



<http://ntrp16.org/>

**North Texas Regional P-16 Council Meeting Minutes
April 30, 2019 9:00 am – 12:00 pm**

**Tarrant County College District
Trinity River Campus
300 Trinity Campus Circle
Fort Worth, TX 76102**

ATTENDEES

Members present: V. Barbara Bush, Ray de los Santos, Annette Duvall, Tracey Fleniken, Tiffany Gilmore, Kim Gilson, Chris Grey, Mary Harris, Lisa Harrison, Jean Keller, Barbara Lerner, Karrabi Malin, Gwendolyn Moore, Amanda Nickerson, Theresa Paschall, Susan Patterson, John Price, Richard Vela, Rosalyn Walker

Invited Guests: David Bach, Denton ISD; Telisa Brown, Arlington ISD; Stephen Davis, Wylie ISD; LaQuesha Foster, DCCCD; Kim Kirby, Denton ISD; Rosa Mendez, TCC; Cameron Neal, Collin College, Sharia Taylor, TCC; Richard Valenta, Denton ISD

A. Greetings, Introductions and Refreshments

Rosalyn Walker, District Director of Academic Operations, welcomed everyone to Trinity River Campus and introduced Richard Vela, Director of Dual Credit and College Readiness. She provided a bit of history of the building, previously the headquarters for RadioShack. Jean Keller expressed thanks to Rosalyn and TCCD for hosting the meeting and providing wonderful refreshments.

B. Approval of February 19, 2019 Council Meeting Minutes

The minutes were reviewed with correction to the spelling of Barbara Lerner's name on page 5; V. Barbara Bush moved to approve, and Lisa Harrison seconded the motion. The minutes were approved as corrected.

C. Regional Data

V. Barbara Bush presented data gathered from a Qualtrics survey of the Council's Research, Assessment & Accountability Committee members to provide input as to what data should be collected in continuing the Gap Analysis Reports in view of changes in the definitions and measures used in the accountability systems of the Texas Education Agency (TEA) and the Texas Higher Education Coordinating Board (THECB). The responses came from three representatives in K-12 and one community college and

one university representative. Primary affiliations of the participants may be important in interpretation of the data. Mary Harris indicated the Gap Analysis Reports have been produced since 2003.

Some examples of responses received regarding the continued use of data:

- College readiness items that should be continued or added:
 - Percentage of HS graduates college ready based on ELA & Mathematics STARR and TSIA scores
 - Percentage of HS students taking the SAT & ACT in Regions 10 & 11
 - Advanced course/dual enrollment completion in Regions 10 & 11
 - Number of HS students enrolled in dual credit in state and region
 - FAFSA submission and completion rates
 - The percentage of HS students completing one year of college without enrollment in developmental education
- Numbers of HS graduates enrolled in higher education, 2 year, and 4 year, by county
- Enrollment in college rate by socio-economic status
- Percentage of under-prepared, first time in college students enrolled in co-requisite models at two-year colleges in the state and region
- Indicators of marketable skills of completing students
 - Businesses in the counties would like this information.

One survey question asked: Do you favor measurement of mean annual rate of change when the data used for analysis are consistent for four or more years? A majority favored calculation of mean annual rates of change when the data were available.

Questions and suggestions can be sent to V. Barbara Bush.

D. Panel Topic – Advancing Careers as Educators in the Region

Kim Gilson and Lisa Harrison provided an overview of the topic before introducing the panel. The TEA strategic plan projects that by 2030, most jobs will require training beyond high school. This could be a traditional 4-year degree, a 2-year associate's, or an industry credential. TEA has adopted a strategic plan that includes four priorities built on three supporting actions to guide the work on behalf of more than five million school children in the state. The strategy priorities are:

1. Recruit, support and retain teachers and principals
2. Build a foundation of reading and math
3. Connect high school to career and college
4. Improve low-performing schools

There are 20 Education Service Centers in the state. In the metroplex there are two. Region 10 serves 130 ISDs, charters and private schools across 10 North Texas counties. Region 11 serves 10 Counties: 77 Public School Districts, 52 Public Charter Schools, and 114 Private Schools.

ESC's focus on planning, managing, and providing education and related services to introduce learners to the various careers available within the education and training career cluster, and teacher certification programs. The ESC's also provide teacher certification programs. ESC Region 11 provides Career and Technical education through Ready, Set, Teach; Go Teach 11, a nontraditional preparation program for CTE and industry that require career experience; and support for all teaching needs. ESC Region 10 offers teacher and counselor preparation programs and a new teacher academy that focuses on preparation to teach in small towns.

The panel focused on TEA strategic priority 1. Recruit, support and retain teachers and principals. Panelists presented the approaches of two school districts to the challenge of recruiting and supporting teachers through grow your own programs.

Grow Your Own Teacher – Wylie ISD

- Dr. Stephen Davis, Executive Director of Curriculum & Instruction, Wylie ISD.

Wylie ISD aligned the student learning outcomes for its Grow Your Own Program with the related Collin College program. Students are enrolled in education classes while finishing career experience classes in HS.

Career Pathways for Experiences is introduced early to the Wylie students. Formal training begins in the second semester of 8th grade, when they are choosing elective classes for high school. The students are exposed to various careers every Monday via videos brought in by community members. The district also uses a book *I have a Plan* #ihaveaplanwisd to help students and parents understand the requirements for high school and how to earn an endorsement and create a 4-year plan for high school.

Wylie's "You are a preferred candidate" is modeled after Mesquite's "You have a guaranteed interview."

