

Garrett Black: 6/10/2022

District Name:	Round Rock ISD	Name:	David Faltys	Month	May
Board President:	Amber Feller	Type of Appointment:	Monitor	Date of Report:	06/05/2022
Superintendent:	Dr. Hafedh Azaiez	CDN:	246-909	Date of Appointment:	11/29/2021
Entry Conditions:	Special Investigation Unit found Round Rock ISD in violation of Tex. Educ. Code Chapter 11, Subchapter D (Powers and Duties of Board of Trustees of Independent School District) during the 2018-2019 school year. The district agreed to solve this matter by the terms of a Corrective Action Plan.				
M/C Role:	<ol style="list-style-type: none"> To monitor and oversee board actions. Create plan to address corrective action concerns outlined in Tex. Educ. Code Chapter 11, Subchapter D (Power and Duties of Board of Trustees). To request or conduct onsite inspections during the period of the Corrective Action Agreement. 				
Placement Goal:	To comply with all provisions of the Tex. Educ. Code 11, Subchapter D (Powers and Duties of Board of Trustees of Independent School District) and TEA and/or Commissioner of Education rules in the future.				
Action Plan Achievements:	The board has not reviewed and/or updated their grievance procedures yet. They were able to spend several hours reviewing and working to adopt their Board Operating Procedures. They need to update relevant policies to complete the update.				
Action Plan Challenges:	The board continues to struggle with communication and the ability to work together. In the May 19, 2022 meeting the board president attempted to schedule several upcoming meetings but individual trustees would not verify their attendance at future meetings. They continue to struggle to work together and reach consensus.				
Governance					
Overall Goal				Milestones	Date
District updates grievance process and demonstrates fidelity to the process	Goal Status	Activities On Track	Activities Complete	The board continues to work to schedule Level III grievances. They have not done a review of the grievance policies at this time.	
				Meet and review policies and procedures and update as needed. (FNG, DGBA and GF)	5/15/2022 6/16/2022
				Implement these policies and procedures with fidelity in remaining and subsequent grievances.	5/15/2022 6/16/2022
	Off Track	0%	0%		

Goal	Activity <i>(actions to achieve goal)</i>	Status	Implementation Timeline		Person(s) Responsible <i>(for taking actions to achieve goal)</i>	Next Steps
			Start Date	Expected Completion Date		
Review district grievance processes	Board meets to review board policies and district procedures in relation to grievance policies	Off Track	2/17/2022	3/24/2022 6/16/2022	Superintendent	The board still needs to place grievance policies on an upcoming agenda for board review.
Update district grievance processes	Board determines if there are an updates needed for the grievance policies.	Off Track	2/17/2022	4/15/2022 6/16/2022	Entire board	The board needs to complete this step.
Update district grievance processes	Given results of the review in previous Activity, the board makes necessary adjustments to the grievance policies	Off Track		5/15/2022 6/16/2022	Superintendent/District Administration	Superintendent brings recommended changes for board approval at the next regular meeting in June.
Implement district grievance processes with fidelity	In the remaining and subsequent grievances, the updated district grievance process is followed with fidelity.	Not Started		6/15/2022 7/1/2022	Superintendent/District Administration	Continue to work to schedule remaining and subsequent grievances.
Narrative:	The board continues to struggle to meet this goal. I have adjusted the expected completion dates but left the strikeout dates in place. This goal was reviewed and established as it relates to grievances. The board has not scheduled a meeting to review and update these policies. These policies and procedures should be reviewed, updated and implemented with fidelity. The board has heard several Level III grievances and has several yet to process. The board president, superintendent and monitor must meet soon to continue to build out the plan. If the issues identified in the Agreed Corrective Action Plan are not addressed, the district is subject to additional monitoring or possible escalation of sanctions. While the board has struggled to set meeting dates to review these procedures, they have taken on the process of creating single member districts for trustee elections that will require several community forums and additional board meetings. (They subsequently postponed this discussion for a later, more appropriate date).					
Governance						
Overall Goal				Milestones		Date

