



## Comprehensive List of Fort Bend ISD Accomplishments under Dr. Christie Whitbeck 2021-2023

Significant Accomplishments
<p><b>Academic Services</b> (Teaching &amp; Learning, Student Support Services, SEL &amp; Comprehensive Health, Collaborative Communities, Organizational Development)</p>
<p><b>Teaching &amp; Learning</b></p> <ul style="list-style-type: none"> <li>• End of Year data reporting for the Benchmark Assessment System (BAS) shows an increase in the percent of students that are reading on grade at the end of the year compared to the Beginning of the year for 1<sup>st</sup> and 2<sup>nd</sup> grade. (Benchmark instructional reading level increases with each reporting period)</li> <li>• <b>New Phonics Curriculum</b> As of May 2023, the Elementary ELA team has reviewed commissioner recommendations for phonics curriculum and resources, determined a plan to rewrite the phonics curriculum K-3 in collaboration with campus staff, hosted several focus groups to gather feedback, identified resources for instruction, and developed required professional learning for all K-3 ELA teachers to launch the new curriculum for the 2023-24 school year.</li> <li>• Piloted a District Language Assessment for Beginner and Intermediate Emergent Bilingual students enrolled in secondary ESOL classes to gather formative data on language acquisition prior to TELPAS using Schoology assessment tools. Due to the success of this pilot, we will add this assessment to our district assessment framework for the 2023-24 school year.</li> <li>• As of May 2023, we have a 93% retention rate for our District of Innovation World Language teachers.</li> <li>• GT Mentorship program experienced a 22% increase in applicants for the 2023-24 school year program indicating increased interest in the program.</li> <li>• Launched the development of the new science curriculum in alignment with newly adopted TEKS and built awareness with Science teachers during required professional learning in Summer 2023.</li> <li>• Launched the Proclamation 2024 process to identify, select, and procure new resources for K-12 Science, identified CTE courses, and Personal Financial Literacy &amp; Economics.</li> <li>• Increased the percent of students showing “At/Above” benchmark for BoY 2023 data in all areas when compared to previous two years (Ren360, BAS/SEL, TxKea).</li> <li>• Implemented ongoing professional learning for teacher leaders to support curriculum and intervention expectations (Department Head, Team Leaders, Literacy Intervention Teachers, Math Specialist/ Interventionists)</li> </ul> <p><b>Student Support Services</b></p> <p>Special Education</p> <ul style="list-style-type: none"> <li>• For the 2022-23 school year, we had successful Special Education Parent Advisory (SEPAC) year with 77% of campuses represented, highlights include increased communication to families via newsletter, website, social media, Parent learning opportunities and SEPAC developed parent handbook to assist with special education process.</li> <li>• LSSP internship program continues to be a successful pipeline to grow; 100% of the 8 LSSP interns from the 2022-23 school year will be joining FBISD next year.</li> <li>• Overall LSSP and Diagnostician retention rates for 2023-24 appear to be very positive.</li> <li>• Special Ed Adult Transition Services continues to experience great success. Student highlights throughout the year included students participating in work settings within the community as well as the second year of the Adult Transition Strategic Business and Community Members meeting to promote awareness of</li> </ul>

## Significant Accomplishments

students with disabilities in the workforce within our community.

- Results Driven Accountability (RDA) improvements include Least Restrictive Environment (LRE) for students served with special education ages 3-5, OSS/Expulsion and Total Discipline indicators for Special Education Discipline showed less disproportionate discipline for African American students.
  - The District received high commendations from TEA regarding the TEA onsite visit due to special Education discipline disproportionality status.
- Summer 2022 professional development included special education topics and feedback from teachers was extremely positive.
- Special Education Evaluation team is receiving and completing more special education referrals than prior years.
- Significant process made regarding backlog of initial special education evaluations, specifically for students who not yet enrolled in school (Intake Center)
- Evaluation staff – Over the last two years, we have had five LSSPs resign. However, we have hired 15 additional LSSPs for the 2023-24 school year, eight LSSPs were part of our LSSP internship program the previous year and four LSSPs returned to FBISD after being gone for a few years. Diagnostician retention rates have been high.
- LSSP internship program continues to be a pipeline for our district. We currently have 10 LSSP interns and one joining us in January. This will allow us to provide the required training to the interns and create an LSSP hiring pool for the next school year. This is an extraordinarily successful program.
- Special Ed Adult Transition Services continue to be highly successful. The employability rate for students participating in the program doubled from the previous year (40 to 81 students with paid employment).
- Students served with special education services outperformed the state and region in STAAR/EOCs all areas of except 8<sup>th</sup> grade math and Algebra.
- The Special Education Department conducted over 2200 special education evaluations and the number of students eligible at October 2023 snapshot is approximately 11, 250 (almost 14% of the total student population).

