Turning it Around: Empowering a School Board to be the Best
txEDCON2020
October 1, 2020: 10:30 – 11:20 a.m.
Jim Rice, Fort Bend ISD Board Member
Grayle James, Fort Bend ISD Board Member
Kristin K. Tassin, Fort Bend ISD Board Member

Experience and Leadership in TASB
Jim Rice has represented FBISD on TASB Board of Directors since 2012 serving as a director, secretary/treasurer, second vice-president, first vice-president, and was recently elected as President-Elect.

He has also served as Chair of the Legislative Committee and the Budget & Finance Committee. Additionally, Jim is a graduate of TASB’s yearlong LTASB (Leadership TASB) Class of 2013 which carries the designation of Master Trustee.

Jim Rice
TASB President-Elect

Grayle James was elected to the FBISD Board of Trustees in May 2012 and was re-elected for her third term in 2018.

She served two consecutive years as Board President and is the Vice President and a Founding Member of Go Public for the Gulf Coast region, as well as a Director for the Gulf Coast Area Association of School Boards.

Grayle James
Fort Bend ISD Trustee

Kristin K. Tassin was elected to Position 4 in 2014 and re-elected in 2017. She was appointed to the Special Education Continuing Advisory Committee by Texas Governor Greg Abbott, where she served for a year and was elected committee chair. She also served on the steering committee for the Aggie ACHIEVE program at Texas A&M.

Tassin was a member of the FBISD Parent Advisory Council, member of the FBISD Steering Committee for Facilities Planning and is a Mentor Program volunteer.

Kristin K. Tassin
Fort Bend ISD Trustee

The FBISD Story
2004: CRSS Case Study on FBISD Board
2012: Superintendent and 12 executive level positions leave FBISD; 11 Trustees turnover in the previous six years
2012-13: Deficit Curriculum Audit
2013: Board hires new superintendent, Charles Dupre
2017: FBISD Board wins H-E-B Excellence in Education School Board Award
2018: FBISD win H-E-B Best Large District Award

It Takes a Team,
And The Strategic Framework Maps the Plan

CORE BELIEFS AND COMMITMENTS

Core Belief 1: All students can reach their full potential.
Commitment: Fort Bend ISD will provide an educational system that will enable all students to reach their full potential.

Core Belief 2: We believe student success is best achieved...
- through effective teachers that inspire learning.
- in a supportive climate and safe environment.
- by empowered and effective leaders throughout the system.
Commitment: Fort Bend ISD will recruit, develop and retain effective teachers.
Commitment: Fort Bend ISD will provide a supportive climate and a safe learning/working environment.
Commitment: Fort Bend ISD will provide and promote leadership development at all levels.
Commitment: Fort Bend ISD will be a collaborative, efficient and effective learning community.

MISSION AND VISION

Mission
Fort Bend ISD exists to inspire and equip all students to pursue futures beyond what they can imagine.

Vision
Fort Bend ISD will graduate students who exhibit the attributes of the District’s Profile of a Graduate.

PROFILE OF A GRADUATE

A Fort Bend ISD Graduate has a rigorous academic foundation, strong character, and is...
- equipped with skills for life.
- compassionate citizen.
- a servant leader.
- a collaborative team member.
- an effective communicator.
- a critical thinker.
- a life-long learner.

DISTRICT GOALS

District Goal 1
Fort Bend ISD will provide an equitable learning environment that provides all students access to the FBISD curriculum.

District Goal 2
Fort Bend ISD will ensure students own and are responsible for their learning, behavior, and progress through the FBISD curriculum.

District Goal 3
Fort Bend ISD will provide an inclusive, collaborative, and fluid learning environment with opportunities for both risk-taking and success.

District Goal 4
Fort Bend ISD will develop students' social-emotional, academic, literacy, language, and life skills in a safe and secure Collaborative Community at every school.

District Goal 5
Fort Bend ISD will develop an organizational culture that embraces care, respect, safety, and inclusion.

Let’s Take a Moment to Answer a Few Questions from the Audience
Hire a superintendent to serve as the CEO of the district and evaluate the superintendent’s success
- Hired in 2013
- Two formative evaluations
- One summative evaluation
- Annual evaluation
- Leadership competencies
- Updated annually

Ensure creation of a vision and goals for the district and evaluate district success
- Created Vision and Planning committee in 2016
- Goals embedded in superintendent’s evaluation updated annually

Adopt policies that inform district actions
- Comprehensive policy review in 2015 (143 updated in 2016 – present)
- Unbiased curriculum, curriculum development, district philosophy, discipline, truancy, class ranking, etc.

Approve an annual budget consistent with the district vision
- Competitive principal, teacher and staff raises
- Staff increases
- Programs focused on student achievement:
  - EDGE
  - Co-Teach
  - All Day Pre-Kindergarten
  - Early College High School (ECHS) and Pathways in Technology (P-Tech)
  - James Reese Career and Technical Center

Team development and training, sometimes with superintendent, to build shared knowledge, values and commitments for improvement.
- TASB SLI Conference, Winter Governance and Legal Seminar
- NSBA Conference
Stakeholder Engagement

- Listening and Literacy Tours
- Community Based Accountability System – Hopes and Dreams Development Forums
- Board Leadership Academy
- Student Leadership 101, 102
- Let’s Talk!
- Bond Oversight Committee
- School Boundary Oversight Committee

“Rubber Stamp” Board or Solid Team of Eight?

- Building consensus
- The process
- We work HARD!
  - 48 – 52 meetings per year
  - Trainings
  - Advocacy
  - Committee meetings

On November 6, 2018, Fort Bend ISD voters approved a $992.6 million bond package, amounting to the largest bond program in the growing District’s history. 74 percent of Fort Bend ISD voters supported the bond proposal.

$401.4 Million for New Construction, Rebuilds & Additions
$396.5 Million for Life-Cycle Deficiencies & Educational Adequacies
$14.9 Million for Safety & Security Upgrades
$15.6 Million for Transportation
$142.6 Million for Technology
$19.7 Million for Future Land Purchases

FBISD Board of Trustees Honors Students During a Board Meeting

Strong Oversight Builds Community Trust

Board Leadership Academy Visits the Texas State Capitol in Austin

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Strength and Solidarity in a Challenging Time

• Passes Resolutions to address the District’s COVID-19 response efforts
• Shifted the entire school district to a robust online learning curriculum
• Engaged 98% of students during online learning

Thank you for joining our virtual session!

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