



Midland Independent School District

615 W. Missouri Avenue, Midland, Texas 79701

Office: (432) 240-1023 | www.midlandisd.net

MIDLAND ISD POLICY COMMITTEE MEETING AGENDA PACKET JUNE 21, 2021 - 5:30PM

1. BED (LOCAL) - BOARD MEETINGS - PUBLIC PARTICIPATION

2. DNA (LOCAL) - PERFORMANCE APPRAISALS - EVALUATIONS OF TEACHERS



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AGENDA ITEM I: BED(LOCAL)

The District recommends a change to BED (LOCAL), which relates to public participation at Board Meetings. Currently, Board Policy allows public comment at regular board meetings for any topic regardless of whether the topic is listed as an item on the posted agenda for the meeting. For all other meetings, the Board limits public comment to only those items listed on the meeting agenda.

The District is recommending changing local policy to limit public comment to only those items which are listed on the posted meeting agenda for all meetings. The District is recommending this change in order to support the Board's goal of focusing its meeting time on student academic outcomes in accordance with the Lone Star Governance initiative.

Members of the public who wish to address an issue not on the meeting agenda will still have the opportunity to contact the District or Board members outside of public meetings in order to address their concerns.

With the approval of this Committee, this policy change will be added as an action item on the June 28, 2021 Board Meeting Agenda.

PROPOSED REVISIONS

Limit on Participation

Audience participation at a Board meeting is limited to the portion of the meeting designated to receive public comment in accordance with this policy. At all other times during a Board meeting, the audience shall not enter into discussion or debate on matters being considered by the Board, unless requested by the presiding officer.

Public Comment

~~Regular Meetings~~

~~At regular Board meetings, the Board shall permit public comment, regardless of whether the topic is an item on the agenda posted with notice of the meeting.~~

~~Special Meetings~~

At all ~~other~~ Board meetings, public comment shall be limited to items on the agenda posted with notice of the meeting.

Procedures

Individuals who wish to participate during the portion of the meeting designated for public comment shall sign up with the presiding officer or designee before the meeting begins as specified in the Board's procedures on public comment and shall indicate the agenda item or topic on which they wish to address the Board.

Public comment shall occur at the beginning of the meeting.

Except as permitted by this policy and the Board's procedures on public comment, an individual's comments to the Board shall not exceed three minutes per meeting.

Meeting Management

When necessary for effective meeting management or to accommodate large numbers of individuals wishing to address the Board, the presiding officer may make adjustments to public comment procedures, including adjusting when public comment will occur during the meeting, reordering agenda items, ~~deferring public comment on nonagenda items~~, continuing agenda items to a later meeting, providing expanded opportunity for public comment, or establishing an overall time limit for public comment and adjusting the time allotted to each speaker. However, no individual shall be given less than one minute to make comments.

Board's Response

Specific factual information or recitation of existing policy may be furnished in response to inquiries, but the Board shall not deliberate or decide regarding any subject that is not included on the agenda posted with notice of the meeting.

Complaints and Concerns

The presiding officer or designee shall determine whether an individual addressing the Board has attempted to solve a matter administratively through resolution channels established by policy. If not, the individual shall be referred to the appropriate policy to seek resolution:

- Employee complaints: DGBA

- Student or parent complaints: FNG
- Public complaints: GF

Disruption

The Board shall not tolerate disruption of the meeting by members of the audience. If, after at least one warning from the presiding officer, any individual continues to disrupt the meeting by his or her words or actions, the presiding officer may request assistance from law enforcement officials to have the individual removed from the meeting.



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AGENDA ITEM II: DNA (LOCAL)

The District recommends a change to local policy relating to teacher appraisals based on the implementation of the Teacher Incentive Allotment (TIA). Currently, District policy requires an annual appraisal of all teachers *unless* a teacher meets both state and local eligibility requirements to be appraised every two years. A significant number of teachers in the District meet these eligibility requirements, and, therefore, are only required to be appraised every two years.

The TIA program requires eligible teachers to be evaluated annually. In order to align local policy with the rules of the TIA program, the District is recommending a change to DNA(LOCAL) to require all teachers to be appraised annually, with no exceptions.

Please note, prior to August 2017, the District's policy was to appraise teachers on an annual basis. In August 2017, that policy was changed to allow the District to appraise non-probationary teachers less than annually. The District is recommending that we return to the former policy requiring appraisals for all teachers annually.

With the approval of this Committee, this policy change will be added as an action item on the June 28, 2021 Board Meeting Agenda.

PROPOSED REVISIONS

T-TESS

The District shall appraise teachers **annually** using the Texas Teacher Evaluation and Support System (T-TESS) in accordance with law and administrative regulations.

The Board shall approve a list of certified appraisers who can appraise a teacher in place of the teacher's supervisor.

~~Annual Appraisal~~

~~District teachers shall be appraised annually.~~

~~Exception~~

~~Teachers who are eligible for less frequent evaluations in accordance with law [see DNA(LEGAL)] and the local criteria established in this policy shall be appraised in accordance with the provisions below.~~

~~Less Than Annual~~

~~Eligibility~~

~~In addition to meeting the eligibility requirements in state rules, to be eligible for less than annual evaluations under the T-TESS, a teacher shall:~~

- ~~1. Be employed on an educator term contract;~~
- ~~2. Hold SBEC certification or a school district teaching permit issued by the District;~~
- ~~3. Have been employed by the District for at least two years; and~~
- ~~4. Have served at the current campus for at least one year.~~

~~Frequency~~

~~Eligible teachers shall be appraised every two years.~~

~~During any school year when a complete appraisal is not scheduled for an eligible teacher, either the teacher or the principal may require that an appraisal be conducted by providing written notice to the other party.~~

~~A teacher's supervisor shall have the authority to return a teacher to the traditional appraisal cycle as a result of performance deficiencies documented in accordance with state rule.~~

~~Annual Review Process~~

~~In the years in which a T-TESS appraisal is not scheduled for an eligible teacher, the teacher shall participate in an annual review process that includes the elements listed in state rule.~~

~~The annual review process shall produce a written document to be presented to the teacher, signed by the teacher and supervisor, and maintained in the personnel file.~~