

7/12/19

<b>District Name:</b>	Marlin ISD	<b>Name:</b>	Jean Bahney	<b>Installation Type:</b>	Conservator
<b>County District No.:</b>	073-903	<b>Reporting Month</b>	June	<b>Board President:</b>	Billy Johnson
<b>Date of Installation:</b>	3/19/2019	<b>Date of Submission</b>	Friday, July 5, 2019	<b>Superintendent:</b>	Michael Seabolt
<b>Entry Condition(s):</b>	Accreditation - Revoked				

Academic Accountability					
District Status	Progress Toward Academic Accountability	Activities Complete	Exit Criteria	Notes/ Comments	District is currently rated "F". Elementary campus is multiple year IR. Leadership has been slow to consistently change the processes in use.
	Off Track	0%	See Exit Criteria Tab		

Monitor/ Conservator Activities & Status	Activity (Actions/Processes)	Status	Implementation Timeline		Person(s) Responsible	Expected Outcomes (Goal/Target)	Results (Evidence/Outcomes/Data)	Next Steps
			Recommended Start Date	Completed or Due By				
Continuation	Conservator continued to walk classrooms and give feedback on instruction. She provided coaching when appropriate.	Off track	3/8/2019	7/30/2019	Principal, DCSI, Superintendent	No baseline data were presented by the campus and district personnel who were to complete this task	No consistent schedule or plan for regular observation of instruction has been set to determine student learning.	A consistent plan for monitoring instruction will be developed and implemented with fidelity by the new leadership team for implementation in August.
Continuation	Professional Development on Lesson Planning	Off track	3/19/2019	7/30/2019	Principal	The elements of the lesson planning professional development as related to use of curriculum and instructional components would be evidence in the lesson planning and instruction.	The Principal, PSP, and Conservator provided the professional development for grades PK-2 together. Evidence of impact on the planning process has been inconsistent.	The DCSI and Conservator will meet with the new principal to establish the routine of reviewing and discussing the plans to guide instruction
Continuation	Breakdown of data by campus, grade level, and classroom to narrow to specific objectives needed for interventions occurred. Instruction based on this data was to occur. The principal led the data analysis for grade 3-5. The Conservator and representatives from ESC REGION 12 led the data analysis of writing and language development in grades PK-2.	Off Track	3/20/19; 4/15/2019	8/30/2019	Principal, Teachers	Instruction will be aligned to support identified student need.	Benchmark data were analyzed by teachers. Evidence of continued analysis by teachers was inconsistent. Groups were used, but instruction was not consistently focused on the targeted objectives to mastery level. Teachers who taught the newly created Summer Academy used a breakdown of data to plan lessons grades K-4.	This process will need to be refined and implemented consistently in ELA and Math at all grade levels. Data analysis will start in July upon the arrival of the new principal.

[illegible]

**Board Meetings:** Monitors/Conservators are to attend no less than 80% of all regular meetings of the board throughout the installment. A Board Time Use Tracker should be completed at each meeting and submitted, with the agenda, as an attachment to the Progress Report. Monitors/Conservators shall request placement on the board meeting agenda no less than quarterly to provide the board with a status update on district progress with regards to the installment.

\*Those installed for reasons related to academic accountability or governance issues 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)	Student Outcome Goals			Summary of Germane Action(s)/ Additional Comments
				Total # of meeting min. (Goal: < 2hr)	# Min. focused on Student Outcomes	% of min. focused on Student Outcomes	
		100%	93%	1.27777778			
6/5/19	Special	100%	100%	68	0	0%	The Board of Managers placed the superintendent on leave, authorized an investigation, hired an acting superintendent, and rescinded authorization of a lawsuit against TEA.
6/25/19	Special	100%	80%	37	0	0%	Board of Managers held a budget workshop.
6/26/19	Regular	100%	100%	125	8	6%	Public Meeting for Budget was held. Budget amendments for the entire year were approved; Budget was adopted; AP for elementary was hired
						0%	
						0%	

**Onsite Visits:** Visits are scheduled as needed (approximately 3-5 times p/m) to monitor progress of district plans. Please provide the date, amount of time spent, the general purpose of the visit and comments or reflections.

