



**NOTICE AND AGENDA
CITY COUNCIL
TUESDAY, APRIL 13, 2021 7:00 PM
SPECIAL CALLED CITY COUNCIL MEETING**

Notice is hereby given in accordance with the Order of the Office of the Governor issued March 16, 2020, that the City of Glenn Heights will conduct a Special Called Meeting via telephone and video conference in order to advance the public health goal of limiting face-to-face meetings (also called "social distancing") to slow the spread of the Novel Coronavirus (COVID-19).

This Notice and Meeting Agenda, and the Agenda Packet, are posted online at <https://www.glennheightstx.gov/129/Agendas-Minutes>.

To view this Council Meeting live, please use the following link (you are not required to have a Facebook account to access this meeting):
<https://www.facebook.com/CityofGlennHeights>.

Notice is hereby given that the City of Glenn Heights City Council will hold a Special Called City Council Meeting on Tuesday, April 13, 2021, beginning at 7:00 P.M. via telephone and video conference as prescribed by Vernon's Texas Civil Statutes, Government Code Section §551.041, to consider and possibly take action on the following agenda items. Items do not have to be taken in the same order as shown in this meeting Notice and Agenda.

CALL TO ORDER

INVOCATION – Keith Moore, Fire Chief, City of Glenn Heights

PLEDGE OF ALLEGIANCE

PUBLIC COMMENT

If you would like to make a Public Comment during the "Public Comment" portion of the meeting, please email Brandi Brown, City Secretary, at brandi.brown@glennheightstx.gov, no later than 6:00 P.M. on April 13, 2021. Please include the following information in your email:

- Name
- Address
- Email Address and Phone Number
- Agenda Item or General Subject of your Comment

Once your request is received, you will be given information to access the meeting via telephone or video conference (which provides two-way communication during the Public Comment portion of the meeting).

Although this City Council Meeting will be streamed live on the City of Glenn Heights' Facebook page, Council Members are unable to respond to your posted comments and questions, just as if the Council Meeting was being held in person. No City Council action may take place on a matter until such matter has been placed on an Agenda and posted in accordance to the law.

AGENDA

1. Joint discussion between the City Council of the City of Glenn Heights and the DeSoto ISD Board of Directors regarding the next stage in the unveiling of the North Star collaborative between the City of Glenn Heights, DeSoto ISD, the City of DeSoto, and local stakeholders. (David Hall, City Manager)

ADJOURNMENT

In accordance with the Americans with Disabilities Act, If you are a person with a disability and require information or materials in an appropriate alternative format; or if you require any other accommodations, please contact the City Secretary at least 48 hours in advance of the event at 972-223-1690 ext. 125 or email brandi.brown@glennheightstx.gov. Advance notification within this guideline will enable the City to make reasonable arrangements to ensure accessibility.

I, Brandi Brown, City Secretary, do hereby certify that the above Meeting Notice and Agenda was posted in a place convenient to the Public at Glenn Heights City Hall, 1938 South Hampton Road, Glenn Heights, Texas by 5:00 P.M. on Friday, April 9, 2021.

Pursuant to Section 551.071 of the Texas Government Code, the City Council reserves the right to consult in closed session with its attorney at any time during the course of this meeting and to receive legal advice regarding any item listed on this agenda.

Brandi Brown, City Secretary



AGENDA SUMMARY SHEET

April 13, 2021

AGENDA, ITEM 1

Joint discussion between the City Council of the City of Glenn Heights and the DeSoto ISD Board of Directors regarding the next stage in the unveiling of the North Star collaborative between the City of Glenn Heights, DeSoto ISD, the City of DeSoto, and local stakeholders. (David Hall, City Manager)

Motion	
Second	
For	Garrett, S Brown, Ipaye, Bruton, A Brown, Allen, Newson
Against	Garrett, S Brown, Ipaye, Bruton, A Brown, Allen, Newson
Abstain	
Approve/ Deny/ Table	