### Accountability, Assessment and Compliance

- Over 92K interim assessments were administered to grades 3-8 and all EOC-tested areas (Algebra I, English I, Biology, English II, and US History which allowed teachers and students to see redesigned STAAR questions and make informed interventions and data-based decisions.
- Implemented the Texas Formative Assessment Resource (TFAR), allowing teachers to design assessments with similar questions to STAAR 2.0.
- Procured data and analysis system – Eduphoria; supporting transition from previous vendor based upon stakeholder feedback and use case needs.
- Initial **STAAR raw data** evidence ...
  - FBISD's average raw score is higher in every EOC content area than both state and region averages.
  - Based on initial preliminary STAAR 3-8 raw data, FBISD's average raw score is the same or higher than the state and region averages in 3-8 Reading Language Arts, 3-7 Math, and 8<sup>th</sup> Science and Social Studies.
  - Based on the preliminary EOC Performance Level data received 5/31/23, FBISD is currently performing the same as the state and region in Algebra I and above the state and region in Biology, English I, English II, and US History. ***The Texas Education Agency indicates that the performance level setting process they have engaged in for EOCs (and will continue to do with grades 3-8 throughout the summer) should allow for us to compare performance levels from***

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**2022 to 2023 with accuracy based on their analysis even though the STAAR test has changed significantly.** Overall, FBISD has performed better in all content areas for Approaches and Above (passing standard) on the EOCs than the district did in 2022 with increases of:

- 5% increase in Algebra I
  - 6% increase in Biology
  - 5% increase in English I
  - 3% increase in English II
  - 5% increase in US History
- ESSER III TEA Validation Support: Collaborated with the Special Revenues team to complete the ESSER III validation audit for TEA submission.
  - Title II TEA Validation Support: Collaborated with Organizational Development and the Title II budget manager to collect and submit the Title II validation audit documentation to TEA for required meaningful consultation.
    - Title I, Part A Carryover Planning & use: Developed a system for cross departmental prioritization of Title I, Part A carryover funds. The 21-22 Title I carryover funds were received in April 2023. In collaboration with the Department of School Leadership, Literacy, STEM, Multilingual Programs, Collaborative Communities, and SEL, the AAC Department led the procurement of just under \$3,000,000 of goods and services using the carryover funds through September 30, 2023. This includes providing school supplies for all students enrolled at the 25 Title I campuses in August 2023. The department has launched preparation and planning for the use of 22-23 Title I carryover funds in November to begin the process of implementing the same system of cross departmental collaboration and prioritization of these supplemental funds.
    - McKinney-Vento & Foster Care support:
      - As of 11/30/2023, we have 864 MV students and 426 foster care students support by the state & federal programs team in the AAC department including 3 grant funded positions specifically designated to monitor and support unaccompanied youth identified under the McKinney-Vento law (Check & Connect Monitors).
      - Funded \$89,415 out of Title I and other grant funds on School of Origin transportation for transportation services rendered from August 9, 2023 through October 31, 2023.
  - Eduphoria Aware: Launched a new data analysis and assessment application – Eduphoria—with 2 priority goals for 2023-24. Both goals are on track and the implementation plan is following the planned timeline.

2023-2024 Eduphoria Aware FBISD Implementation Goal	Status Signal	Notes
Author and administer District-level learning assessments (DLAs) in Reading/Language Arts, Math, Science, and Social Studies courses aligned to the comprehensive assessment calendar.	On Track	District assessments have begun for core courses at all campus levels. District and campus staff are supporting participation according to the assessment calendar.
Use Eduphoria Aware tools to analyze district (DLA) and state (STAAR, EOC, TELPAS) assessment results.	On Track	Five years of historical STAAR, EOC, TELPAS data have been loaded into the platform.

