

Minutes of Meeting of Board of Trustees  
El Paso Independent School District  
August 11, 2001  
9:00 a.m.  
Education Center-Boeing

Present: Mr. Dan Wever, President  
Dr. Gene Finke, Vice President  
Miss Leonor Garcia, Secretary  
Mr. Sal Mena, Jr.  
Dr. Charles Roark  
Mr. Joe Rosales  
Dr. Gilberto Anzaldua, Superintendent  
Mr. Anthony Safi, School District Attorney

Absent: Mr. Richard Telles

The meeting was called to order at 9:10 a.m. by Mr. Wever. The purpose of the meeting was for a Board/Superintendent retreat. The topics discussed were as follows:

1. Working Relationship/Communications Between the Board and Superintendent (Item #1, A.)
  - a. Focusing on positive communication
  - b. TASB recommendations for School Boards
    - i. Board oversight of management
    - ii. Improving student performance
    - iii. Board governance audit
2. District Goals and Objectives (Item #1, B.)
  - a. Direction of the District
  - b. Evaluating goals and objectives and measuring success
  - c. Updating obsolete objectives
  - d. Creating ways to increase parental involvement at the campuses
3. Board Calendar (Item #1, C.)
  - a. Reviewed draft Board Calendar and Board members to provide feedback
4. Developing a Work Plan for the Year (Item #1, D.)
  - a. Progress of strategic planning process
5. Process for Transfer or Reassignment of District Personnel (Item #1, E.)
  - a. Reviewed decision-making process for personnel transfers/reassignments
  - b. Communicating with Trustees on personnel changes prior to information being disseminated to the public
    - i. Board members keeping personnel reassignment information confidential
  - c. Communication with staff and community on personnel changes
  - d. Possibly eliminating assistant principals at elementary campuses with less than 400 students through attrition or transfers

6. Superintendent's Contract Related to Performance Measures (Item #1, F.)
  - a. Reporting requirements contained in Superintendent's contract (for evaluation purposes)
7. Redistricting (Item #1, G.)
  - a. Recap by legal counsel on redistricting process in 1993 (following 1990 census)
  - b. First School Board election following 2000 census to be in May 2003
  - c. Receiving report to determine if redistricting in EPISD is necessary
  - d. Appointing committee if redistricting is necessary
8. 2001-02 Budget (Item #1, H.)
  - a. Proposed tax increase
  - b. Funding sources for various programs
  - c. Central Office ordering general supplies for the schools
  - d. Technology budget for hardware, software, instruction, and staff development
  - e. Providing staff development electronically
    - i. Distance Learning/television
    - i. Encouraging staff development by providing incentives, such as pay increases for credit hours
9. Policies/Procedures Related to Complaints (by employees and/or citizens) (Item #1, I.)
  - a. Relaying complaints immediately to the Superintendent
  - b. Creating a Board Policy Committee (Mr. Wever, Chair; and Miss Garcia, Mr. Mena, Dr. Roark, and Mr. Rosales)
10. Other Issues Related to the District and/or Board/Superintendent (Item #1, J.)
  - a. District's study of Bilingual Education
  - b. Speaking English to students
    - i. Using English-speaking teachers in schools with mostly Spanish speakers
    - ii. Monolingual education
  - c. Taking staff development training back to the classroom
  - d. TAKS (Texas Assessment of Knowledge and Skills)
    - i. Expectations of new exam
    - ii. Sanctions for not reaching achievement goals
  - e. Successful education practices
    - i. Addressing individual needs of students
    - ii. Using different methods of teaching
    - iii. Developing districtwide curriculum/unified course of study
  - f. Testing student learning (higher standards)
    - i. Determining what students need to learn
    - ii. Teacher-designed testing
    - iii. Testing at beginning of school year and again at the end of school year
    - vi. Measuring what has been learned by students
  - g. Possibility of closing schools with low enrollment through a phase out to initiate cost savings

- h. Facility for Alternative Education Program (AEP) for middle school students
  - i. Temporarily moving middle school-age children at Telles Academy to Charles Middle School
  - ii. Determining students to be moved—AEP or JJAEP (Juvenile Justice Alternative Education Program) students
  - iii. Moving students to campus that is planned to be closed
  - iv. Increasing number of AEP classes at the middle schools
- i. Process for selection of Strategic Planning Committee
- j. Requiring principals to attend Board meetings

**Meeting Adjourned**

The meeting was adjourned at 1:08 p.m.

Date Approved: October 23, 2001