Strategic Plan

2021-2026

Be The Future

DeSotoISD.org/BeTheFuture



Board Goals & Measures

GOAL PROGRESS MEASURE		BASELINE	2020-21	2021-22	2022-23	2023-24	2024-25
Goal 1	Percentage of HS students who graduate college, career, and/or military ready will increase from 36% in May 2019 to 62% by May 2025.	36.0%	44.0%	53.0%	56.0%	59.0%	62.0%
GPM 1.1	The percent of 10th graders who receive a college ready score on the Math section of the PSAT 10 will increase from 14.3% in May of 2019 to 27% by May of 2025.	14.3%	15.5%	17.5%	20.0%	23.0%	27.0%
GPM 1.2	The percentage of high school students who successfully complete an OnRamps/College Prep course in mathematics by graduation will increase from 0% in May 2019 to 24% by May 2025.	0.0%	8.0%	12.0%	16.0%	20.0%	24.0%
GPM 1.3	The percentage of students earning an industry-based certification (IBCs) by graduation will increase from 9% in May 2019 to 40% in May 2025.	9.0%	21.0%	25.0%	29.0%	34.0%	40.0%
Goal 2	Percentage of students at the Meets level on the 3rd grade STAAR reading exam increases from 25.0% in May 2019 to 65.0% by May 2025.	25.0%	24.0%	25.0%	35.0%	50.0%	65.0%
GPM 2.1	The average of the percentage of Pre-K students that are On Track in the literary elements on the EOY CLI assessment will increase from 60.6%* in Oct. 2020 to 82.0% by May of 2025.	60.6%	60.1%	60.6%	66.0%	74.0%	82.0%
GPM 2.2	The average of the percentage of Kindergarten students that are On Track in the literary elements on the EOY TX-KE Assessment will increase from 72.0%* in Oct. 2020 to 92.0% in May of 2025.	72.0%	71.5%	72.0%	77.0%	84.5%	92.0%
GPM 2.3	The average of the percentage of 1st and 2nd grade students that are On Track on the EOY TPRI assessment will increase from 41.4%* in Oct. 2020 to 62.0% in May of 2025.	41.4%	40.9%	41.4%	46.6%	54.3%	62.0%

GOAL PROGRESS MEASURE**BASELINE****2020-21****2021-22****2022-23****2023-24****2024-25**

Goal 3	Percentage of students at the Meets level on the 3rd grade STAAR math exam increases from 31.0% in May 2019 to 53.0% by May 2025.	31.0%	27.0%	31.0%	36.0%	43.0%	53.0%
GPM 3.1	The percentage of Pre-K students that are On Track in Math Overall Measure on the EOY CLI assessment will increase from 91.0%* in Oct. 2020 to 96.0% by May 2025.	91.0%	90.1%	91.0%	92.1%	93.7%	96.0%
GPM 3.2	The percentage of kindergarten students who score On Track on the Math Overall measure on the TX-KEA EOY assessment will increase from 61.7%* in Oct. 2020 to 79.0% in May 2025.	61.7%	58.6%	61.7%	65.6%	71.1%	79.0%
GPM 3.3	The percent of 1st and 2nd graders at the 60th percentile or higher in math on the NWEA MAP assessment will increase from 28.5%* in Sept. 2019 to 53.0% by May 2025.***	28.5%	24.0%	28.5%	34.1%	41.9%	53.0%

Goal 4	Percentage of students at the Meets level on the 3rd grade STAAR reading exam increases from 25.0% in May 2019 to 65.0% by May 2025.	22.2%	21.0%	23.0%	33.0%	40.0%	50.0%
GPM 4.1	The percentage of students in elementary and middle schools who meet their individual growth goals in reading on the NWEA MAP assessment will increase from 41.4%** in February 2020 to 60% by May 2025.***	41.4%	41%	41.9%	48.6%	53.3%	60.0%
GPM 4.2	The percentage of students in elementary and middle schools who meet their individual growth goals in math on the NWEA MAP assessment will increase from 49.5%** in February 2020 to 60% by May 2025.***	49.5%	49.0%	49.8%	53.6%	56.2%	60.0%
GPM 4.3	The percentage of 4th grade students who meet their individual growth goals in reading on the NWEA MAP assessment will increase from 33.3%** in February 2020 to 60% by May 2025.***	33.3%	32.1%	34.1%	43.7%	50.4%	60.0%

Note: All BOY data is indicated with an astrick () and will be adjusted once EOY data is available.