Date of Visit	Duration of Visit	Contact(s) During Visit	Purpose of Visit	Summary / Next Steps / Additional Comments
6/3/2019	5	Elem Staff, Asst Sup, CFO	PD for Reading Teacher, Requested Info to the BOM, Review GT documents (EI) None found.	Teacher will attend PD in July;GT program and screening will be set up for fall
6/5/2019	5.5	BOM, Acting Sup, CFO, District Technology	BOM Meeting; Keys from Sup and Access Closed to District; Started the query into HS Summer School Offering - Geometry	Assist the Acting Superintendent with district needs related to Superintendent's leave; Work with Acting Sup to review Sumer School Geometry
6/6/2019	8.25	Acting Sup, DLT, BOM Pres	Help establish new communication with BOM and changes in Operations; Directed Acting Sup to create DIP and CIP as required with all parties participating	Maintain more open conversation with BOM; set up district procedures; Corrected error in HS summer offerings (limited seat time); DIP and CIP will be aligned to state expectations
6/7/2019	7.5	Acting Sup, Legal, ESC 12	Title I Amendment, Personnel responses to legal questions, Plans for 6.17.19 Elem Community program	Legal Issues with Personnel on path to resolution;Title I Amendment completed; EI Community Program successful on 6.17
6/10/2019	5	EI staff, Dir of M, Police, A Sup	Share Scores with teacher, observed lessons	Support change in elem; Teachers understand and use data in lesson planning

6/11/2019	6	Dir of M,Police,HS prin,Tech Dir,A Sup	Follow up on Accusation; Observed lessons, Explain to HS why HS Geometry Summer class closed	Support HS in planning for SY19-20
6/14/2019	7	CFO	Help with gathering info for budget prep	Budget for 19-20
6/17/2019	5.5	CFO, Tech Dir,Elem Staff	Assist HB3; Budget requests; Elem Community Program	Recruit community support for elem; Budget ready for adoption
6/18/2019	9.5	CFO	Budget Cuts; ESL process and program; Library decisions	Budget, ESL program analysis and changes; library plan for staff and use
6/24/2019	5.5	BOM Pres,A Sup,CFO,Tech Dir	Assist BOM Pres; Budget support; CO priorities	Assist BOM;Budget;Professional and focused CO conversations
6/25/2019	4.5	Elem Staff, A Sup, CFO, HR	Assist-teacher recruitment;BOM Budget Wksp;BOM Training Follow-up	Recruit elem teachers; BOM budget pass; BOM training set
6/26/2019	10.5	BOM,CFO,A Sup,CLT,El staff	BOM, Assist in recruitment of elem teachers	Recruit elem teachers; Monitor implementation of approved budget
6/27/2019	10	2 Principals,A Sup,ESC 12,Tech Dir	Accountability PD, Guide Acting Sup, Check appraisal documents	Plan Accountability Data PD in District for Teachers in Aug

Interventions and Sanctions--Grounds for Commissioner Action TEC 39A.001, 39A.002, 39A.003, 39A.004, 39A.004, 39A.005, 39A.006, 39A.007. Exit criteria is at the discretion of the Commissioner or designee. Exiting from monitoring includes, but is not limited to the following listed criteria. In conjunction with the following criteria, districts may be subject to continuance based on monthly monitoring reports, active investigations, financial compliance, and inquiries from additional TEA divisions.

Academic Accountability	
<b>Exit Criteria</b>	"C" or Higher
<b>Exit Criteria</b>	Commissioner discretion
Financial Accountability	
<b>Exit Criteria</b>	"C" or Higher
<b>Exit Criteria</b>	Commissioner discretion
Governance	
<b>Exit Criteria</b>	Training in student outcome reporting, 45 or more points in board tracker
<b>Exit Criteria</b>	Commissioner discretion
Statutory Compliance (SAI)	
<b>Exit Criteria</b>	Compliance with CAP Agreement and/or SAI finding
<b>Exit Criteria</b>	Commissioner discretion