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		Campus leaders are using district and building-level meeting structures to examine results as each DLA is given.
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- Ongoing collaboration with leaders in the Information Technology, Department of School Leadership, Organizational Development, and Teaching and Learning departments to support implementation needs.
- Training provided to a variety of stakeholders using online self-paced formats, in person face-to-face sessions, and virtual live sessions. District staff from DSL, OD, T&L, IT, SEL, campus principals, assistant principals, instructional coaches, campus assessment coordinators, and teachers such as math specialists, interventionists, secondary department heads, and team leaders have been trained between July and November.
- Assessment:
  - Implemented fully online assessment for the first time for all GT and College Board (PSAT & SAT) testing.
  - G/ T Testing administered to over 6,000 students so far this year.
  - PSAT administered to over 21,000 students in grades 8, 10 and 11.
  - Reduced the summer testing budget for summer EOC by approximately 75% for a budget reduction of \$54,650 when compared to summer supplemental pay for EOC testing in June 2022.
- 2023 STAAR Data & Accountability Raw Score Reports:
- FBISD exceeded State and Region performance in:
  - STAAR Performance
  - Academic Growth
  - Graduation Rate

### SEL & Comprehensive Health

- Launched a new College and Career Exploration Software as of May 2023 called SchoolLinks. Provided Webinars/information sessions for students, staff, and families, and posted the recording on the website for use by anyone that hasn't seen the session. Students, staff, and families are currently utilizing SchoolLinks for college and career exploration & college applications. Work is in progress to utilize SchoolLinks for course selection in mid to late January 2024 for those entering high school in the 2024-25 school year.
- Held two district college fairs with over 1,000 students and parents in attendance. Will continue our efforts by offering a virtual FAFSA Night on December 6, 2023.
- Conducted a Senior night with information specifically for students receiving additional services through the special education department with 74 attendees. The parents were grateful for the information in learning about what is available through our College Partners. In the future, we will include more specific information sessions at the District College Fair for students that would benefit from the additional information.
- Increased Participation and Performance in AP Testing
  - Total number of AP students who took 2022 AP Exams increased by over 500 students from 2021 and was the highest level of participation in the last 5 years (5,402 students)
  - Total number of AP students who took an exam in 2023 by 926 students from the 2022 AP exam window

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- 12,084 AP exams were administered in 2022, an increase of 1700 exams from 2021 (10,339) and the largest number of exams administered since 2018
- 13,896 AP exams were taken in 2023, 1,784 more than 2022
- Of those 6,328 students, 4,601 students, or 73%, scored a 3 or higher on one or more AP exams.
- Of the 13,896 exams taken, 71% of exams taken achieved a 3 or higher.
- As of 11/15/2023, we currently ordered 15,360 for student enrolled in a full year or fall semester AP course.
- 3868 students (72% of students tested) made at least one AP score of 3,4,5 in 2022. This was an increase of 560 students in 2021 (68% of students tested).
- Currently, FBISD has ordered 14,331 AP Exams for the 2023 AP Exam administration at an increase of over 2200 exams over what was administered in 2022.
- College Board awarded 4 FBISD High Schools as AP Honor Roll Schools: A
- The beginning of year referral numbers for mental health services were the highest this year since the program was implemented. This includes services from our District Mental Health Counselor and our partner providers. Campuses and parents are seeing value in the services provided, and campuses have a better understanding of the referral processes.
- Behavior Training and Services for Staff Increased
  - Two summer professional learning options addressed some of the behavioral concerns brought forward by teachers last year. Course feedback surveys indicated teacher learning and that it provided needed information and strategies.
  - Behavior Power Hour sessions were offered in the fall and spring for teachers wanting to learn more about classroom strategies to address behavioral challenges. They received positive feedback.
- 2022 Family Holiday Support - The social worker team provided holiday assistance, Thanksgiving and Christmas, to 818 families.
- 2023 Family Holiday Support - The social worker team provided holiday assistance at Thanksgivings for over 200 families, and are currently working to provide assistance for Christmas.
- The Social Workers, Mental Health Counselors, and Behavioral Health Facilitators have provided support to several campuses during crisis situations.
- Campus Medical Safety Resource Improvements
  - All FBISD campuses are stocked with an unassigned Epinephrine Auto-Injector(s). All school nurses received training for recognition of symptoms and use
  - All secondary campuses now have an unassigned opioid antagonist in the campus clinic. The school nurses received unassigned opioid antagonist training. We are working to get an unassigned opioid antagonist in every elementary clinic to align with the required legislation.
  - All campuses now have access to a registry sync function in the electronic medical record system. The sync function has allowed students to meet state compliance requirements without having to request immunization updates from parents.
- Increased Medical Student & Family Services
  - 2022 & 2023 The district hosted three onsite immunization clinics in August to help bring students up to compliance with Texas immunization requirements for the first day of school.
  - 2022 Over 350 students received free eye exams and free eyeglasses through the See to Succeed (STS) Program. The See to Succeed (STS) program provides vision exams and eyeglasses to schoolchildren ages 6-18 years old at no cost to families.

