal, Project Plan and Schedule (21 pts. max)	Offeror's safety record (5 pts max)	Offeror's proposed personnel (5 pts max)	Offeror's financial capability ( 5 pts max)	SBEP commitment (5pts max)	Proposer's Total Score (100 pts. max)
M Scott Construction, Inc.	40.00	15.88	16.40	1.88	4.60	1.95	2.63	83.33
E Contractors USA LLC	38.39	14.21	15.65	1.95	4.55	2.59	4.50	81.84
Prime Contractors, Inc.	29.36	17.57	17.45	2.60	4.50	4.05	5.00	80.53
Jamail & Smith Construction, LP	29.01	17.07	16.35	2.48	4.55	4.11	5.00	78.57
HTX Industries, LLC	36.49	14.94	14.05	2.60	4.56	3.37	1.00	77.01
Bass Construction Co., Inc.	30.45	13.73	15.75	2.53	4.65	3.61	5.00	75.72

340

**CSP 25-010AL BP046 Miscellaneous Renovations**

	<b>Evaluation Criteria (Government Code 2269)</b>	<b>Point System</b>
1	<b>The price; Section 2269.055.a (1)</b> Total Proposed Pricing - Provides thoroughly developed, competitive pricing using the tables in Pricing Delivery information section of the CSP	40 points
2	<b>Offeror's experience and reputation; Section 2269.055.a (2)</b> Provides a summary of nature of work, on time delivery and quality of recent work contracted with FBISD and/or other school districts of similar scope and scale. (14 pts)	19 points
	<b>Past experience with FBISD and other school districts</b> Provides a summary of nature of work, on time delivery and quality of work contracted with FBISD and/or other school districts and FBISD's assessment of the presented summary. (5 pts)	
3	<b>Quality of the offeror's goods or services; Section 2269.055.a (3)</b> Contractor's products should be new and be of the highest quality with an option to substitute for a company branded item of equivalent quality. (14pts)	21 points
	<b>Quality of contractor's response in the proposal</b> Effectively responds and processes all request for information and documentation included in this CSP (2pts)	
	<b>Project Plan and schedule (5pts)</b>	
4	<b>Utilization of historically underutilized businesses; Section 2269.055.a (4)</b>	N/A
5	<b>Offeror's safety record; Section 2269.055.a (5)</b> Provides a summary of Experience Modification Rate (EMR) for the last three years, as well as a summary of your company's safety policies and procedures	5 points
6	<b>Offeror's proposed personnel; Section 2269.055.a (6)</b> Proposed Personnel, personnel directly assigned to work on this project	5 points
7	<b>Offeror's financial capability appropriate to the size and scope of the project; Section 2269.055.a (7)</b> Provide proof of Insurance, financial stability and Letter of Surety from Bonding Company	5 points
8	<b>SBE Commitment; CV (Local) 2017.04</b>	5 points
	<b>TOTAL</b>	<b>100 points</b>

**For: Fort Bend ISD Board of Trustees**  
**Date: March 24, 2025**  
**Action: Consideration and approval : School**  
**Boundary Advisory Committee**  
**Membership**  
**References: Policy FC (Local)**  
**Department: Collaborative Communities**

### **Recommendation**

Consideration and approval of members for the School Boundary Advisory Committee (SBAC).

### **Background**

The role of the SBAC is to provide input to the Administration on attendance boundary recommendations developed for Board consideration. Membership is made up of the following:

- Two parents and/or community members from each high school feeder pattern representing elementary and secondary.
- One alternate member from each feeder pattern. Becomes a standing member when the attendance boundary is in the feeder pattern.

The Board approved membership in September 2024; however, members who are unable to fulfill their responsibilities for a variety of reasons need to be replaced and approved by the Board. Additionally, due to concerns related to social media posts, the staff conducted due diligence and reviewed all members' social media. Staff will provide any concerns to the Board for review and consideration.

Additional SBAC members have come forward and expressed that they are unable to fulfill their responsibilities for a variety of reasons.

The list of members will be provided at the Board Meeting.

Recommended by:

Dr. Marc Smith  
Superintendent of Schools

Submitted by:

Beth Martinez  
Deputy Superintendent Chief of Staff

**For: Fort Bend ISD**  
**Date: March 24, 2025**  
**Action: Information and Discussion**

## Summary

It is the Board's practice to discuss future meeting dates and agenda items at each Regular Business meeting of the Board of Trustees. As of the date this agenda was prepared, the following meetings are planned, along with the tentative agenda items listed (in addition to routine agenda items).

### April 2025

- Information Items
  - Bond Update
  - Budget, Benefits, and Legislative Update
  - Academies and CHOICE Program Update
  - Special Education Update
  - Intruder Detection Report
  
- Consideration and Possible Action
  - Final Attendance Boundary for Ferndell Henry Elementary
  - Hazardous Routes
  - Contract Renewals, Non-Renewals, and Terminations
  - Proclamation
  - Use of Contingency
  - Bid Package 039 HVAC-MEP East Zone 1
  - Positions Hired (Recommended in April)
  - Forklifts, Maintenance, Repair Services, and Related Items

### May 2025

- Information Items
  - Budget Workshop (Possible)
  - Bond Update
  - Budget/Legislative Update
  - Intruder Detection Report
  - SHAC Annual Report
  - Annual Enrollment Review
  - EF Tours - National and International Travel
  - TASB Compensation Study
  
- Consideration and Possible Action
  - TIA Spend Plan
  - Canvas May Election
  - Annual Professional Development Plan
  - MS 16 Naming (Possibly June)

- Time and Place for Budget Public Hearing
- Positions Hired Recommended
- Appeals Based on Action of Contracts from April
- Marshall HS Community Partnership MOU

#### Upcoming Reports and Major Agenda Items

- GT Update
- EOY Literacy, Math, and Science
- Budget Public Hearing
- DIP Summative
- Student Code of Conduct
- Budget Adoption
- Year-end Budget Amendment
- Fund Balance Resolution
- Preliminary STAAR Results
- Student Engagement Survey Report
- Approve Delegates TASA/TASB
- Saved by the Bell
- JJAEP MOU
- Expose Excellence MOU
- Position Recommendations
- Tax Rate Adoption (September)