## Agenda of Special Meeting

### Board of Managers Marlin Independent School District

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A Special Meeting of the Board of Trustees of Marlin Independent School District will be held June 5, 2019, beginning at 12:00 PM in the Marlin Middle School Library.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- |        |   |       |  |
|--------|---|-------|--|
| 12:00  | 1. Call to Order  | 12:01 |  |
| 12:01  | 2. Roll Call  | 12:02 |  |
| 12:03  | 3. Pledge of Allegiance   | 12:03 |  |
| 12:03  | 4. Moment of Silence  | 12:03 |  |
|        | 5. Presentation by A.J. Crabill   |       |  |
| 12:04  | 6. Consider and approve an independent agent to conduct an investigation into district affairs as well as the Superintendent's performance of duties  | 12:55 |  |
| CLOSED |   |       |  |
| 1:01   | 7. Consider and possibly take action to suspend the Superintendent and/or place the Superintendent on administrative leave pending further Board action   | 1:04  |  |
| 1:04   | 8. Consider and possibly approve and acting superintendent  | 1:05  |  |
| 1:05   | 9. Consider and possibly approve an action rescinding the board's previous authorization to file a lawsuit challenging the Texas Education Agency's actions related to findings in a special accreditation investigation and directing the Marlin ISD's administration and legal counsel to cease activity related to any litigation Marlin ISD has or is currently evaluating and/or pursuing against the Texas Education Agency | 1:08  |  |
| 1:08   | 10. Adjournment   |       |  |

## Agenda of Special Meeting

### Board of Managers

### Marlin Independent School District

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A Special Meeting of the Board of Trustees of Marlin Independent School District will be held June 25, 2019, beginning at 5:30 PM in the Marlin Middle School Library.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- |      |                    |      |
|------|--------------------|------|
| 5:30 | 1. Call to Order   | 5:31 |
| 5:31 | 2. Roll Call       | 5:31 |
| 5:31 | 3. Budget Workshop | 6:07 |
| 6:07 | 4. Adjournment     | 6:07 |

# Agenda of Regular Meeting

## The Board of Trustees Marlin Independent School District

A Regular Meeting of the Board of Trustees of Marlin Independent School District will be held June 26, 2019, beginning at 5:30 PM in the Marlin Middle School Library.

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

- 5:30 1. Call to Order 5:31
- 5:31 2. Roll Call 5:32
- 5:32 3. Pledge of Allegiance 5:32
- 5:32 4. Moment of Silence 5:32
- 5:33 5. 2019- 2020 Public Hearing on Proposed Budget 5:34
- 5:34 6. Public Comments 5:34
- 5:34 7. Monthly Financial Report 5:35
- 5:36 8. Monthly Check Register Report 5:37
- 5:37 9. Lone Star Governance 5:45
  - a. MISD Data Update
- 5:45 10. Consider and Approve Budget Amendments 5:48
- 5:48 11. Consider and Approve the Sale of Property through Linebarger Goggan Blair & Sampson, LLP Suit NO. 35,239-T 5:52
- 5:52 12. Consent Agenda 5:55
  - a. Consider and Approve Minutes of Special Meeting held May 29 at 6 p.m.
  - b. Consider and Approve Minutes of Special Meeting held June 5 at 12 p.m.
  - c. Consider and Approve the 2019- 2020 Budget
  - d. Consider and Approve Marlin Elementary School Assistant Principal
  - e. Consider and Approve Contract for Nurse for the 2019-2020 School Year
  - f. Consider and Approve Alternatively Certified Teacher for 3rd grade self contained
  - g. Consider and Approve Amended MISD Positions and Salary Structure for 2019-2020 SY
  - h. Consider and Approve Waiver for Marlin Elementary School due to Flooding



- i. Consider and Approve Marlin ISD Technology and Instructional Allotment
- j. Consider and Approve Possible Lone Star Governance Training Dates
- k. Consider and Approve Possible July Meeting Date

5:55  
CLOSED

- 13. Discussion and Consideration of matters pertaining to Claude Kelley, including his appeal to the Commissioner of Education, payment of compensation and benefits (based on Commissioner's decision) and employment for 2019-2020 school year
- 14. Update Board on status of filings by Kevin Stevenson, including grievance and Texas Workforce Commission charge of discrimination

7:35

7:35

- 15. Adjournment

7:35