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- 2023 Over 650 students received free eye exams and free eyeglasses through the See to Succeed (STS) Program. The See to Succeed (STS) program provides vision exams and eyeglasses to schoolchildren ages 6-18 years old at no cost to families.
- Over 300 students participated in Project Saving Smiles. Project Saving Smiles provides students with a free dental exam, dental sealants and a Fluoride varnish protective coating to help prevent new cavities and to stop early cavities.
- Campus Health and Wellness
  - All campuses have a Campus Wellness Committee and an identified sponsor that are working to grow health and wellness on their campus.
  - 2022 Hosted the inaugural FBISD Student Wellness Committee Think Tank Event sponsored by the Fort Bend Education Foundations and United Healthcare. \$3000 of grant funds will be awarded to 3 campuses (1<sup>st</sup> place - Hightower HS \$1500; 2<sup>nd</sup> place - Ridge Pont HS \$1000; 3<sup>rd</sup> place - Kempner HS \$500) for health and wellness projects to better support their campuses.
  - 2023 Hosted the second FBISD Student Wellness Committee Think Tank Event sponsored by the Fort Bend Education Foundations and United Healthcare on November 29<sup>th</sup>, 2023. The \$2500 in grant funds will be awarded to 3 campuses (winners are being determined now).
  - Prevention support materials to teach the prevention of child abuse, family violence, dating violence, and sex trafficking have been approved by the FBISD Board of Trustees and are available for campus use.
  - FBISD's SHAC Wellness Hero for the 2022-23 school year is a student for the first time.
- Austin 2023 L101/L102 advocacy day included BOT's and Superintendent participation.
- Inaugural FBISD Profile of a Graduate Student Leadership Series –Civil Rights Tour took place in March.
- All five Fort Bend ISD Destination Imagination (DI) teams that attended the Destination Imagination Global Tournament placed, to include 3<sup>rd</sup> place, 5<sup>th</sup> place, two 8<sup>th</sup> places, and an 11<sup>th</sup> place finish.
- Fort Bend ISD has 67 teams signed up to participate in the Destination Imagination Regional Tournament located at Dulles HS & Dulles MS on February 17<sup>th</sup>, 2024.
- Hosted our first Whole Child Health Student Success Webinar, Mental Health Supports for Students, on October 18<sup>th</sup>, 2023.
- Voice Summit was held on October 25<sup>th</sup>, 2023, at Crawford HS. We had 22 students from each high school attend to participate in the learning about resilience. The keynote speakers were Dr. Whitbeck, Commissioner McCoy, and NASA Flight Director Pooja Jesrani.
- Three students won first place in their categories at the Texas History Day contest in Austin, Texas on April 15, 2023. Those 1st place results resulted in them representing the state of Texas in their categories for the National History Day contest in College Park, Maryland on June 16-19, 2023. In recognition of their achievement representing Texas, Jacey Jetton had the Texas Legislature pass a proclamation in their honor in the last session.
- SHAC imagined a District Student Wellness Coalition that has now met 5 times a year aligned to the SHAC meetings.
  - This group encompasses 4 students from every high school and is focused on advocating the four pillars of health and being the student voice at all SHAC meetings.
  - The Think tank event is part of the campus student wellness coalitions work, was held on November 29, 2023, evening at the administration building where students can be awarded money from United Health Care to implement their proposal on their campus.