Grow Your Own Program – Denton ISD

- Dr. Richard Valenta, Deputy Superintendent of Schools
- David Bach, Manager
- Kim Kirby, HR Representative

In response to the World Gallup Poll question, "What is the one most important thing in life you want, the #1 answer was "a good job". As teachers we want everyone to have good jobs. However, few who attend job fairs are interested in teaching.

The Denton Program is Pre-K-12. When establishing the program, they learned if you want to hire teachers that look like the students in the classroom, you will not achieve that through traditional recruiting. Research shows regardless of profession; most people want to work

within 20 miles of where “mom” lives. In the Midwest this is about 9.8 miles away from “mom”. Research also shows teachers want to work where they grew up. This confirms the need to for a rigorous and robust “grow your own” teacher program. Even when DFW students graduate from Texas Tech they want to come back to the metroplex. Denton tracks the gender and ethnicity of their candidates with the goal of replicating student demographics.

At the start, teacher Interviews were conducted around Denton’s 42 campuses. Teachers were asked why they wanted to become teachers, whether they believed what they were doing was more important than any other option, and how they communicated about their work in the school and community. Teachers expressed deep commitment to teaching as a mission and the importance of their work, but they offered few examples of marketing their profession.

Denton ISD identifies a teacher who is an ambassador on each campus. The ambassador job description calls for them to find good teacher candidates and get them involved in opportunities to learn about and see themselves as teachers. A 4-day summer camp for kids provides an opportunity for them to learn much more about teaching. For example, a big question last summer was what the TEKS are and why we have them. Records for the future teachers selected by the ambassadors are kept on the Teach Denton website. The presence of ambassadors on campuses enhances the prestige of and interest in teaching among current teachers.

Denton ISD won a THECB Star Award for the grow your own program. The program was developed in collaboration with TWU and NCTC and was based on work by Texarkana ISD. There is interest in partnership with UNT based in bilingual education. Teacher shortages exist in bilingual and ESL education, special education, career and technical education, and mathematics. I Teach TX provides a scholarship, as well, for completing its alternative certification program.

Students in the program may earn dual credit, and TWU provides a course waiver. There is a signing ceremony as candidates enters the TWU program.

Denton ISD reports its Key Strategies as

- Select 42 campus ambassadors
- Identify students early
- Provide financial support
- Promote the teaching profession
- Assist with college admission
- Commitment to hire Denton ISD alumni

Topics Addressed in Question and Answer Session

- Neither of the programs is old enough to have results as measured by employed teachers. Both are tracking program participants who are in college or community college. Wylie keeps a 2-year college connection, but not 4-year.
- Neither program had an early childhood education connection at this time.

- Within Career and Technical Education, teachers in IT related fields are especially needed.
- The legislature could do a lot to enhance teaching as a profession and to the welfare of new teachers. The low status of teachers is a concern.
- Neither district has developed a teacher induction program.
- National Teacher Day is May 7.
- At TWU, being a transfer student is now the norm with 53% of graduates, transfers.
- We need to do more to smooth and clarify the hand-up from 2-year to 4-year college.

E. Updates and Information Sharing

June 6, 2019 - Ray de los Santos is Director of Upward Bound Programs. He works with communities in Oak Cliff, West Dallas, and parts of Fort Worth. They are kicking off a partnership with Toyota to address the labor shortage. They will be promoting career interest and tutoring. Contact Ray for more information.

June 25, 2019, Region 10 ESC - CTE Summer Institute 2019 at Gene Burton College and Career Academy, Rockwall ISD.

https://txr10.escworks.net/catalog/session.aspx?session_ID=2623502

August 2019. Amanda Nickerson announced Tarleton State University is opening a new 80-acre campus. It is located south of Fort Worth on Chisholm Trail Tollway, near Crowley, North Crowley and Crowley ISD. They will offer Dual Credit, Community College Transfer, Degree Completion, and over 40 majors, as well as, masters and doctoral programs. Tarleton also has campuses in Midlothian and Waco, as well as the first campus in Stephenville.

September 3, 2019, ESC Region 10 & 11 will host an Education Pathways Summit, at UTA. It will provide an opportunity for students to come together to learn about careers in education.

Karrabi Malin announced the Dean of the College of Education at TCU will be retiring. If you are interested or you know of someone who may be interested, please share.

Barbara Lerner shared information on Texas Senate Bill 25. Transfer is included. Articulation Agreements are optional. It appears that Core is out for now.

All Council members are encouraged to become involved in leadership roles available on the various Council committees.

Jean Keller announced dates, locations, hosts, topics, and program facilitators for the 2019-20 academic year as planned by the Executive Committee at its April 2 meeting.

Please mark your calendar!

2019-2020 NTRP-16 Council Meeting Dates and Programs

9:00 AM – 12:00 PM

Date	Place	Host	Topics	Program Facilitator
September 17, 2019	DCCCD District Office 1601 S. Lamar St. Dallas, TX	Anna Mays	Legislative Update for P-16 Partners	Anna Mays
December 3, 2019	ESC Region 11 1451 S Cherry Ln White Settlement, TX	Lisa Harrison	Embracing Student Diversity and Inclusion	V. Barbara Bush
February 18, 2020	Region 10 ESC 904 Abrams Rd. Richardson, TX	Sandy Benavidez	Successes and Challenges: 60X30TX North Texas Goals	Christine Hubbard
April 28, 2020	TCCD Trinity River Campus 300 Trinity Campus Circle Fort Worth, TX	Rosalyn Walker	Pathways to Completion: Alignment of PTech & ECHS with Four-year IHE	Tiffany Gilmore & Lisa Harrison

F. Adjourn

Jean Keller adjourned the meeting with thanks to Rosalyn Walker and TCCD as hosts, to Kim Gilson and Lisa Harrison as program organizers, and to the panel of presenters.