Board Communication	Goal Status	Activities On Track	Activities Complete	The Board was able to schedule the review of the Board Operating Procedures for 6/2/2022.	The board scheduled a meeting to review the BOPs for April 25, 2022 but it was canceled due to a lack of quorum. They were able to schedule and review the BOPs on 6/2/2022. They need to finalize the BOPs by updating and adopting several policies that are referenced in the BOPs. They held a Team of 8 training and board self-evaluation with a facilitator on May 9, 2022. Not all trustees participated in the self-evaluation. At the May 19, 2022 meeting, the board president attempted to schedule several meetings but could not assure attendance due to trustees not confirming attendance.
	Off Track	0%	0%		

Goal	Activity <i>(actions to achieve goal)</i>	Status	Implementation Timeline		Person(s) Responsible <i>(for taking actions to achieve goal)</i>	Next Steps
			Start Date	Expected Completion Date		
Review current communication structure and practices	Review board communications through a SWOT (or similar) analysis, possibly led by the LSG coach.	Off Track	3/24/2022	4/15/2022–7/1/2022	Dr. McMahon/Board members/Superintendent	Work to add this activity to an upcoming board meeting/workshop. There was an attempt to schedule but not all board members were able to attend on the selected dates.
Update and approve board operating procedures	The board needs to finalize and approve their operating procedures. The called meeting to review and adopt for 2/24/2022 was cancelled. They were last adopted 3/28/19.	Off Track	2/17/2022	4/15/2022–6/16/2022	Entire Board (Board President)	These Operating Procedures will also allow them to agree on how they plan to function as a board. The board had a meeting scheduled for April 25th, but had to be canceled due to a lack of quorum. BOPs were reviewed and adopted on June 2, 2022. There are several board policies that will need to be updated and approved to complete this process.
Review and determine relevant policies related to overall board communications		Not Started		7/1/2022	Entire Board (Board President)	They need to clarify how they set the board agenda and communicate with the board as a whole without creating a TOMA violation. They should work on getting pertinent information to the board in a timely manner.

Review Best Practices		Not Started		7/1/2022	Superintendent and Board President	Need to identify comparable districts and review and apply their best practices to getting information to the
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Narrative: The board continues to struggle with effective communication and working as a team. They have had difficulty again this month with maintaining decorum in open and executive session. The board continues to struggle with conversations that occur that are not conducive to meeting the goal of effective communications and there has been little movement toward compromise and working together. There are currently 9 requests for sanctions for various trustees. They are not able to reach consensus on topics, and sometimes need to be gaveled by the president to maintain this decorum (eg. 6/2/2022). This was evidenced by the tie vote that cost the district the opportunity to potentially enter in to a 313 agreement with a large corporation that would have brought nearly \$1B to the Total Assessed Values and added educational opportunities for students. The board spent zero minutes out of 148 total minutes in April focusing on student outcomes. I have included the April 30, 2022 Time Tracker with this report. The board determined now was the time to visit Single Member Districts, although they have had difficulty setting calendar dates for current items that need to be included on meeting agendas. They ultimately postponed this item to a later, more appropriate date. The board was able to meet to review and move toward adoption of the Board Operating Procedures on June 2, 2022, but they still need to review and adopt policies that are relevant to the BOPs. Hopefully through the final adoption of their BOPs, they will be able to function more cohesively as a board. I am concerned about their willingness and/or ability to reach consensus in these areas. They have actually had difficulty even reaching consensus on determining upcoming meeting dates. In the May 19, 2022 meeting, several dates were proposed for meetings and some would not check their calendars to determine their availability for attendance. Attach April21TimeTracker

Board Meetings: Monitors/Conservators are to attend no less than 80% of all regular meetings of the board throughout the installment.
 *Unless otherwise directed, Monitors and Conservators are to attend no less than 80% of any non-closed meeting authorized by the Board or Board president including, but not limited to, Board workshops, Board hearings, Board committees.

