

# Agenda of Special Meeting

## The Board of Trustees El Campo Independent School District

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A Special Meeting of the Board of Trustees of El Campo Independent School District will be held June 6, 2024, beginning at 1:00 PM in the Boardroom, 700 W. Norris, El Campo, TX 77437.

The subjects to be discussed are as listed below.

1. Call to Order/Opening Prayer/Pledge of Allegiance
2. Public Comment
3. Discussion and Action Items
  - A. Governance
    1. Discuss and Consider Filling a Vacancy Created by Board Member Resignation
    2. Swear in a Newly Appointed Board Member
4. Closed Session:
  - A. Texas Government Code § 551.074 (1) PERSONNEL MATTERS, to Deliberate the Appointment, Employment, Evaluation, Reassignment, Duties, Discipline, or Dismissal of a Public Officer or Employee
5. Reconvene Open Meeting
6. Personnel
7. Superintendent's Report
  - A. Governance
    1. Summer Leadership Institute Information
8. 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. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.*

The notice for this meeting was posted in compliance with the Texas Open Meeting Act on Wednesday, May 29, 2024, at 4:30 p.m.

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For the Board of Trustees

**Program**

# **2024 Summer Leadership Institute**

**San Antonio**  
June 12-15

# Greetings!

Welcome to the annual Summer Leadership Institute (SLI), TASB's flagship training conference. SLI is designed to offer new and experienced school trustees a place to create their own learning journey and to ask bold questions.

Our members have a choice to attend the SLI option that best fits their schedule and location preference — in San Antonio or Fort Worth. At the heart of SLI is an opportunity for trustees to make connections with one another. It's a community where members gather to work together in our shared quest to improve Texas school districts and provide students with an exceptional public education. It is the culture of SLI to support each other and provide examples of what has worked and what hasn't worked.

We are happy to have you spend a few days with us. Enjoy your weekend of learning!

## Special thanks to our sponsors



WALSH GALLEGOS  
KYLE ROBINSON & ROALSON P.C.

## 2024 Schedule of Events

### Wednesday, June 12

- 3-6 p.m. Early Registration**  
Marriott Rivercenter, Third Floor
- 6-9 p.m. Pre-Conference (dinner included): Board Members and School Budgets**  
Salons D/E, Marriott Rivercenter, Third Floor

### Thursday, June 13

- 7-8 a.m.** Breakfast and Registration
- 8-9:15 a.m.** General Session with Sarita Maybin
- 9:30 a.m.-4:30 p.m. Board Officer Institute**  
**OR**  
**Texas Trustee Institute (Day One)**  
**OR**  
**9:30-10:30 a.m.** Education Session  
**10:45-11:45 a.m.** Education Session  
**11:45 a.m.-12:45 p.m.** Lunch  
**1-2 p.m.** Education Session  
**2:15-3:15 p.m.** Education Session  
**3:30-4:30 p.m.** Education Session  
**4:30-5:30 p.m.** Reception

### Friday, June 14

- 7-8 a.m.** Breakfast and Registration
- 8-9:30 a.m.** General Session with Jamie Vollmer
- 9:45 a.m.-3:45 p.m. Texas Trustee Institute (Day Two)**  
**OR**  
**9:45-10:45 a.m.** Education Session  
**11 a.m.-noon** Education Session  
**12:15-1:15 p.m.** Lunch  
**1:30-2:30 p.m.** Education Session  
**2:45-3:45 p.m.** Education Session  
**4-5 p.m.** Closing General Session with Anthony Robles

### Saturday, June 15

- 7-8:30 a.m.** Breakfast
- 8-11 a.m. Evaluating and Improving Student Outcomes (EISO)**

# General Session Speakers



**Thursday, 8 a.m.**  
**SARITA MAYBIN**



**Friday, 8 a.m.**  
**JAMIE VOLLMER**



**Friday, 4 p.m.**  
**ANTHONY ROBLES**

# Looking for session materials?

Use your smartphone and scan the code.



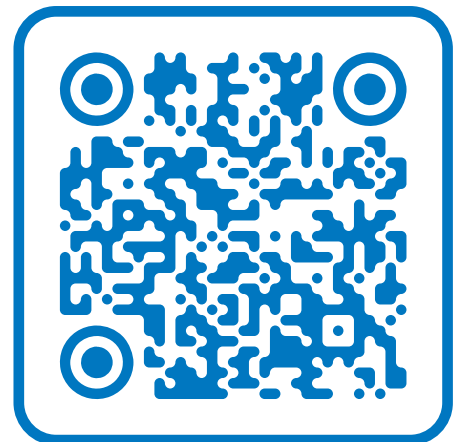
Can't scan?

Visit [bit.ly/4a40OuF](https://bit.ly/4a40OuF) to view materials.

## Reporting credit is easier than ever!

Use your smartphone and scan the code.

Can't scan?  
Visit [tasb.org/mycec](https://tasb.org/mycec) to report your credit.



# Topic Notations Key

Sessions at SLI are primarily for school board members, and most topics are appropriate for ALL audience types and experience levels unless noted for newly elected school trustees or board officers.

The following topics are from the Framework of School Board Development, adopted by the State Board of Education. Topic notations have been added to provide attendees a quick glimpse of the session's focus.

-  **VISION AND GOALS:** Shared vision, district goals, strategic planning
-  **SYSTEMS AND PROCESSES:** Human resources, professional development, curriculum and instruction, budgeting, bonds, policy, school law, facilities, school safety, cybersecurity
-  **PROGRESS AND ACCOUNTABILITY:** Student learning outcomes, progress monitoring, superintendent evaluation, state and local accountability
-  **ADVOCACY AND ENGAGEMENT:** Building partnerships and engaging community, parents, and businesses, legislative advocacy, public school advocacy
-  **SYNERGY AND TEAMWORK:** Roles and responsibilities, ethics, teamwork, collaboration among team of eight

## Wednesday, June 12

3-6 p.m. \_\_\_\_\_

Early Registration

Marriott Rivercenter, Third Floor

6-9 p.m. \_\_\_\_\_

Preconference (*dinner included*)

**Board Members and School Budgets**

Salons D/E, Marriott Rivercenter, Third Floor

TASBO staff will provide board members with an overview of the budget process and take a deeper dive into some of the issues board members currently face as they approach the 2025 budget year.

**Presenters:**

*Texas Association of School Business Officials*

**Kristi Clark**, Chief Policy Officer

**Karen Wilson**, Policy and Research Associate

WEDNESDAY, JUNE 12



### SLI R&R Room

Need to recharge? Need a moment to regroup? Stop by **Conference Room 7**, the SLI R&R room on the third floor of the **Marriott Rivercenter**. You can charge your device, sit a spell, or just have a quiet moment.



*Congratulations to*

**Bobby Blount**  
Northside ISD-  
Bexar County

*for being named the  
2024 recipient of the*

**James B. Crow**  
**Innovation in  
Governance  
Award**



# Notes

# Thursday, June 13

7 a.m.-5 p.m.

Registration and Information

Marriott Rivercenter, Third Floor

7-8 a.m.

Breakfast

Marriott Rivercenter, Third Floor

8-9:15 a.m.

General Session with Sarita Maybin

Grand Ballroom, Marriott Rivercenter, Third Floor



## SARITA MAYBIN

An international speaker and communication expert with more than two decades of experience, Maybin has shared her insights in all 50 states, 10 countries, and on the TEDx stage. She

is a former university dean of students and literally wrote the book on how to respond to the question, *If You Can't Say Something Nice, What DO You Say?* The book shares practical tools for transforming uncomfortable conversations into constructive communication. Maybin continues the conversation in her latest book, *Say What You Mean in a Nice Way*.

9:30 a.m.-4:30 p.m.

All-Day Sessions

*NOTE: Attendees for the all-day sessions will be served lunch with other officers or newly elected trustees at their training site.*

## Board Officer Institute (BOI)

Fiesta Ballroom, La Quinta Hotel

Step into the realm of transformative leadership at the Board Officer Institute (BOI), a full-day immersion designed for both seasoned and aspiring board officers. Through BOI, you'll enrich your toolkit and connect with fellow trustees ready to make a difference in the boardroom.

During BOI, you'll have the opportunity to listen, learn, and ask questions of other board officers regarding:

- **Practical Parliamentary Procedures:** Learn how to turn board meetings into highly efficient and effective sessions.
- **Effective Facilitation Skills:** Learn basic facilitation techniques not found in *Roberts' Rules of Order* that a presiding officer may use to effectively guide a board meeting.

Don't miss this day of unparalleled growth, networking, and empowerment.

**Presenter:**

Esperanza Orosco, Board Consultant, TASB

OR

## Texas Trustee Institute (TTI): Day One

Alamo Ballroom, Marriott Riverwalk, Second Floor

The Texas Trustee Institute (TTI) is an intensive two-day program that serves as the cornerstone for good governance. This immersive experience is **specifically designed for first-year trustees** to provide a profound understanding of policy governance, focusing on its pivotal role in enhancing student outcomes.

A distinguishing feature of TTI is expert panelist participation, including current school board members and superintendents, who share their insights and experiences to enrich each participant's learning journey. Components trustees will experience over the two-day training include targeted curriculum, Open Meetings Act training, School Law 101, and Policy 101. New board members will also collaborate in an environment that fosters meaningful connections and facilitates the exchange of ideas. Texas Trustee Institute is where good governance starts!

**Facilitators:**

Jason Burdine, External Consultant and Strategist

TASB

Jacob Cox, Board Consultant

Robert Long III, Board Development Services  
Director

OR

9:30-10:30 a.m. \_\_\_\_\_  
All Audiences: Education Sessions (Choose one.)

### Is It Electioneering or Advocating? What Trustees Need to Know

Pearl 3, Second Floor • ⚙️

If your district is holding a bond election or voter-approval tax rate election (VATRE) this November, it is important to understand what Texas Election and Education codes say about unlawful electioneering. Board trustees who want to support school district ballot propositions are in a unique position to be able to inform and educate the public about the issues and encourage involvement in the civic process. But when does advocating become electioneering? Learn the legal do's and don'ts of speaking out on ballot measures while also gaining a deeper understanding of those communications best practices that are not only lawful but will help your school district prevail at the ballot box.

**Presenters:**

TASB

Joy Baskin, Education Counsel and Policy and Legal Services Associate Executive Director

Tiffany Dunne-Oldfield, Deputy Executive Director

### Can You Hear Me Now? Listen to Increase Your District's Wireless Connectivity, and Shhh...Eavesdrop on a Possible Long-Term Revenue Stream for Your ISD

Pearl 2, Second Floor • 📶

As a cell is the most basic unit of life, a cellular network is the life — or death — of connectivity. It's a fundamental requirement for classroom activities, communication with first responders, and technological operations districtwide. Let's talk — and hear — about ways to ensure good cellular connectivity in your classrooms while exploring ways to drive dollars back to your district.