**Note: Data for Goal 4 is based on Middle of Year assessments from the 2019-20 school year. The goal and progress measures may be adjusted once 2020-21 End of Year data is received.

***Note: All data projected is from current screeners (ISIP, Imagine Math, or Achieve 3000) and will be realigned to NWEA MAP once data is available; this simplifies the measurement from multiple instruments to one.

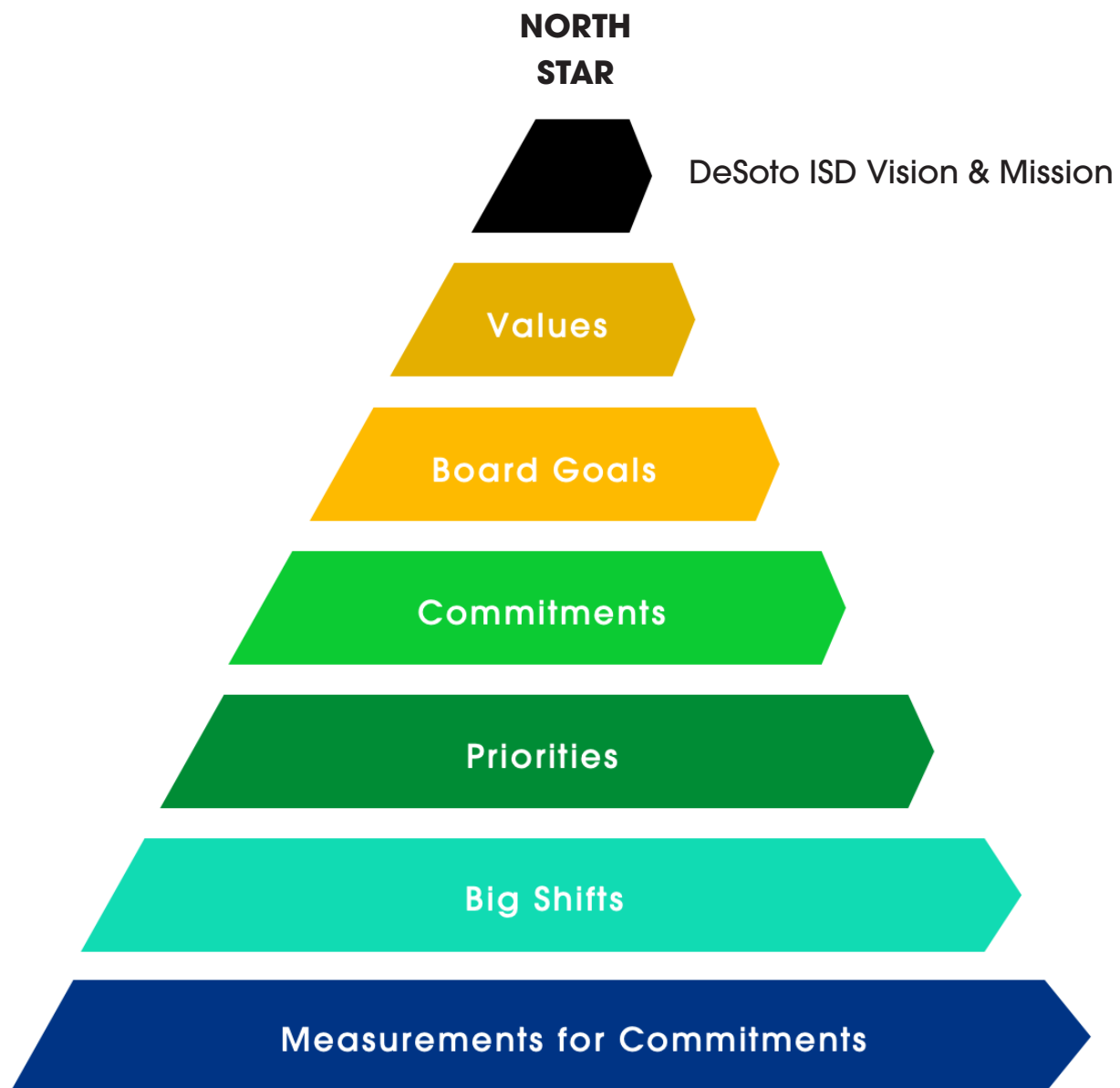