Date of Board Meeting	Type of Meeting (Regular, Special, Emergency, etc.)	Attended by Monitor/ Conservator	Attendance (% of members present)	Total # of meeting min. (Goal: < 2hr)	Meeting Summary
		100%	100%	6.24	
5/5/22	Called	Yes	100%	200	The board held a Level III grievance and a budget workshop. The Monitor was able to observe open session virtually.
5/9/22	Called	Yes	100%	180	Team of 8 training and board self-evaluation (LSG Coach). 7 trustees attended the Team of 8 training and 5 attended the board's self-evaluation (2 left)
5/11/22	Called	Yes	100%	370	Budget Workshop (Exec Session: Grievances, teacher contracts and trustee requests)
5/18/22	Called	Yes	100%	390	Discussions re: candidate forums, open enrollment, single member districts and potential economic development
5/19/22	Regular	Yes	100%	503	This was the regular monthly meeting of the board. Monitor was able to observe open session virtually but not executive session where the sanction process was discussed.

6/2/22	Called	Yes	100%	428	Held a budget workshop, considered moving forward with the single member district election system and reviewed and worked toward adoption of the operating procedures.
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LEA Interactions: Please provide the date, duration of the visit, the general purpose of the interaction, whether in-person or virtual.

Date	Contact(s)	Duration	Focus	Summary / Next Steps / Additional Comments
5/9/2022	Phone conversation with board member	0.50	Upcoming Meeting	
5/10/2022	Meeting with superintendent	1.25	Discuss upcoming budget workshop and 313 agreements	
5/13/2022	Phone conversation with district staff	1.00	Discuss budget, I&S tax rate and health benefits	
5/16/2022	Phone conversation with board member	0.50	Upcoming meeting and monitor virtual attendance	
5/19/2022	Phone conversation with the superintendent	0.25	Upcoming meeting	
5/20/2022	Phone conversation with the superintendent	0.50	Prior meeting agenda topics	
6/2/2022	Phone conversation with superintendent	0.25	Upcoming meeting	

TIME USE TRACKER		Date:	
Framework	Student Outcome Minutes	The board tracks its time spent during public authorized meetings	Other Topic Minutes
Vision and Goals		← Minutes setting student outcome goals ← Minutes receiving, discussing, and voting on Student Outcome Goal Monitoring Reports according to the Monitoring Calendar	
		← Minutes setting constraints or theories of action ← Minutes receiving, discussing, and voting on Constraint Monitoring Reports according to the Monitoring Calendar	
		Minutes setting timelines, deadlines, goals, or plans on other items or outcomes → Minutes receiving reports, discussing, debating, and/or voting on other items or outcomes →	
Progress and Accountability		← Minutes performing Board self-evaluations using the LSG Integrity Instrument ← Minutes evaluating the Superintendent on student outcome goals, GPMs, constraints, and CPMs	
		Minutes performing Board self-evaluations using instruments other than the LSG Integrity Instrument → Minutes evaluating the Superintendent on items other than student outcome goals, GPMs, constraints, and CPMs →	
Systems and Processes		Minutes discussing, debating, and voting on items removed from or on the consent agenda → Time used for public comments on items not on the Board meeting agenda →	
Advocacy and Engagement		← Minutes hosting two-way communication meetings on student outcome goals, constraints, or theories of action ← Minutes recognizing the accomplishments of students and staff regarding progress on student outcome goals	
		Minutes hosting all other Board led, co-led, or called community or committee meetings → Minutes for all other recognitions →	
Synergy and Teamwork		Minutes fulfilling statutorily required public hearings, forums, and comments Minutes fulfilling statutorily required or Lone Star Governance workshops Minutes in closed session as permitted by law	
Other		Any time spent on an activity that does not meet the conditions listed above →	
TOTALS			

Use For Student Outcome Minutes Percentage Calculation:

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× 100 =

% Student Outcome Minutes