**Presenters:**

Jeff Clemmons, Facility Services Director, TASB

Diamond Communications

Tony Sabatino, Technology Vice President

Dale Shumaker, Strategic Partnerships Vice President

## Topic Notations Key Quick Guide

- 🎯 Vision and Goals
- ⚙️ Systems and Processes
- 📊 Progress and Accountability
- 🗣️ Advocacy and Engagement
- 👥 Synergy and Teamwork

### Amplify Your Board's Voice: Strengthen Local Advocacy Through Participation at the State Level

Pearl 1, Second Level • 🗣️

If you've been wondering how to improve opportunities for your district and students by more effectively advocating in Austin, come learn some best practices and strategies for making sure your voice is heard at the Texas Capitol. Hear from TASB Governmental Relations staff and members of the TASB Legislative Advisory Council on how participation in the TASB Advocacy Agenda development process can boost your own local efforts. Learn from trustees who have helped create local legislative priorities that establish a district's vision for how the Texas Legislature can better serve their students and communities.

**Presenter:**

Dax Gonzalez, Governmental Relations Director, TASB

@tasbnews  
#TASBSLI

## Transforming Education Using Artificial Intelligence

Salons A/B, Third Floor • ⚙️

What if I told you artificial intelligence (AI) can provide a free world-class education for anyone anywhere? What if we leveraged its capabilities to help our students, teachers, and parents? What if we put up thoughtful guardrails to our collective doomsday fears of AI? Come discuss the possibilities of using AI to revolutionize education in your district.

**Presenter:**

**Kay Douglas**, Senior Board Consultant, TASB

## Denton ISD Is Growing Their Own: A Robust Cycle and Guide

Salon C, Third Floor • ⚙️

Studies show that 87% of people work 44 or fewer miles from where they grew up. Come hear how **Denton ISD's** innovative Teach Denton program is providing a teacher pipeline for the district's schools. Gain the knowledge, tools, and ideas on how to create and implement a grow-your-own program in your district and how to include diversity, equity, and fidelity.

**Presenter:**

**Leah Zavala**, Teach Denton Coordinator, Denton ISD

## Keys of Engagement: Before, During, and After Your Bond Election

Salon D, Third Floor • 🗳️

Unlock the keys to successful community engagement and delve into proven strategies for engaging your community, parents, staff, and businesses. Explore ways to foster connection and collaboration before, during, and after your bond election. Two former administrators will share tips for navigating challenges, cultivating support, and conducting effective communication and outreach to ensure your community stays informed and invested.

**Presenters:**

*Claycomb Associates Architects*

**Richard Bain**, Educational Consultant

**Kim Hocott**, Communications + Bonds Director

*Presented by TASB Event Sponsor Claycomb Associates Architects.*

## Scheduling as a Pathway to College Readiness

Salon J, Third Floor • ⚙️

The path to college, career, and military readiness for students grows more difficult each year. Join staff from **Round Rock ISD** as they show how RRISD used the four-year planning process during the eighth-to-ninth grade transition to schedule student pathways to college readiness.

**Presenters:**

*Round Rock ISD*

**Nancy Guerrero**, Area Superintendent

**LaShanda Lewis**, Counseling Services Director

**Natalie Nichols**, Schools and Innovation

Senior Chief

## Being Bullish About Elevating Expectations

Salons K/L, Third Floor • 🎯

With budget cuts, declining enrollment, low attendance, and a "C" district rating, the **Bridgeport ISD Bulls** leadership team did not even know which calf to wrestle first, so they wrestled them all. Need a strategy to wrangle similar challenges in your district? Walk away from our rodeo with a list of strategies to elevate expectations and rein in your district.

**Presenters:**

**Amy Ellis**, Superintendent, Bridgeport ISD

**Julie Thannum**, Senior Communications Strategist,  
Center for Effective School Operations

## Create Your Curriculum Charcuterie Board

Conference Room 14, Third Floor • ⚙️

Everyone loves to design their own charcuterie board, but some ingredients are common regardless of the designer. Board members will design a custom curriculum board to help them understand the curriculum and instruction processes to support positive student learning outcomes in their district.

**Presenter:**

**Tracie Robinson**, Curriculum, Instruction,  
and Leadership Assistant Superintendent,  
Westwood ISD

## When Generations Collide

Salon M, Third Floor • 👤

Finding common ground on a generationally diverse board, we will show how the communication styles of different generations are not based on disrespect but, instead, are simply characteristics to be understood and respected.

### Presenters:

Paola Gonzalez, Trustee, Pasadena ISD

Bryan Holubec, Trustee, Thrall ISD

## WANTED: Strong Leaders in Tough Times

Conference Rooms 1-4, Third Floor • ⚙️

Lack of adequate school funding, lower student enrollment counts, proper staffing alignment, changes in accountability, and of course, unfunded state mandates have filled the plates of most district leadership teams. Participants will join the **Laredo ISD** Team of Eight for a presentation detailing collaborative strategies, meeting agendas, PSAs and a video addressing the need for strong leaders in tough times.

### Presenters:

Laredo ISD

Goyo Lopez, Trustee

Rodolfo Morales, Trustee

Veronica Orduño, Trustee

Juan Ramirez, Trustee

Sylvia G. Rios, Superintendent

## Are You a Rural District Looking for Additional Funding to Reward Outstanding Teachers?

Conference Rooms 20-21, Third Floor • ⚙️

Perhaps tapping into Teacher Incentive Allotment (TIA) funds can help. This session will provide attendees an insight on how to create and implement an effective local designation system that will provide funds to reward outstanding teachers in your district. These funds are especially helpful to rural districts in retaining and recruiting exceptional teachers. The session will give you a roadmap for creating a local designation system through thoughtful planning and stakeholder engagement.

### Presenters:

La Pryor ISD

William Arevalo, Superintendent

Anthony Gallegos, Trustee

Marcel Valdez, Trustee

10:45-11:45 a.m. \_\_\_\_\_

Education Sessions (Choose one.)

## Exploring Today's Facility and Insurance Market Mysteries

Pearl 2, Second Floor • ⚙️

Unveil the hidden price of maintaining school facilities as we discuss the growing complexities and costs of construction, insurance, and maintenance. Understand how economic fluctuations, inclement weather, poor maintenance, and insurance can impact and stress your district's budget. Together, we will review historical trends, uncover crucial insights in today's markets, and provide practical strategies for the future that arm you with information and data to operate and maintain your district's facilities safely, efficiently, and effectively.

### Presenters:

TASB

Jeff Clemmons, Facility Services Director

Janina Flores, Risk Solutions Director

## Social Media: The Good, the Bad, and the Ugly

Pearl 3, Second Floor • ⚙️

We conduct so much of our lives online, but the stakes are higher when you serve on a school board. What can you say about school business online? And what can people say about the district — or even about you personally? This session will focus on legal concerns about the use of social media and personal devices, including your options for communicating with the public and deleting or redirecting comments.

### Presenter:

Joy Baskin, Education Counsel and Policy and Legal Services Associate Executive Director, TASB

## Developing an Engaging Shared Vision for District and Community Effectiveness

Salons A/B, Third Floor • 🌐

Effective visioning with realistic, actionable goals for strategic district growth can easily turn into something we talk about but do not measure well. We owe it to our students and community to ensure our vision and purpose is powerful and compelling. In this interactive session, attendees will examine their own shared visioning strategies and processes for improvement. They will develop

their own district compelling purpose and strategies for measuring effectiveness in addressing student needs and honoring community expectations.

**Presenter:**

**Jana Rueter**, Superintendent, Elgin ISD

**Reaching the Pinnacle of CCMR  
Accountability**

**Salon C, Third Floor** • 🔄

Attendees will hear and see how a small, rural high school in **Cuero ISD** produced what TEA called anomalous data by offering 22 programs of study and a plethora of CTE course offerings to 700 students. Nine of every 10 graduates earned one or more certifications through the support of administration, parents, and their community — financially and through partnerships.

**Presenters:**

*Cuero ISD*

**Katrina Bowen**, High School Principal

**Micah Dyer**, Superintendent

**Kimberly Fleener**, Curriculum and Instruction  
Assistant Superintendent

**Gina Rico**, High School Lead Counselor

**Navigating the Path of Board Policy**

**Salon D, Third Floor** • ⚙️

Unravel the complexities of board policy through a comprehensive overview to simplify the intricacies of policy development and implementation.

Explore the difference between governance and management and gain a clear understanding of policy and administrative regulations. Tailored for both new and experienced board members, the session will cover TASB policy resources and put policy into practice using real-world scenarios.

**Presenters:**

*TASB*

**Kris Train**, Policy Service Consultant (SA)

**Kristy Birch**, Policy Service Consultant (FW)

**Using Growth Data to Ensure Student  
Success**

**Salon J, Third Floor** • 🔄

Every student deserves to grow academically. How do you assess your system's capacity to grow all students — and to grow some students exponentially? Join **Round Rock ISD** for this

innovative look at growth data that allows you to measure the strength of your curriculum and instruction by student using TEA's growth bands. See your system from a different perspective!

**Presenters:**

*Round Rock ISD*

**Natalie Nichols**, Schools and Innovation  
Senior Chief

**Erica Simmons**, Assessment and Evaluation  
Executive Director

**No Money: Staffing and Compensation Ideas  
for a Tight Budget**

**Salons K/L, Third Floor** • ⚙️

While there's never enough money for everything a district wants to accomplish, budgets are particularly tight now, with not enough financial support coming from the state and the loss of federal relief funding districts have relied on recently. This session will provide ideas for staffing and compensation strategies districts can use to stretch their budgets and prepare for even tighter budgets in the future.

**Presenter:**

**Karen Dooley**, HR Services Assistant Director, TASB

**Empowering Excellence: A Blueprint for  
Maximizing Potential and Cultivating Well-  
Being in School Boards, Educational Leaders,  
and Communities Through the 5 F's**

**Conference Room 14, Third Floor** • 🙋

Unlock the full potential of your school board and educational community by exploring the five F's of well-being: faith, family, fitness, finances, and fellowship. Join **Westwood ISD** to discover strategies to empower a highly effective team of eight to foster resilience and peak performance.

**Presenters:**

*Westwood ISD*

**Carolyn Booker**, Trustee

**Jeff Cooper**, Trustee

**Kyle Johnson**, Finance and Operations Assistant  
Superintendent

**Wade Stanford**, Superintendent

**How School Districts Use Listening Circles to  
Build Trust**

**Conference Rooms 1-4, Third Floor** • 🗣️

Experience a live listening circle in this session.

Learn how to host a listening circle in your

community to provide individuals an opportunity to share their perspective, to experience and give the experience of empathy and compassion of listening, and to contribute to a collective voice for developing positive solutions.

**Presenters:**

*Raise Your Hand Texas*

**Libby Cohen**, Senior Advocacy Director (SA)

**Sophie Torres**, Regional Advocacy Director (SA)

**Missy Bender**, Trustee in Residence and Regional Advocacy Director (FW)

**Amy Dodson**, Senior Regional Advocacy Director (FW)

**Student Experience and Vision Through Policy Governance**

**Salon M, Third Floor • ⚙️**

Focusing on policies to improve student achievement through improved student experience is a characteristic of effective school boards. A properly maintained policy is essential. For this interactive session led by **Leander ISD**, attendees should bring a sample local policy to discuss alignment strategies and review legal and other changes impacting local policy.