North Star is the vision for Glenn Heights and DeSoto (these are the two cities our district serves); the **Be the Future** strategic plan is DeSoto ISD's role in this community realizing the North Star.



Road Map

Based on the collaborative, and our North Star, this is how everything fits together...





VISION

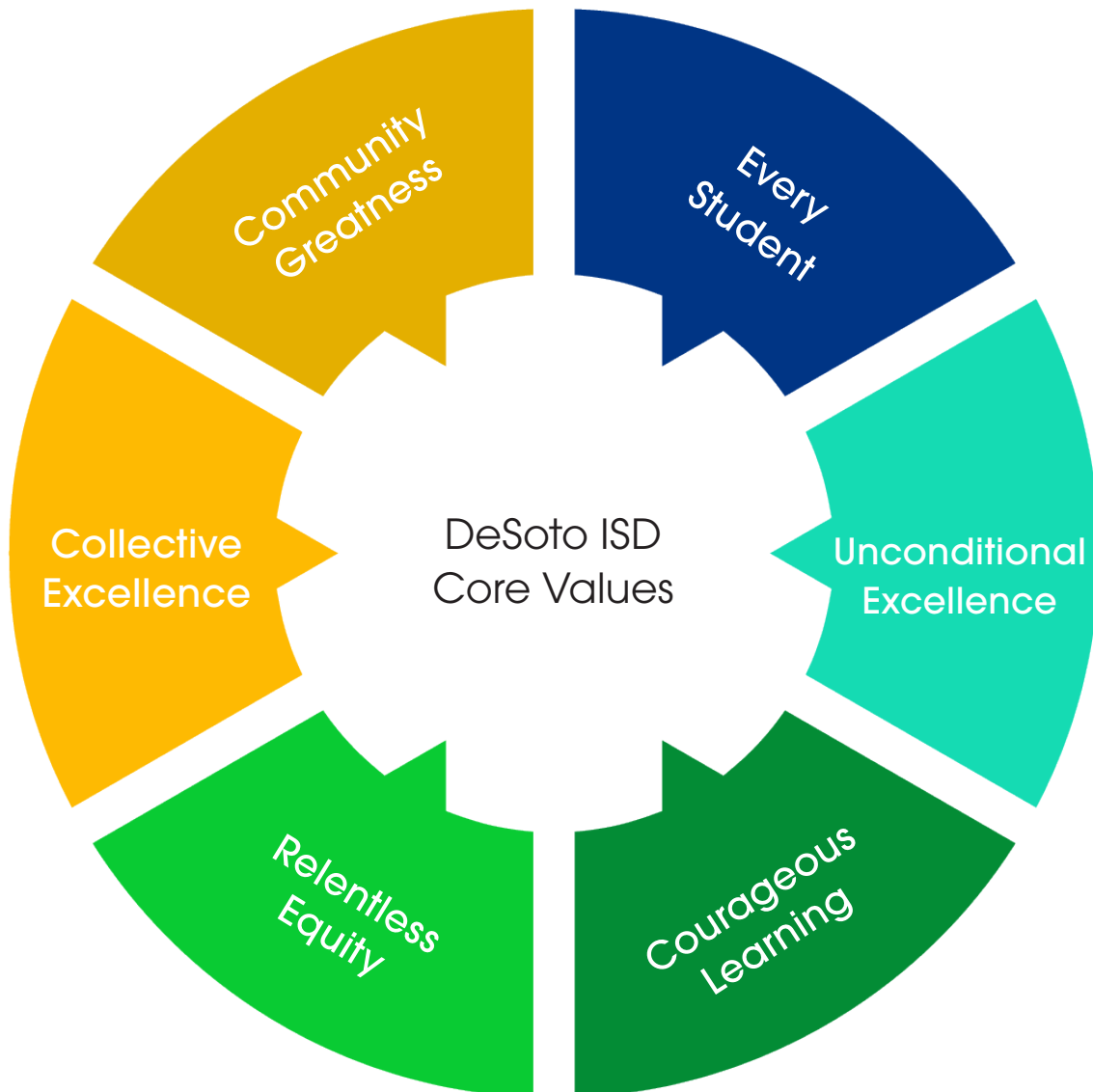
To inspire curiosity and consciousness, develop character, build courage, and nurture compassion