**Presenters:**

*Leander ISD*

**Trish Bode**, Trustee

**Sade Fashokun**, Trustee

**Francesca Romans**, Trustee

**Shawn Swisher**, General Counsel

**Selecting the Best Superintendent for Your District**

**Conference Rooms 20-21, Third Floor • ⚙️**

Pflugerville, Hutto, and Taylor, ISD's will share insight into their superintendent search process that resulted in the appointment of their current superintendents, serving in the best interests of students, staff, and the community. Additionally, we will discuss the process of appointing the right interim superintendent and delve into the experiences associated with both appointments.

**Presenters:**

**Renae Mitchell**, Trustee, Pflugerville ISD

**Marco R. Ortiz**, Trustee, Taylor ISD

**Terrence Owens**, Trustee, Hutto ISD

**Elevated Leadership: Navigating Excellence Through Evaluation**

**Pearl 1, Second Floor • ⚙️**

Elevate your superintendent evaluation in this insightful session designed for school boards and superintendents. Join **Crosby ISD** to review an evaluation tool that empowers trustees to assess performance, enhance accountability, and drive student success. Learn to navigate the tool's features and make informed decisions while fostering a culture of continuous collaboration toward improvement. Elevate your district's governance with an evaluation tool that enhances superintendent effectiveness.

**Presenters:**

*Crosby ISD*

**Phillip Chapman**, Trustee

**Lisa Kallies**, Trustee

**Jennifer Roach**, Trustee

**11:45 a.m.-12:45 p.m.**

**Lunch\***

**Grand Ballroom, Marriott Rivercenter, Third Floor**

*\*Texas Trustee Institute and Board Officer Institute attendees will be served lunch at the hotel where their session is being held.*

**1-2 p.m.**

**Education Sessions (Choose one.)**

**Get Out of the Way!**

**Pearl 1, Second Floor • 👤**

All trustees want students in their district to be successful, for their employees to be top notch and appreciated, and to leverage community tax dollars to maximize outcomes. **Gregory-Portland ISD's** key to continuously improve for those aspirations? We got out of the way! Learn how our team of eight leads with intentionality from a governance mindset and leave with ideas and tools to inspire your team to accelerate outcomes in your district.

**Presenters:**

*Gregory-Portland ISD*

**Michelle Cavazos**, Superintendent

**Tim Flinn**, Trustee

**Melissa Gonzales**, Trustee

**Carrie Gregory**, Trustee

**Zach Simmons**, Trustee

## Guarding Our Future: A Holistic Approach to Campus Safety

### Pearl 2, Second Floor • ⚙️

Westwood ISD staff will delve into the vertical alignment of advanced emergency preparedness first aid, campus evacuation, reunification, defending the classroom, and active shooter training. Join us to uncover how integrating these elements creates a robust security framework, safeguarding our educational institutions and the future they hold.

#### Presenters:

Westwood ISD

Britni Calzada, Public Relations Coordinator

Jeff Cooper, Trustee

Kim Gilbreath, District Nurse

Mike Hoyt, Chief of Police

Wade Stanford, Superintendent

## Understanding School Compensation for Board Members

### Pearl 3, Second Floor • ⚙️

Understanding the organization's compensation plan is critical to recruiting and retaining top-notch staff and controlling costs. Key components of pay administration will be covered, including strategies, structures, and adjustments, and placement for new or promoted employees. Participants will better understand the mechanics of their school district's compensation plan and the importance of maintaining both market-competitive pay and competitive pay structures.

#### Presenter:

Amy Campbell, HR Services Director, TASB

## The Power of the Vulnerable Board Member

### Salons A/B, Third Floor • 👥

In her book, *The Power of Vulnerability*, Brene Brown introduces the idea that vulnerability is the birthplace of courage, innovation, creation, and change. This fun and interactive session will examine how education leaders can leverage the power of vulnerability to create courage, build consensus, and navigate change for their staff, students, parents, and community.

#### Presenter:

Kay Douglas, Senior Board Consultant, TASB

## Plotting a Course for Successful Facilities Planning

### Conference Rooms 20-21, Third Floor • ⚙️

Participants will gain an understanding of the concepts of strategic facility planning including

facility assessment, capital planning, maintenance planning, and long-range facility plan development. This approach can provide a basis for data-driven decisions that promote transparency, community engagement, and communication, and result in a comprehensive facility plan that can support planning, fiscal, and election decisions.

#### Presenters:

TASB Facility Services

Scott Beene, Consultant

Amber Meinardus, Consultant

Grady Slaydon, Regional Manager

## Navigating IDEA: Comprehensive Strategies for Empowering Students with Disabilities

### Salon C, Third Floor • ⚙️

This all-encompassing session delves into the multifaceted approach required under IDEA to truly empower students with disabilities. From strategic funding and leadership development to leveraging technology, addressing emotional and behavioral needs, and planning for life beyond school, participants will explore integrated strategies for enhancing special education. Engage in a holistic discussion on building inclusive, supportive, and adaptive educational environments that champion the success and well-being of every student.

#### Presenter:

Stephanie Rodriguez-Barnett, Trustee, Manor ISD

## Risk Pooling: Sharing Risk, Responsibility, and Commitment

### Salon D, Third Floor • ⚙️

The majority of public schools in Texas participate in a risk pool rather than purchasing traditional insurance. Membership in a risk pool is very different from buying an insurance contract. This session will outline and inform board members on the concepts of sharing risk, responsibilities, and commitment that make pooling an effective choice in managing risk in your district.

#### Presenters:

Ted Beard, Trustee, Longview ISD, and Past President, TASB

Todd Shade, Risk Management Services Marketing and Strategic Partnerships Director, TASB

## Who Are You Bringing to the Table?

### Salon J, Third Floor • 👥

15 With a persistent turnover rate in auxiliary services leadership roles, what strategies are you considering to slow burnout and increase

retention? If pay is at the top of your list, you might be surprised to know that's not what tenured operations leadership is asking for. Instead, they want a seat at the table on key decisions and holistic investments in district culture. This session will discuss current challenges and the variety of relevant stakeholders, plus highlight the critical elements for building and growing a healthy workplace culture.

**Presenters:**

*TASB Risk Solutions*

**Joanie Arrott**, Assistant Director

**Nicole Callahan**, Consultant

**Construction Procurement: Competitive Sealed Proposal Versus Job Order Contracting**  
**Conference Room 14, Third Floor** • ⚙️

This session will explain procurement terminology and clarify questions to ask about the process to ensure district funds are spent wisely: Are the design and administrative fees the lowest possible? How does the staff make sure the projects start on time, stay on budget, and reduce risks of claims?

**Presenter:**

**Ryan Burwell**, Consultant, BuyBoard

**Level Up! Eight Wins the Game**

**Salon M. Third Floor** • 👥

Are you ready for next level leadership? Creating capacity amongst the team of eight is of utmost importance, especially when introducing new trustees and a new superintendent to the group. Join the **Channelview ISD** team as it walks attendees through its journey toward building a collaborative team using its local orientation process. Attendees will leave with a structure and agenda to guide their local orientation.

**Presenters:**

*Channelview ISD*

**Dennis Cedillo**, Trustee

**Steven Dennis**, Trustee

**Ramiro Granados**, Trustee

**Tory C. Hill**, Superintendent

**Alex Ybarra**, Trustee

**No Board Is Perfect**

**Conference Rooms 1-4, Third Floor** • 👥

No board is perfect, but it can be successful. Sometimes boards go through situations that make the vision blurry or hard to work together as a team. Join **Aldine ISD** in this safe space to discuss issues

that may cause mistrust and interfere with the board's success. This session will provide tips on how to get through personal differences and to get back to the work.

**Presenters:**

*Aldine ISD*

**Randy Bates**, Trustee

**Kimberley Booker**, Trustee

**LaTonya Goffney**, Superintendent

**Paul Shanklin**, Trustee

**Governance for Student Success**

**Salons K/L, Third Floor** • 😊

The board of trustees and superintendent can work together to establish board goals that are aligned with the community's vision and priorities. Join **Round Rock ISD** to find out how the team can engage the community in establishing those goals by holding in-person and virtual community forums to gather input and feedback. The board can also establish a monitoring calendar to measure students outcomes and align the superintendent evaluation and bonus to improving student outcomes.

**Presenters:**

*Round Rock ISD*

**Hafedh Azaiez**, Superintendent

**Tiffanie Harrison**, Trustee

**Amber Landrum**, Trustee

**Alicia Markum**, Trustee

**The Best Leader Might Already Be Here: The Story of Selecting an Internal Candidate in Belton ISD**

**Conference Room 8, Third Floor** • ⚙️

This presentation challenges the belief that the best superintendent candidates always come from outside the school district. The Belton ISD board will share its journey of selecting a new superintendent, emphasizing the advantages and implications of hiring an internal candidate.

**Presenters:**

*Belton ISD*

**Manual Alcozer**, Trustee

**Erin Bass**, Trustee

**Chris Flor**, Trustee

**Malinda Golden**, Superintendent

**Janet Leigh**, Trustee

**Suzanne McDonald**, Trustee

**Jeff Norwood**, Trustee

**Rucker Preston**, Trustee

**2:15-3:15 p.m.** \_\_\_\_\_

### **Education Sessions (Choose one.)**

#### **To Bond or Not to Bond: That Is the Question**

##### **Pearl 3, Second Floor • ⚙️**

This question perplexes many district leaders as they increasingly juggle growing facility needs, differing procurement methods, diverse public opinion, ever-changing state and local funding, and differing opinions from the multitude of “experts” offering to guide them to the best solutions available. Learn to contemplate different perspectives surrounding this complex balancing act so that YOU can decide the best path for your district, not what conventional players might be telling you.

##### **Presenters:**

**Jeff Clemmons**, Facility Services Director, TASB  
**Jared McCurley**, Director of Sales K-12, E3  
**Klip Weaver**, President and CEO, E3, and Former Trustee, Argyle ISD

*Co-presented by TASB Event Sponsor E3.*

#### **Student-Focused Effective Board Meetings**

##### **Salons A/B, Third Floor • 🧑🏫**

Are you tired of sitting through long, drawn-out meetings that go nowhere? Do you feel frustrated when they lack a clear focus on what truly matters: student outcomes? If so, you are not alone. Many boards struggle with inefficient meetings that can detract from their primary goal of serving students effectively. **Manor ISD** will share how it transformed meetings from marathon sessions into focused, productive gatherings.

##### **Presenters:**

*Manor ISD*  
**Monique Celedon**, Trustee  
**Laura Perez**, Board Executive Assistant  
**Robert Sormani**, Superintendent

#### **The Team of Eight Plus One**

##### **Salon C, Third Floor • ⚙️**

The plus one in the team of eight is district staff. The additional element within **Pflugerville ISD**'s team of eight is the executive staff/cabinet. This session will outline effective communication strategies used with the cabinet and executive team. Presenters will discuss collaborative approaches of working with

the superintendent to foster a cohesive relationship, allowing the cabinet to support the board across various domains.

##### **Presenters:**

*Pflugerville ISD*  
**Brandy Baker**, Chief of Staff  
**Rena Mitchell**, Trustee

#### **The School Boards Role in College, Career, and Military Readiness**

##### **Salon D, Third Floor • 🔄**

**Angleton ISD** achieved a 98 in college, career, and military readiness attributed to its board's goals, which included effective partnerships with local businesses and higher education institutions. The district implemented successful plans for students, including creating industry certifications, early credit opportunities, dual credit support, and Texas Success Initiative (TSI) boot camps. Learn how to identify, recruit, and empower students to navigate high school and beyond.

##### **Presenters:**

*Angleton ISD*  
**Phil Edwards**, Superintendent  
**Tommy Gaines**, Trustee  
**Tyler Press**, Secondary Education Director  
**Adam Stephens**, Curriculum and Instruction Assistant Superintendent

**Priscilla Sanchez**, Dean, Brazosport College

#### **School District Underfunding Due to County Appraisal District and Comptroller Disputes**

##### **Conference Rooms 20-21, Third Floor • 🗣️**

More than 100 Texas districts lose significant funding every year due to county appraisal district-comptroller disputes. Some districts lose as much as 5-15% of their annual funding allotment. Learn more about the cause of this issue, the impact it has on persistently underfunding schools, and what school districts and boards can do to address it.

##### **Presenters:**

**Eddie Hesseltine**, Superintendent, Orange Grove ISD  
**Erika Hesseltine**, Trustee, Orange Grove ISD  
**Mary McCallister**, Trustee, Alpine ISD  
**Michelle Rinehart**, Superintendent, Alpine ISD

## Superintendent Evaluation 101: Because Even Superheroes Need a Report Card (Capes Optional!)

Conference Room 14, Third Floor • 🗨️

This session promises a new spin on the superintendent evaluation. Learn to wield the evaluation instrument like a superhero steering a district, analyze hero stats, and even give your superintendent a hero grade critique. Participants will learn how to use the evaluation instrument to steer the district using a governance framework. Interactive polling and a mock evaluation exercise will make it more fun than saving the world, plus board members will learn to monitor progress for super improvements in student outcomes.

### Presenters:

**DeAndrea Fleming**, Former Trustee, DeSoto ISD  
**Carnelius Gilder**, Superintendent, West Sabine ISD

## What Boards Should Expect from HR

Salons K/L, Third Floor • ⚙️

The interaction between HR staff and board members should be more than just closed-session discussions about employee relations issues. HR should be a strategic partner and support the district's mission and goals and impact student achievement. This session will explain what communication board members should expect from HR.

### Presenter:

**April Mabry**, HR Services Assistant Director, TASB

## Solving the \$4.5 Million Problem: The Growing Case for Investing in K-12 Cybersecurity

Salon J, Third Floor • ⚙️

Attendees will leave this session with a better understanding of the importance of investing in cybersecurity. As attackers get more sophisticated, school district leaders must achieve a balance between convenience and security. Districts can improve their security posture through creative recruiting, automation, and following cybersecurity frameworks. Advocates for these safety measures will require understanding the threat landscape against a backdrop of changing budgets and other external factors.

### Presenter:

**Pete Apostolacos**, Director of Information Security, Round Rock ISD

## Arlington ISD Steams Ahead With Full-Day Pre-K

Pearl 1, Second Floor • ⚙️

Two years ago, the **Arlington ISD** board voted to offer free universal pre-K to all students. Attendees will learn how the district increased pre-K enrollment post COVID and offered a STEM curriculum to set students up for success.

### Presenters:

*Arlington ISD*

**Anthony Andro**, Communications Director

**Leanne Haynes**, Trustee

**Brooklyn Richardson**, Trustee

**Matt Smith**, Superintendent

**David Wilbanks**, Trustee

## Building a Legacy Cultivating What Matters to Stakeholders

Conference Rooms 1-4, Third Floor • 🗨️

Trustees will share their advocacy and engagement journey and why they are committed to the goals they have set for their superintendent to meet or exceed with all stakeholders. Learn how **Donna ISD** secured broad community ownership of the student outcome goals and view data to show the results. Participants will see video examples and leave with concrete ideas to implement in their district.

### Presenters:

*Donna ISD*

**Fernando Castillo**, Trustee

**Angela Dominguez**, Superintendent

**Ida Garcia**, Trustee

**Jose Valdez**, Trustee

## HB 8: The Coming Dual-Credit Revolution

Pearl 2, Second Floor • 🗨️

This past summer, the Texas Legislature passed a new model to fund community colleges. For the first time in half a century, the new model moves to an outcomes-based approach — instead of enrollment counts — to determine funding and rewards colleges for awarding degrees, certificates, and other credentials of value. However, in this new model, there is hidden a not-so-small detail: Dual-credit students can enroll at **NO ADDITIONAL COST**. **Tarrant County College** Connect Campus will lead discussion on how to implement, use, and work within HB 8 and its new dual-credit focus.

### Presenters:

*Tarrant County College*

**Audra Barrett**, Academic Affairs Vice President

**Joshua Tarby**, Dean, STEM

## **The Roadmap to Social Emotional Learning Salon M, Third Floor • 🕒**

This session will explore how **Monte Alto ISD's** Jose Borrego Middle School developed a daily SEL program that encompasses schoolwide graduate aims that focus on the whole child. Learn how a curriculum was developed that allows students to develop social skills while learning how to advocate for their social needs. Leave this session with an understanding of how to implement this model in your district.

### **Presenters:**

*Monte Alto ISD*

**April Cartwright**, Teacher, Jose Borrego Middle School

**Alicia Gonzalez**, Principal, Jose Borrego Middle School

**Andrea Nieto**, Federal Program Director

**Vianey Rivera**, Counselor, Jose Borrego Middle School

**Isaac Rodriguez**, Superintendent

## **3:30-4:30 p.m. ————— Education Sessions (Choose one.)**

### **Aging Facilities: Save Them or Say Good-Bye?**

#### **Conference Rooms 20-21, Third Floor • ⚙️**

Does your district have aging facilities nearing the end of their usefulness? Are you torn as to whether you should renovate instead of replacing them? Explore the process of assessing facilities and collaborating with your community to decide the future of facilities that hold a special place in the hearts of many community members. Renovation versus replacement cost, educational adequacy, and safety and security considerations are among the many factors that need to be considered. Join us for a lively discussion on how to determine when practicality outweighs sentimentality.

### **Presenters:**

*TASB Facility Services*

**Gary Marek**, Consultant

**Grady Slaydon**, Regional Manager

### **Progress Monitoring Matters**

#### **Conference Room 14, Third Floor • 🕒**

Board members will gain expertise in advanced progress monitoring techniques. They will learn to interpret data effectively, enabling them to evaluate superintendent performance with data-driven

insights and advocate for targeted resources for student growth. Activities will include case studies and interactive data analysis.

### **Presenter:**

**DeAndrea Fleming**, Former Trustee, DeSoto ISD

### **Lost in Translation**

#### **Pearl 3, Second Floor • 🕒**

The generational, situational, and suitable use of words today can be mad-libbing. Jargon is jarring, lexicon is perplexing, and our use of prose can overexpose our duncery. In this session, we'll define the importance of words, how and when we use them, their relation to social and emotional intelligence, and why words matter.

### **Presenters:**

**Jeff Clemmons**, Facility Services Director, TASB

**Kelli Tharp**, Communications and Marketing Vice President, E3

**Klip Weaver**, CEO, E3, and Former Trustee, Argyle ISD

### **'LIL Women' Ladies in Leadership: Empowering Women with Strategies for Success in Leadership**

#### **Salons A/B, Third Floor • 🕒**

In this session, attendees will learn essential strategies for women in leadership roles. They will gain insights into effective communication, negotiation techniques, and overcoming common challenges women in leadership face. Attendees will leave equipped with practical skills to enhance their leadership abilities and advocate for themselves and the students they serve. Attendees will hear inspirational stories from women leaders: the good, the bad, and the ugly.

### **Presenters:**

*Manor ISD*

**Monique Celedon**, Trustee

**Ana Cortez**, Trustee

**Janie Guerrero**, Trustee

### **Key Questions for Intentional Structured Literacy Implementation**

#### **Salon C, Third Floor • ⚙️**

Attendees will understand why children are not learning to read, what Texas law says about literacy curriculum and instruction, and what their role as board members is in an intentional literacy implementation plan. Participants will unpack common myths about reading and how those myths are debunked by the science of reading. They will

discuss how to improve student reading outcomes through an intentional approach to implementing structured literacy, borrowing from best practices from the *Science of Learning*, *Science of Reading*, and *Science of Implementation*. Finally, attendees will complete a graphic organizer to question their district's current level of implementation and plan next steps.

**Presenters:**

*Texas Reads*

**Emily Daugherty**, Professional Learning Coordinator  
**Chelsea Pitcher**, Operations Director

**Get Educated: What Every School Board Member Needs to Know About Special Education**

**Salons K/L, Third Floor • ⚙️**

This session, led by Walsh Gallegos attorneys, will help trustees gain a greater understanding of special education laws and regulations, and more importantly, how to implement them with fidelity in an era of budget cuts, staff shortages, and unprecedented safety concerns.

**Presenters:**

*Walsh Gallegos Kyle Robinson & Roalson, P.C.*

**Christina Garcia-Henshaw**, Attorney (SA)

**Eric Rodriguez**, Attorney (SA)

**Michael Campbell**, Attorney (FW)

**Meredith Walker**, Attorney (FW)

*Presented by TASB Event Sponsor Walsh Gallegos Kyle Robinson & Roalson, P.C.*

**Emotional Health and Well-Being for Trustees**

**Conference Rooms 1-4, Third Floor • 👤**

This session is a facilitated conversation about leadership in times of crisis. The cost of leadership can take a toll on emotional health, and yet most of us agree that our leadership and service bring significant joy. Learn how to build resilience as a leader, how to lean into your core values to make solid decisions during turbulent times, and discuss practical tips to encourage you and your team.

**Presenters:**

**Corrine French**, Former Trustee, Valley View ISD  
and Former Region 11 Director, TASB

**Marlin Thomas**, Former Trustee, Manor ISD

**LaSonja Ivory-Flowers**, Trustee, Duncanville ISD

**Cybersecurity Resilience: Long-Term Continuity and Readiness**

**Salon J, Third Floor • ⚙️**

Cyberattacks can seem to occur quickly out of nowhere. However, malicious actors engage in extensive planning before they strike. Organizations also need to develop strategic approaches to continuity and resilience of their network operations. This presentation will highlight current threats to district networks via case studies and statistics and provide recommendations for policies, investments, and strategies for maintaining resilience both long and short term.

**Presenter:**

**Lucas Anderson**, Privacy and Cyber Risk Consultant, TASB

**A Super Smooth Transition**

**Pearl 1, Second Floor • 🎯**

**Arlington ISD** hired a new superintendent in 2023. How did the board get him up to speed and aligned with the vision and goals of the district? Attendees will hear about the process the district used to prepare its new superintendent for joining the district midyear.

**Presenters:**

*Arlington ISD*

**Anthony Andro**, Communications Director

**Justin Chapa**, Trustee

**Melody Fowler**, Trustee

**Sarah McMurrough**, Trustee

**Matt Smith**, Superintendent

**Your Bond Passed. Now What?**

**Pearl 2, Second Floor • ⚙️**

School leadership team training sessions often describe how a community gets a bond passed in its district. Join **Marion ISD** to talk about what happens after the bond passes. How will you keep the public informed on the status of projects supported by the bond? How will you ensure the public understands the steps necessary to execute projects? Who to involve in the process? What committees need to be formed? We will look at the steps needed from passage to groundbreaking. See how a small district made it happen.