MISSION

To ensure students, without exception, learn and grow at their highest levels

OUR VALUES

Our core values are the fundamental beliefs of our school system here in DeSoto ISD.



Our core values are the foundation on which we perform work and conduct ourselves. These values underlie our work, how we interact with each other, and which strategies we employ to fulfill our mission and vision. The core values are the basic elements of how we go about our work. They are the ideals we will uphold and exude every day in everything we do.

EVERY STUDENT

We hold an unwavering belief that every student can achieve success and our students' best interests drive our decisions, actions and behaviors.

UNCONDITIONAL BELONGING

Together, we are responsible for cultivating a community where everyone feels they belong and are respected, cared for and safe

COURAGEOUS LEARNING

We seek growth, challenge and innovation and embrace risk-taking as a necessary part of every person's learning journey.



RELENTLESS EQUITY

Each person has access to the resources and opportunities that meet their individual needs in a way that allows them to leverage their greatest strengths.

COLLECTIVE EXCELLENCE

We foster integrity, accountability and hold high expectations of ourselves as we support each other and collaborate towards our vision.

COMMUNITY GREATNESS

We are grounded in our connection, pride and partnerships with our communities. Through our collective strength, we support people to do and be their best.





PROFILE OF A GRADUATE

AIM + DEFINITIONS





COMMITMENTS

& PRIORITIES



COMMITMENT

1

Treat every student as a whole child while building long-term health, safety, and empowerment.

PRIORITIES

1. Catalyze civic engagement through holistic leadership experiences for every student.*
2. Explicitly embed Social-Emotional Learning into our district curriculum.
3. Cultivate a network of community partners to provide wrap-around services for students and families who need them.*
4. Reimagine discipline as a system for learning and additional support as opposed to a series of punitive punishment.
5. Create non-academic, passion driven learning opportunities during the school day.*
6. Engage every student in robust extra- and co-curricular experiences that broaden holistic development.*
7. Customize support and counseling for every student based on individual need (this includes, but is not limited to, Special Education, 504, GT, and Bilingual/ESL).

Grounded in Building Block #7: Becoming Well-Rounded Leaders

* Partnership increases likelihood of success



COMMITMENT

2

Transform the student experience through inclusive, learner-centered teaching and learning.

Grounded in Building Blocks #1 - #4, #9 (Lifelong Learning, Academic Rigor & Relevance, Co-created Opportunities, Customizable Opportunities, & Career Pathways)

* Partnership increases likelihood of success

PRIORITIES

1. Build & sustain a rigorous, intellectually coherent, culturally-relevant, multicultural, and social-justice-oriented PK - 12+ curriculum and student learning experience.
2. Commit to anti-biased and culturally responsive instructional pedagogy for teachers.
3. Implement competency-based learning across our system.*
4. Prioritize student engagement through signature experiences and real-world, complex, performance and project-based tasks.*
5. Strengthen college preparatory planning and advising district-wide and expand access and success in rigorous college preparatory experiences, courses and/or programs for all students.*
6. Cultivate livable wage career pathways by ensuring workforce aligned programming, including a real-world internship or apprenticeship, for every student.*
7. Ensure computer science and/or entrepreneurship opportunities for every student in DeSoto ISD.
8. Infuse redesigned STEM education across all grade levels & content areas.