**Presenters:**

*Marion ISD*

**Don Beck**, Superintendent

**Jill LeSage**, Trustee

**Ryan Zwicke**, Trustee

**First-Year Board Member Reflections:  
Successes and Lessons Learned**

**Salon D, Third Floor • 📍**

Winning a seat on the school board can be both exciting and daunting. Join newly elected **Gonzales ISD** trustees as they reflect on their first year of service, which included a bond proposal and a newly created five-year strategic plan. Hear a first-hand account as they discuss the academic, political, and financial complexities in the current educational climate.

**Presenters:**

*Gonzales ISD*

**Elmer Avellaneda**, Superintendent

**Ashley Molina**, Trustee

**D'Anna Robinson**, Trustee

**The 'Yes, and' of School Board Service**

**Salon M, Third Floor • 🧑‍🤝‍🧑**

Join this interactive session — taught by a fellow trustee with 25 years of improv work — that will encourage strong teamwork through improvisational theater techniques. Facing challenges with positivity and "daring to fail" can help boards find common ground to build on each other's ideas for success.

**Presenter:**

**Chuy Zárate**, Trustee, Round Rock ISD

# Looking for session materials?



Use your smartphone and scan the code.

Can't scan?  
Visit [bit.ly/4a40OuF](https://bit.ly/4a40OuF) to view materials.

## THURSDAY RECEPTION

**Event Sponsor Walsh Gallegos Kyle Robinson & Roalson P.C. is hosting a reception for SLI attendees 4:30-5:30 p.m. Thursday.**

Stop by and enjoy a snack and beverage and share the highlights of your first day of learning with fellow trustees and administrators!

**Marriott Rivercenter, Third Floor**



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KYLE ROBINSON & ROALSON P.C.**

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# Notes

# Notes

*"For over 25 years, I have looked forward to attending SLI for board training. SLI offers great opportunities for board members, superintendents, and others to gain education knowledge, share ideas, and learn from trustees across Texas. The knowledge gained at SLI encourages and motivates each of us to make positive changes for our teachers, students, and administrators at our local district."*

LARRY "DOC" HAWTHORNE  
Trustee, Hubbard ISD-Hill County  
TASB Risk Management Fund Trustee  
LTASB Class of 2007

# Friday, June 14

7 a.m.-5 p.m. \_\_\_\_\_

**Breakfast and Registration**

**Marriott Rivercenter, Third Floor**

7-8 a.m. \_\_\_\_\_

**Breakfast**

**Marriott Rivercenter, Third Floor**

8-9:30 a.m. \_\_\_\_\_

**General Session with Jamie Vollmer**

**Grand Ballroom, Marriott Rivercenter, Third Floor**



## JAMIE VOLLMER

Vollmer is a defender and promoter of public education. He works to increase support for America's public schools and for the millions of educators who strive to ensure student success. Vollmer is the author of

the book, *Schools Cannot Do It Alone*, which the *American School Board Journal* named one of its Top 10 Books of the Year. He received the Learning and Liberty award from the National School Public Relations Association in recognition of his success in strengthening school-community partnerships. Once a harsh critic of America's public schools, over the last 30 years he has become an articulate champion, working with educators, parents, and business and community leaders to remove obstacles to student success.



**Presentation of the James B. Crow Governance Award**

9:45 a.m.-3:45 p.m. \_\_\_\_\_

**Texas Trustee Institute: Day Two**

**Alamo Ballroom, Marriott Riverwalk, Second Floor**

The Texas Trustee Institute (TTI) is an intensive two-day program that serves as the cornerstone for good governance, **specifically designed for**

**new board members.** This immersive networking and connecting experience is designed to provide first-year trustees with a profound understanding of policy governance, focusing on its pivotal role in enhancing student outcomes. A distinguishing feature of TTI is the participation of expert panelists, including current school board members and superintendents, who share their insights and experiences to enrich the learning journey.

*Texas Trustee Institute attendees will be served lunch at the hotel where the session is being held.*

**OR**

9:45-10:45 a.m. \_\_\_\_\_

**Education Sessions (Choose one.)**

**Winning Boards: Let's Be Reel – On Your Cast of Eight, Are You a Hero or a Villain?**

**Conference Rooms 20-21, Third Floor • 🧑🏫**

Do board meetings ever make you feel like you are starring in a sitcom? Or worse, a horror film? People's perceptions, communication styles, and personalities can make reality stranger, more comical, and sometimes scarier than fiction. Let's look through the cinematic lens to refocus perspective, explore team culture through a look at pop culture, and watch dynamic personalities play out on the big screen to rethink our own role on boards, on teams, and in life.

**Presenters:**

**Jeff Clemmons**, Facility Services Director, TASB

**Kelli Tharp**, Communications and Marketing Vice President, E3

**Klip Weaver**, CEO, E3, and Former Trustee, Argyle ISD

*Presented by TASB Event Sponsor E3.*

**More Than Words: Speak to Be Heard**

**Salon C, Third Floor • 🗣️**

In the rough and tumble landscape of school leadership, effective communication is paramount. Discover how public speaking prowess and audience awareness are vital in this arena. Join this session lead by **Robstown ISD** to elevate your ability to lead and advocate effectively, especially

in the face of school politics. Refine articulation skills and consensus-building strategies to gain newfound confidence and establish immediate trust and credibility with your audience.

**Presenters:**

*Robstown ISD*

Larry Cantu, Trustee

Lori Garza, Trustee

Cezar Martinez, Trustee

Marc Puig, Superintendent

**Getting Board Meetings Out of the Ditch:  
Advanced Meeting Management Tools**

**Pearl 1, Second Floor • ⚙️**

Do your board meetings often get out of hand? When your board meetings have stopped being productive, you need to change how you do things. Learn some advanced techniques to curtail bad behaviors and get your meetings back on track. This session is designed to help board officers return common sense and common courtesy to your board meeting, but all board members can benefit from this information.

**Presenter:**

David Koempel, Senior Board Consultant, TASB

**From Conflict to Conversation**

**Pearl 2, Second Floor • 👥**

School boards can be at the center of many political and ideological conflicts and are frequently the target of contempt and incivility. At the same time, they are expected to engage as educational leaders with skill, competence, and civility. This session will provide an opportunity to meet with other trustees from across the state who are facing these same challenges and to gain skills to encourage conversation in place of conflict.

**Presenter:**

Kay Douglas, Senior Board Consultant, TASB

**Instructional Materials and Library Standards**

**Pearl 3, Second Floor • ⚙️**

Changes to state law and rules present important policy choices for your board to make regarding instructional materials and library resources. New legal and policy standards apply to both. This session will address your questions about ratings, library collection standards, and book challenges.

**Presenter:**

Jasmine Whiteman, Lead Attorney, TASB

# Topic Notations Key Quick Guide

- 🎯 Vision and Goals
- ⚙️ Systems and Processes
- 📊 Progress and Accountability
- 🗣️ Advocacy and Engagement
- 👥 Synergy and Teamwork

**Igniting Awareness: Navigating Cultural Blind Spots**

**Salons A/B, Third Floor • 🗣️**

Ready to transform your school environment into a thriving community where students and educators flourish together? Join us for a workshop that will equip board members with the vital skills, strategies, and mindset needed to foster inclusive classrooms where every individual shines in every district. Attendees will learn how to engage effectively with all community populations districts serve. Don't miss this opportunity to create a district climate where uniqueness is celebrated, identity is affirmed, and every student thrives. This is an experiential journey toward educational excellence and cultural empowerment.

**Presenter:**

Kimberley McLeod, President-Elect, National Alliance of Black School Educators

**Train Your Community to Step up as Advocates for Your Schools and Your Board!**  
**Salon J, Third Floor • 🗣️**

The **Hurst-Eules-Bedford ISD** board will walk you through how nearly 15 years of training community members in its Board Ambassadors Academy has created a large group of educated advocates that supports the district and works hard to share information with the community. They will also share how the success of the Board Ambassadors

Academy led to the creation of a Student Ambassador Program, now in its fifth year. Hear details about the two programs, success stories, and more.

**Presenters:**

*Hurst-Euless-Bedford ISD*

**Julie Cole**, Trustee, and Region 11A Director, TASB

**Joe Harrington**, Superintendent

**Advancing CCMR Options Through Strategic Collaborations: The RPEP Model**

**Conference Rooms 1-4, Third Floor • 🎯**

Explore how Rural Pathway Excellence Partnerships (RPEP, HB 2209) can enhance college, career, and military readiness (CCMR) options for rural students through cross-district collaboration, offering expanded opportunities and additional funding. Attendees will gain insights from leaders of the Rural Schools Innovation Zone and Permian Basin Innovation Zone and will leave with steps to pursue RPEP partnerships, enhancing leadership and advocacy for rural education.

**Presenters:**

**Michael Gonzalez**, Executive Director, Rural Schools Innovation Zone

**Mason Kyle**, Superintendent, Buena Vista ISD

**Adrian Perez**, Trustee, Freer ISD

**Sara Saleem**, Director, Permian Basin Innovation Zone, Education Partnership of the Permian Basin

**Everything Board Members Need to Know About Elections**

**Salons K/L Third Floor • ⚙️**

It's an election year, and public education continues to be the focus of a tremendous amount of political energy. At a time like this, it is essential for school leaders to know what they can do, what they cannot do, and what they are required to do. This timely and informative session from Walsh Gallegos attorneys will equip board members with the information they need to stay calm this election season.

**Presenters:**

*Walsh Gallegos Kyle Robinson & Roalson, P.C.*

**Christine Badillo**, Attorney (SA)

**Emily French**, Attorney (SA)

**Bola Ibidapo**, Attorney (FW)

**Laura Rodriguez McLean**, Attorney (FW)

*Presented by TASB Event Sponsor Walsh Gallegos Kyle Robinson & Roalson, P.C.*

**Anna ISD's Makerspace to Marketplace: Where Skills and Careers Take Place**

**Conference 8, Third Floor • 🎧**

Anna ISD's Makerspace to Marketplace initiative transforms classrooms into cutting-edge innovation hubs. Students gain hands-on experience with advanced technology in our Fablab, participate in work-based learning, and become Maker tech assistants. This program bridges creativity and technical skills, fostering essential workforce readiness and preparing Anna ISD students to thrive in the careers of tomorrow.

**Presenters:**

*Anna ISD*

**Emily Burk**, CTE Coordinator

**Michael Comeaux**, Superintendent

**Shelli Conway**, Trustee

**Theodore J. Mackey III**, CTE and STEAM Director



**SLI R&R Room**

Need to recharge? Need a moment to regroup? Stop by **Conference Room 7**, the SLI R&R room on the third floor of the **Marriott Rivercenter**. You can charge your device, sit a spell, or just have a quiet moment.



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**Thank you to our affiliated entities** that support you — our members — and TASB as well.