COMMITMENT

3

Deeply Invest in Early Learning.

PRIORITIES

1. Develop and expand authentic learning opportunities and support for students 0 - 5 years old across our community.*
2. Build towards offering universal Pre-K for the DeSoto ISD community. *
3. Prioritize recruitment of and increased compensation for teachers and teacher leaders in PK – 3rd grades with a demonstrated, quantifiable track record of student achievement and growth.
4. Emphasize early literacy as the gateway to academic success.
5. Explore extended school day and year options for elementary school students and families.*
6. Restructure school grade levels to enhance focus on early learning.
7. Prioritize one-on-one high-dosage tutoring structures to meet individual needs of elementary students.*

Grounded in Building Block #5: High Quality, Caring Staff

* Partnership increases likelihood of success



COMMITMENT

4

Develop Extraordinary People.

Grounded in Building Block #1, #5, #6, #8 (Become Lifelong Learners, High Quality, Caring Staff, Be Responsive to Parent Needs, Equitable, Safe Environments)

* Partnership increases likelihood of success

PRIORITIES

1. Recruit extraordinary people.
2. Build a robust leadership pipeline.
3. Align all evaluation & compensation systems to achieving student outcomes and our district vision.
4. Create a system that allows our best teachers to choose to stay in the classroom.
5. Adopt and implement an aligned model for monitoring and coaching for student learning.
6. Ensure a personalized professional learning plan for every employee.
7. Maintain a comprehensive system of high-quality professional learning opportunities.
8. Create cohesive experiences for staff that align with district values.*
9. Retain extraordinary people.



COMMITMENT

5

**Amplify the Voices
& Experiences of our
Stakeholders.**

PRIORITIES

1. Develop and sustain a strategic model for family engagement.*
2. Ensure families, students, and staff have a voice in key aspects of their school.
3. Utilize robust systems to engage all stakeholders.
4. Clearly and consistently communicate with external stakeholders.
5. Strengthen channels for internal communication.
6. Authentically engage community partners in alignment with our North Star.*

Grounded in Building Block #6: Being Responsive to Parent Needs

* Partnership increases likelihood of success



COMMITMENT

6

Relentlessly seek equity.

PRIORITIES

1. Commit to practices that promote racial equity and lead to becoming an anti-bias organization.
2. Strategically match students and teachers based on their individual strengths.
3. Implement 'Equity-Based Budgeting' to allocate resources in alignment with our strategic plan.
4. Provide access to 1-to-1 technology for every student in our system.
5. Conduct an equity assessment to be used to evaluate the impact of all major decisions and policies.
6. Differentiate support for schools based on need.

Grounded in Building Block #8: Equitable Resources, Safe Environment



COMMITMENT

7

Embrace continuous improvement in pursuit of collective excellence.

PRIORITIES

1. Achieve and maintain 'A' financial rating.
2. Build efficient operation systems and processes to maintain a focus on educating our students and improving the human-centered experience of our staff.
3. Actively collaborate with community organizations to improve academic and financial outcomes for all.
4. Operationalize a systemic maintenance & replacement cycle for district facilities, assets, and resources.
5. Analyze, and use data in a systematic way to assess impact and drive district and individual improvement.*
6. Present student, classroom, school, and district data on easily accessible dashboards.
7. Evaluate the effectiveness of every program and initiative in DeSoto ISD.

Grounded in Building Block #1 (Life-long Learning) & Building Block #4 (Customized Opportunities)