## Building a Dynamic Child Nutrition Program: How to Increase Quality and Student Interest

Conference Room 14, Third Floor • 📍

Overcoming the negative stigma of school cafeteria food is an extraordinary challenge. Using various strategies and actions, **Longview ISD** is shedding its negative reputation. Authentic farm-to-table fresh foods from the district garden, new environments including food trucks, menu changes, education, and marketing have increased participation and satisfaction. Furthermore, mobile child nutrition services will fight local food insecurity by increasing access to meals, thus expanding the child nutrition footprint.

### Presenters:

*Longview ISD*

**Ted Beard**, Trustee, and Past President, TASB

**James E. Wilcox**, Superintendent

## What Does Your Workforce Look Like Today? Not Like It Used to

Salon M, Third Floor • ⚙️

Today's workforce is ever-changing. Districts are working harder than ever to recruit and retain high-quality educators. Developing an educator profile guides best practices. Incorporating professional development and pathways for employee certification keep a district competitive. Join **Allen ISD** in exploring a variety of recognition and retention program strategies is a must!

### Presenters:

*Allen ISD*

**Sarah Mitchell**, Trustee,

**Polly Montgomery**, Trustee,

**Johnna Walker**, Human Resources Assistant  
Superintendent

**Jennifer Wilhelm**, Learner Services Assistant  
Superintendent

## Unlocking Potential and Empowering Futures: Career Practicums in Small Rural High Schools

Salon D, Third Floor • 😊

**Lyford CISD** has significantly increased college, career, and military readiness rates by creating internal and external career-focused practicums within the local community. Discover how we revolutionized student outcomes by creating unique sustainable opportunities for students to explore various career paths and gain hands-on experiences within their chosen fields. This presentation promises valuable insights and inspiration to drive meaningful change in rural education by shaping the future workforce.

### Presenters:

*Lyford CISD*

**Michelle DeWitt**, Superintendent

**Veronica Hinojosa**, Chief Support Services Officer

**Laura Juarez**, Chief Academic Officer

11 a.m.-noon

Education Sessions (Choose one.)

### Take Your Vision Off the Shelf!

Salon C, Third Floor • 🎯

Vision-driven leadership matters now more than ever. Uncover the art of crafting a compelling district vision in this engaging session. Join **Robstown ISD** to gain essential insights and tools to unite your board-superintendent team, staff, and community, and scale your student outcomes in the process. Through interactive discussions and practical exercises, learn to initiate or refine your district's vision — one that resonates and empowers everyone.

### Presenters:

*Robstown ISD*

**Larry Cantu**, Trustee

**Lori Garza**, Trustee

**Cezar Martinez**, Trustee

**Marc Puig**, Superintendent

## Beyond the Rift: Forging the Team of Eight in Divisive Times

### Salons A/B, Third Floor • 🧑‍🤝‍🧑

School boards, though small and local, embody our greatest civic commitment to communities, children, and the future. Enter the team of eight — a consistent force across all school systems — shaping the educational landscape. But here's the twist: Diversity within this team, though invaluable, can present challenges. With members bringing varied perspectives and agendas, collaboration can feel like an uphill battle, stalling progress and leaving important decisions in limbo. In this dynamic session, we'll embark on a journey to bridge divides and foster unity within school boards. Through a blend of inclusivity, acceptance, and shared purpose, we'll empower these diverse teams to overcome obstacles, work together, and drive positive change for our schools and students.

#### Presenter:

**Kimberley McLeod**, President-elect, National Alliance of Black School Educators

## Making Big Waves in a Shallow Talent Pool

### Pearl 1, Second Floor • ⚙️

This session unveils **Victoria ISD's** groundbreaking partnership with Escuela Normal Superior de Jalisco, transforming teacher recruitment through international collaboration. This is the first (and only) such partnership that exists between the United States and Mexico. Dive into how innovative "diplomado" programs and cross-cultural exchanges are enriching education and creating a sustainable pipeline of bilingual teachers. Discover the blueprint for global educational partnerships that promise to elevate teaching standards and student learning experiences across Texas.

#### Presenters:

*Victoria ISD*

**Mike Mercer**, Trustee

**Margaret Pruet**, Trustee

**Roberto Rosas**, World Languages Director

**Tammy Sestak**, Curriculum, Instruction, and Accountability Assistant Superintendent

**Quintin Shepherd**, Superintendent, Pflugerville ISD

## Securing Success: Navigating Coverage for Safety and Security Personnel

### Pearl 2, Second Floor • ⚙️

School board decisions and policies play a central role in how your district's insurance coverage applies. This session explores the complexities

of insuring safety and security personnel. Understand how your district's insurance coverage intersects with the roles of employees, peace officers, security guards, and school guardians and marshals. Delve into the nuances of workers' compensation and liability coverage and learn effective risk management practices to minimize your district's risk.

#### Presenters:

*TASB Risk Management*

**Janina Flores**, Risk Solutions Director

**Paul Taylor**, Legal and Regulatory Affairs Director (SA)

**Joanie Arrott**, Risk Solutions Assistant Director (FW)

## Student Outcomes: What's Next?

### Pearl 3, Second Floor • 🧑‍🤝‍🧑

You understand or are taking steps to comprehend your student data. You have or are developing a vision and goals. This session will help you take the next step in identifying proven strategies to enhance outcomes for all. The Texas Caucus for Black School Board Members (TCBSBM) will show you how to develop specific strategies to move the needle for a population group. Come learn about their 15-year journey from data to action.

#### Presenter:

**Bobby Blount**, Trustee, Northside ISD, and President, TCBSBM

*Presented by the Texas Caucus for Black School Board Members.*

## Tarrant County ISD ESSER Showcase

### Salon J, Third Floor • ⚙️

Eleven Tarrant County superintendents led the way at the Tarrant County ISD ESSER Showcase, sharing lessons learned from ESSER-funded initiatives and their proudest accomplishments. The showcase demonstrated how ISDs can collectively communicate to the broader community the impact ESSER-funded initiatives had on student outcomes, and that ESSER provided a glimpse of what is possible with adequate funding and resources.

#### Presenters:

**Marcelo Cavazos**, Superintendent Fellow, REV Partnerships

*Hurst-Euless-Bedford ISD*

**Julie Cole**, Trustee, and Region 11A Director, TASB

29 **Joe Harrington**, Superintendent

## Understanding and Engaging Latino Families

### Conference Rooms 1-4, Third Floor • 🎧

In this interactive session, the Mexican American School Boards Association (MASBA) team will review Latino demographics, their impact on the future of Texas, and strategies to authentically connect with Latino families and communities. We want our school districts to be successful in community engagement. This session will provide best strategies and create space for school districts to share effective methods and current struggles.

#### Presenters:

MASBA

**Paula Botello**, Communications Intern

**Adriel Bustillos**, Events Fellow

**Mary G. Gonzalez**, Executive Director

**Pedro Ortiz**, Organizational Advancement Director

**Lesley Rivas**, Chief Operations Officer

*Presented by the Mexican American School Boards Association.*

## The Airing of Grievances

### Salons K/L Third Floor • ⚙️

School district grievance policies and practices have been around for years, and yet the grievance process often seems as painful as if it were all brand new. Rookie board members and seasoned pros alike will gain a greater understanding of the legal underpinnings of the grievance process, as well as helpful perspectives and best practices from Walsh Gallegos attorneys.

#### Presenters:

*Walsh Gallegos Kyle Robinson & Roalson, P.C.*

**Jameson Baker**, Attorney (SA)

**Hannah Cramer**, Attorney (SA)

**Crystal Hernandez**, Attorney (FW)

**Haley Turner**, Attorney (FW)

*Presented by TASB Event Sponsor Walsh Gallegos Kyle Robinson & Roalson, P.C.*

## The Board's Role in Managing Performance

### Conference Room 20-21, Third Floor • 😊

Tired of being told what you cannot do? This session will focus on what boards CAN and SHOULD do to effectively manage and monitor performance across the organization. Presenters of this session will provide actionable steps using a performance

management framework to ensure the board is fulfilling its complicated and challenging statutory requirement of oversight.

#### Presenters:

*Moak Casey*

**Jodi Duron**, Vice President

**Greg Gibson**, Chief Strategy Officer

**Buck Gilcrease**, Chief Executive Officer

**Lloyd Graham**, Vice President of Client Relations

## Get Over Yourself

### Conference Room 8, Third Floor • 🙌

You've gotta find yourself to know yourself to be yourself to improve yourself to get over yourself so you can give yourself to your team. Come spend an hour with us in this fun, interactive session and see what is involved in this lifechanging process.

#### Presenters:

**Mark Lukert**, Trustee, Wichita Falls ISD, and Region 9 Director, TASB

**Kathy Major**, Trustee, Liberty Hill ISD, and Region 13C Director, TASB

## Effective Superintendent Evaluation

### Salon M, Third Floor • ⚙️

Evaluating a superintendent is one of the most important roles of the board. Effective evaluations do more than produce meaningful performance ratings for superintendents; they also function as a planning tool designed to improve district performance in critical areas. This session reviews the basic statutory requirements for superintendent evaluations and offers helpful governance tips to support the process.

#### Presenters:

*TASB*

**George Kazanas**, Executive Search and Field Services Director

**Orin Moore**, Senior Board Consultant

## A Small Rural School District's Journey to Apple Distinguished Schools Recognition

### Salon D, Third Floor • 🎧

**Lyford CISD** was the first rural school district to implement a One-on-One technology initiative program in Texas. Their journey after becoming a one-to-one district has involved progressive fiscal management, leveraging device total cost of ownership toward sustainability, and investment in

professional learning opportunities to build capacity among teachers to implement technology at a deep and innovative level. This session will share their journey through the eyes of the Lyford Tech Squad and a presentation from district leaders.

**Presenters:**

*Lyford CISD*

**Michelle DeWitt**, Superintendent

**Laura Juarez**, Chief Academic Officer

**Mark Piñon**, Instructional Technology Specialist

**Lyford Tech Squad Students**

**From the Classroom to the Boardroom**

**Conference 14, Third Floor • 🧑🏫**

Hear the inspiring journeys of **Caldwell ISD** board members who transitioned from educators and administrators to school district leaders. Gain insights into navigating challenges, leveraging prior knowledge, and maintaining community connections. Panelists will offer practical advice on effectively managing transitions and fostering relationships while serving in leadership roles.

**Presenters:**

*Caldwell ISD*

**Pam Evans**, Trustee

**William Foster**, Trustee

**Vicki Ochs**, Trustee

**12:15-1:15 p.m.** \_\_\_\_\_

**Lunch**

**Grand Ballroom, Marriott Rivercenter, Third Floor**

\*Texas Trustee Institute attendees will be served lunch at the hotel where the session is being held.

**1:30-2:30 p.m.** \_\_\_\_\_

**Education Sessions (Choose one.)**

**What to Do About Vaping**

**Pearl 3, Second Floor • 🗣️**

New laws and policies have presented school boards with new challenges of handling, reporting, and disciplining students who are vaping. In this session, San Antonio area districts will discuss the advertisement strategies they are using to discourage vaping and warn of consequences; partnerships formed in the community to address vaping; training of police, staff, and administrators; and other relevant topic issues.

**Facilitator:**

**Bobby Blount**, Trustee, Northside ISD-Bexar County

**The Important Things: Defining Team of Eight Roles and Priorities for the Year Ahead**

**Conference Room 8, Third Floor • 🧑🏫**

While setting on a school board, many things come across our plate. Join this session to focus and prioritize the important things trustees will face in the coming year. Large and small groups will review the five primary roles of a trustee and critical processes for success.

**Presenters:**

**Mark Lukert**, Trustee, Wichita Falls ISD, and Region 9 Director, TASB

**Kathy Major**, Trustee, Liberty Hill ISD, and Region 13C Director, TASB

**Building Bridges: Strengthening Board-Superintendent Relationships**

**Pearl 1, Second Floor • 🧑🏫**

Join **Hays CISD** in this transformative journey toward enhanced communication and synergy between the superintendent and board members. Participants will leave this session equipped with the tools, strategies, and renewed commitment to cultivate a culture of open communication and collaboration, driving positive outcomes for the entire educational community.

**Presenters:**

*Hays CISD*

**Esperanza Orosco**, Trustee, and Board Consultant, TASB

**Vanessa Petrea**, Trustee

**Raul Vela**, Trustee

**Eric Wright**, Superintendent

**Show Me the Money! Creating Wins Through Personal Financial Literacy**

**Pearl 2, Second Floor • 🗣️**

In this session, you will hear how districts can be proactive in bringing personal financial literacy curriculum to life by leveraging relationships in the local business community. It is time to prioritize these critical skills for life-long success!

**Presenters:**

**Matt Authier**, Former Trustee, Waxahachie ISD (SA)

**Jerry Hollingsworth**, Superintendent, Waxahachie ISD (SA)

**David Truitt**, Superintendent, West ISD (SA)

**Matt Authier**, Former Trustee, Waxahachie ISD (FW)

**Ryan Kahlden**, Chief Financial Officer, Waxahachie ISD (FW)

## Building Raving Fans from Fathers and Families

Salons A/B, Third Floor • 🗣️

Schools are taking such a hit in the community that we have become afraid of engaging families in a meaningful way. By building positive ways to engage fathers and families on your campuses, schools can build a legion of raving fans by showing them what you do best: educate kids. If you want to promote what schools are doing, you must bring families in to show them.

**Presenter:**

**J. Michael Hall**, President and Founder, Strong Fathers-Strong Families LLC

## Standard Operating Procedure Changes that Help Harness Community Input

Salon D, Third Floor • 🗣️

**Granbury ISD** implemented new standard operating procedure changes after facing months of negative, unproductive public comment at board meetings. Join us to find out how engaging the community in a different way made all the difference.

**Presenters:**

*Granbury ISD*

**Nancy Alana**, Trustee

**Jeremy Glenn**, Superintendent

**Courtney Gore**, Trustee

**Barbara Herrington**, Former Trustee

**Barbara Townsend**, Former Trustee

## CTE Instructors: Support for Survival

Conference Rooms 1-4, Third Floor • ⚙️

Career and technical education (CTE) instructors are industry experts but may lack basic teacher training. Rev Partnership and Tarrant County ISD CTE directors are developing multiphase onboarding for CTE teachers, supporting them to gain teaching skills and improving teacher retention and student outcomes. This regional framework, co-created by 13 Tarrant County ISDs, strengthens the future workforce and fosters district collaboration.

**Presenters:**

**Marcelo Cavazos**, Superintendent Fellow, REV Partnership

*Mansfield ISD*

**Kimberley Cantu**, Superintendent and REV Partner

**LeighAnn Tamplen**, CTE Coordinator

## Navigating the Legal Landscape: Artificial Intelligence in Education

Salons K/L, Third Floor • ⚙️

In today's digital era, the integration of artificial intelligence (AI) into educational settings presents both opportunities and challenges. This legal presentation delves into the complexities surrounding the use of AI in schools, addressing key legal considerations that educators, administrators, and policymakers must navigate.

**Presenter:**

**Lindsey McPheeters**, Senior Attorney, TASB

## Our District Needs a New Superintendent: What Should We Do?

Salon M, Third Floor • ⚙️

TASB Executive Search Services (ESS) staff will present the basic elements of the superintendent search process, including the board's involvement, consultant responsibilities, advantages of using an external consultant, and what board members should expect in the process. Former clients of ESS, including school board members and superintendents, will provide insight into the search process and answer questions about their experience.

**Presenters:**

*TASB*

**George Kazanas**, Director, Executive Search and Field Services

**Marian Strauss**, Executive Search Services Senior Consultant

## Strategic Budgeting in Critical Climates

Conference Rooms 20-21, Third Floor • ⚙️

The 88<sup>th</sup> Legislature did not even fund the increase in inflation post-HB 3, affording districts the same money, much less new or more money. Unresolved, the consequences are devastating. This session discusses maximizing traditional funding mechanisms, examines nontraditional income streams, and differentiates between cost-cutting and cost avoidance.

**Presenters:**

*Moak Casey*

**Ginger Averitt**, Vice President of Advocacy

**Buck Gilcrease**, Chief Executive Officer

**Lloyd Graham**, Vice President of Client Relations

## How Facilities Planning Led Us to an Innovative Early-Childhood Center and Passing a Bond

**Salon J, Third Floor** • ⚙️

To accommodate full-day pre-K, **Kennedale ISD** analyzed usage of its facilities and contemplated building a new campus. The dilemma with facilities strategic planning while wanting to maximize the capacities of existing buildings presents a multitude of issues in planning for future needs. We will explain the process our district went through that led us to develop an early-childhood center and eventually ask the community to pass a \$106 million bond.

### Presenters:

*Kennedale ISD*

**Esteban Cerda**, Trustee  
**Maria Cruz-Perez**, Trustee  
**Maria Douglas**, Trustee  
**Chad Gee**, Superintendent  
**Sean Glovier**, Trustee  
**Felicia Moody**, Trustee  
**Darryl Owens**, Trustee  
**Debbie Villagomez**, Trustee

## One Community, One Response: Collaborative Reunification Planning

**Salon C, Third Floor** • ⚙️

Join us as we walk through **Caldwell ISD's** journey to design, implement, and communicate an emergency response plan before a crisis happened. In this session, we will share processes leading to implementation of a reunification drill and how collaboration with community stakeholders paved the path to success.

### Presenters:

*Caldwell ISD*

**Heather Escalante**, Chief Operating Officer  
**Nathan Goodlett**, District Safety Officer  
**Tamara Novosad**, Communications and Media Officer  
**Erin Supak**, Chief Academic Officer

## Shark Pups: An Employee-Only Daycare for Retention and Recruitment

**Conference 14, Third Floor** • ⚙️

**Palacios ISD** started Shark Pups last summer to better meet the needs of its staff. Find out why and how PISD navigated state requirements to open this center in a small rural district in fewer than three months.

### Presenters:

*Palacios ISD*

**Karen Botbyl**, Trustee  
**Jared Duncum**, Assistant Superintendent  
**Bill Chapman**, Superintendent, London ISD

**2:45-3:45 p.m.** \_\_\_\_\_

**Education Sessions (Choose one.)**

## Successfully Working with Challenging Individuals

**Salon D, Third Floor** • 👤

School board members and administrators deal with all kinds of people. In this interactive session, you will learn six strategies for dealing with different types of difficult behaviors. Building productive working relationships with all types of people is key to accomplishing the district's goals.

### Presenter:

**David Koempel**, Senior Board Consultant, TASB

## Legal Update

**Salons K/L, Third Floor** • ⚙️

This presentation with TASB Legal Services attorneys will update you on legal developments from the courts, commissioner, and attorney general, as well as regulatory agencies. Get the latest legal news affecting public school employees, students, parents, business operations, governance, and more.

### Presenters:

*TASB*

**Chris Jones**, Senior Attorney  
**Lindsey McPheeters**, Senior Attorney

## Tarrant County Early Learning Campaign

**Salon J, Third Floor** • 🗣️

REV Partnership is running a campaign to communicate early learning's value. It targets caregivers of eligible students with messages from trusted voices debunking myths and promoting reasons why quality pre-K matters. This campaign was co-created by 11 Tarrant County ISDs and

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#TASBSLI

community partners, demonstrating how ISDs can co-develop a campaign promoting public pre-K's value in all ISDs across a region.

**Presenters:**

**Marcelo Cavazos**, Superintendent Fellow, REV Partnership  
**Chad Gee**, Superintendent, Kennedale ISD, and REV Partnership

**School Finance Fact Versus Fiction**

**Pearl 3, Second Floor** • 🗨️

The state claims to be spending more money than ever before on public education. Yet, school budgets are stretched tighter than ever with inflation climbing, state mandates increasing, and ESSER receding. This session will help trustees separate fact from fiction, positioning them to make informed decisions for their districts and communicate effectively with their constituents.

**Presenters:**

*Moak Casey*  
**Josh Haney**, Vice President of Finance  
**Leo Lopez**, Chief Financial Officer

**Change Lives and Check Boxes: How to Effectively Engage Fathers and Families While Complying with Funding Streams**

**Salons A/B, Third Floor** • 🗨️

Strong Fathers-Strong Families LLC has worked with hundreds of schools and more than a quarter million families while helping schools use the funding they were given in an effective manner. This session will explore best practices for father and family engagement using funding districts already have in the most effective and compliant manner.

**Presenter:**

**J. Michael Hall**, President and Founder, Strong Fathers-Strong Families LLC

**Strategic Planning: The Who, What, and Why**

**Salon C, Third Floor** • ⚙️

This interactive session will help participants understand the process a district should use in effective strategic planning. A holistic approach will be introduced that provides the district with an accurate picture of its current strengths and areas of needed improvement.

**Presenter:**

**George McFarland**, School Leadership Consultant, Southern Regional Education Board

**Storytelling: Powerful in More Ways Than You Might Imagine**

**Pearl 2, Second Floor** • ⚙️

We all know the power of storytelling and the lasting impact it has on board members, staff, and students. During this session, the Texas Caucus of Black School Board Members (TCBSBM) will discuss how storytelling can be used to support difficult board conversations and controversial topics. TCBSBM will bring an organization that will show how museums use storytelling to educate and entice students.

**Presenters:**

**Ted Beard**, Trustee, Longview ISD, and Past President, TASB  
**Bobby Blount**, Trustee, Northside ISD, and President, TCBSBM  
**Jeff May**, Director of Operations, San Antonio African American Community Archive and Museum  
**Josie Smith-Wright**, Trustee, Gonzales ISD, and Executive Director, TCBSBM

**Demographic Dynamics: Implications for K-12 Education in Texas**

**Conference Rooms 20-21, Third Floor** • ⚙️

The presentation will delve into the most recent population trends and demographic characteristics, examining their direct implications for K-12 education in Texas. It will offer insights into future population projections. The primary focus will be on Texas, offering comparative analysis with national data and spotlighting key regional variations within the state.

**Presenter:**

**Xiuhong "Helen" You**, Associate Director, Texas Demographic Center at UTSA

**Hot Topic: A Bird's Eye View of Health Plans for Texas School Employees**

**Conference Rooms 1-4, Third Floor**

Join representatives from TRS and TASB HR Services as they share information about the landscape of health insurance for school employees in Texas, including ideas for innovative plan implementation, cost benchmarking, and considerations for total rewards.

4-5 p.m. \_\_\_\_\_

**General Session with Anthony Robles**  
Grand Ballroom, Marriott Rivercenter, Third Floor

**ANTHONY ROBLES**

Robles is a three-time wrestling All-American, the 2011 NCAA Division I National Champion, a two-time ESPY Award recipient, and the author of *Unstoppable*, a book about triumph over adversity. Born without a right leg, Robles didn't let



his disability hold him back. He tried out for his high school wrestling team believing that, with support from his family and coaches, he could be a champion. As a student at Arizona State University (ASU), Robles walked onto the wrestling team, where he had an outstanding college career. He's an inductee in the ASU Sun Devil's Athletics Hall of Fame, the Arizona Sports Hall of Fame, and the National Wrestling Hall of Fame. Robles is an ESPN college and a PAC 12 Network wrestling expert and analyst, as well as an internationally renowned motivational speaker.

# Saturday, June 15

7-8:30 a.m. \_\_\_\_\_

**Breakfast**  
Salon E, Marriott Rivercenter, Third Floor

8-11 a.m. \_\_\_\_\_

**Evaluating and Improving Student Outcomes (EISO): The Board's Role in Continuous Improvement**

**Marriot Rivercenter**  
**Conference Rooms 1-4, Third Floor**  
**Salons A/B, Third Floor**  
**Salons C/D, Third Floor**  
**Salons K/L, Third Floor**

Focused and engaged school boards make a difference in student learning. This research-informed session will highlight practices and tools to help boards understand the current state of student learning, cast a compelling vision with meaningful goals, and oversee the improvement efforts in their districts.

*EISO (SB 1566) training is required for each trustee every two years. Participants must attend the entire session (three hours) to earn the required training credit.*

**Presenters:**  
*TASB*  
Kay Douglas, Senior Board Consultant  
David Koempel, Senior Board Consultant  
Orin Moore, Senior Board Consultant  
Esperanza Orosco, Board Consultant

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“I attend Delegate Assembly because I want my board to have a say in the direction of TASB.”

– Bret Begert,  
Fort Elliott CISD  
(Region 16)

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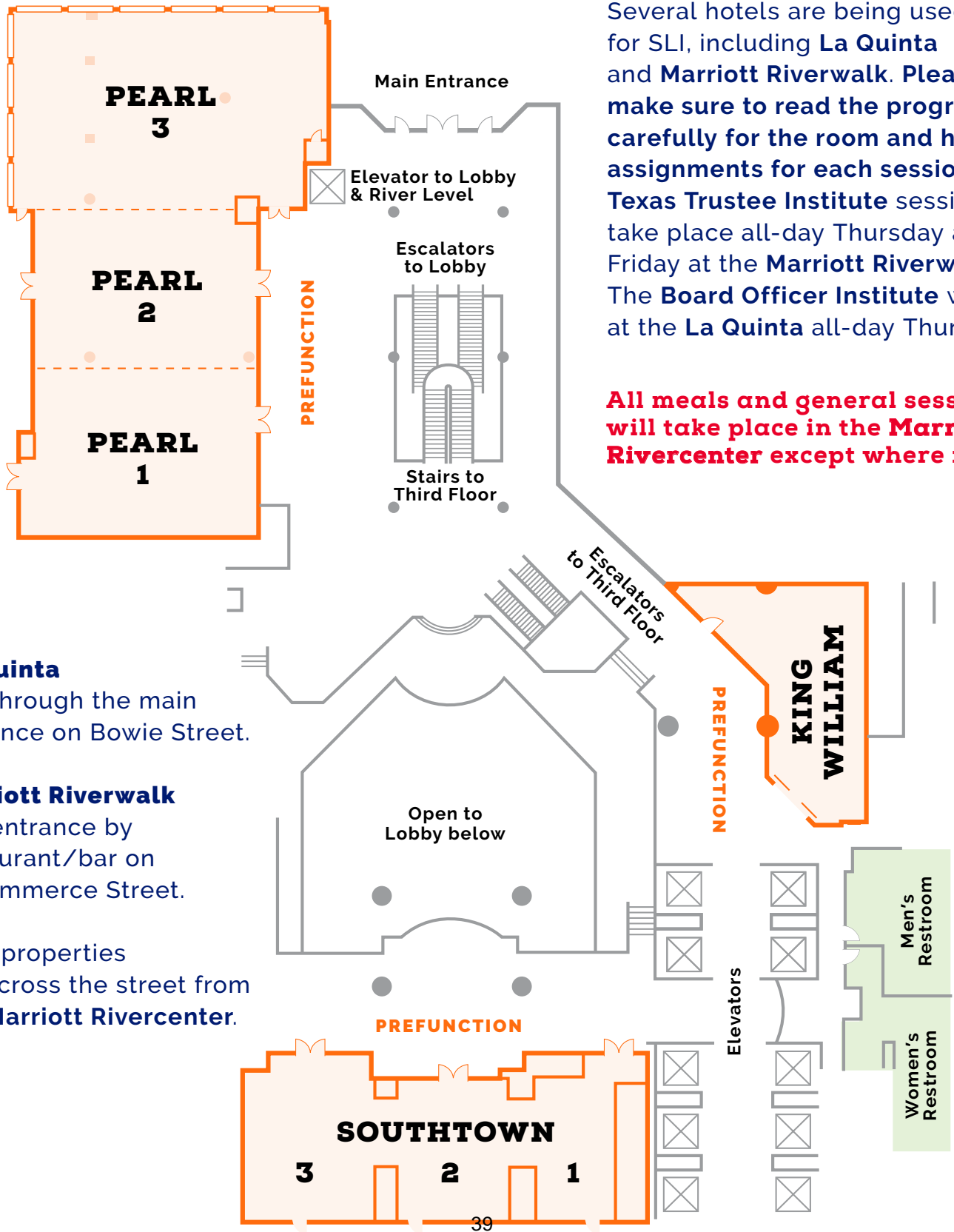
# Notes

*"I am honored to have attended the Summer Leadership Institute (SLI) in San Antonio for 28 years. This program has not only provided me with invaluable leadership skills but has also allowed me to connect with a network of inspiring individuals who share my passion for making a positive impact in our communities. SLI program has been the cornerstone of my professional development as a school trustee and has consistently provided me with the latest insights and strategies that have helped me to effectively lead and serve my community."*

**CAROLYN BOOKER**  
Trustee, Westwood ISD  
LTASB Class of 2008

# Notes

# Marriott Rivercenter Second Floor Meeting Space



Several hotels are being used for SLI, including **La Quinta** and **Marriott Riverwalk**. Please make sure to read the program carefully for the room and hotel assignments for each session. The **Texas Trustee Institute** session will take place all-day Thursday and Friday at the **Marriott Riverwalk**. The **Board Officer Institute** will be at the **La Quinta** all-day Thursday.

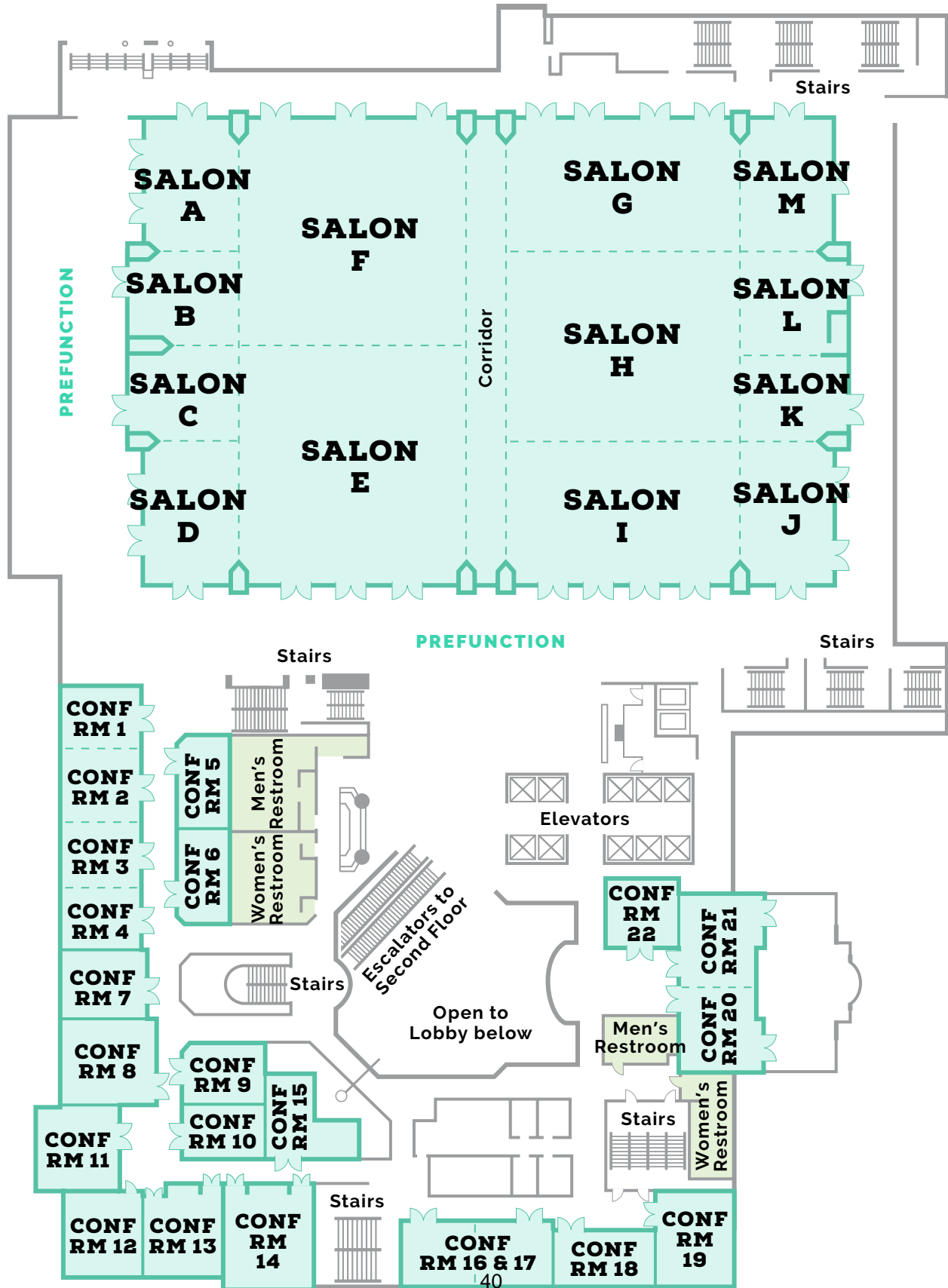
**All meals and general sessions will take place in the Marriott Rivercenter except where noted.**

**La Quinta**  
Exit through the main entrance on Bowie Street.

**Marriott Riverwalk**  
Exit entrance by restaurant/bar on E. Commerce Street.

Both properties are across the street from the **Marriott Rivercenter**.

# Marriott Rivercenter Third Floor Meeting Space



**SEE YOU  
NEXT YEAR!**

**2025 Summer  
2025 Leadership  
2025 Institute**

**San Antonio**  
June 11-14

**Fort Worth**  
June 18-21

[tasb.org/SLI](https://tasb.org/SLI)