## Significant Accomplishments

### Organizational Development

- Developed DMA LOCAL policy procedures; launched development of comprehensive learning plans for all staff
  - Launched summer required learning for all instructional staff (Campus administrators, teachers, paraprofessionals, instructional support staff)
  - Reviewed and ensured revision of annual staff training in compliance with DMA
- Led the design and implementation of adapted Learning Walk teams (in collaboration with Teaching & Learning, DSL, and SEL) to ensure increased campus support and collaborative structures for data review across identified focus schools. This process has facilitated support across academic departments for campus teachers and principals to support quality Tier 1 instruction and achievement of CIP goals.
- Implemented induction and mentorship, strategic staffing models, and programs to support recruitment and retention of staff including:
  - Established partnership with University of Houston to initiate an ACP program with potential to place 40 ACP candidates for the 2023-24 school year; developed dedicated support model for ACP candidate mentorship within FBISD.
  - Applied for, received, and implemented TCLAS grant decision five, innovative staffing model to support recruitment of teachers while developing teacher capacity (Madden, PGE) Retained 100% of teacher residents with 7 teacher placements and two aide placements for 2023-24; recruited and placed 13 paid teacher residents for 2023-24.
  - Designed teacher candidate student observation model to support initial connections with pre-service teachers during their college coursework. (365 teacher candidate observations completed).
  - Collaborated with department of school leadership and district leaders to provide induction, mentorship, and coaching for identified new campus administrators (42 leaders) and district leaders (11 leaders).
  - Led internal and external Reading Academy cohorts to support teacher/ leader completion of required Reading Academy Credentials. (2,188 internal, 291 external across 14 Districts).
- Implemented structures and systems for process improvement such as:
  - Project Management Office trained and implemented Project Coordinators to support process improvement across district departments including translation services, enrollment processes, District of Innovation renewal, facility moves (BPE), student/employee travel process improvement, and school consolidation moves.
  - Established district data cycles for ongoing review of data tied to improvement and RDA plan goals to identify areas of strength and build response plans across district departments.
- Facilitated organizational engagement in decision making including:
  - Utilized Thought Exchange, Focus Groups, and leaders to identify teacher perception and supports during Superintendent entry plan (immediate adjustments to teacher workload),
  - Teacher Forum leadership council and quarterly Teacher of the Year events to inform, consult, and gather input on district decisions,
  - District wide budget reduction decision making through implementation of cross functional district Design Team and Thought Exchange input process
  - District Calendar Committee to support adoption of the annual school calendar to address teacher articulated need for teacher planning time, and a

## Significant Accomplishments

- Developed and implemented a streamlined District Improvement Planning process to ensure alignment of CIP, DIP, and Board Goals.
- Professional Learning
  - Implemented Summer Professional Learning for teachers
  - 97% of teachers agree/strongly agree that presentation content and presenters are high quality
  - Established Leading Improvement Learning Communities with 9 campuses
  - Launched Central Office onboarding, induction, and mentorship program to support assimilation of leaders
  - Implemented differentiated teacher mentorship model to support high numbers of new teachers (implemented cohort model, feeder pattern models, and central office mentorship)
    - Established WHS and MHS New Teacher Mentor Feeder Pattern Support models
- Strategic Planning & Project Management
  - Launched design of 3 year program evaluation schedule including and annual scope of work
  - Launched development of FBISD Strategic plan; completed Phase 1, Engage
  - Successfully managed project school consolidations project to launch Mission Bend/Glenn and Blue Ridge/Briargate on new sites
- Expanded Partnership for teacher pipelines including:
  - Expanded number of Teacher Residents (paid student teachers) (28)
  - Hired 100% of the 2021-22 Teacher Residents as FBISD employees (9)
  - Developed and implemented ACP program in partnership with University of Houston (University is using our model as a guide for future partnerships)
  - Launched development of strategic staffing models to support teacher entry pipelines
  - Established and implemented Instructional Apprentice Support Model
- Expanded Teacher Incentive Allotment to two pathways (National Board and Local Designation System Design)
  - 33 teachers are pursuing National Board Certification
  - Launched Development of FBISD Local Designation System for Cohort H

### Collaborative Communities

- District mentoring has grown to 868 mentees; a 62% increase in participation from the prior school year across 45 campuses (26 elementary, 10 middle and 9 high schools). Note: Some campuses have more than one mentor program.
- Doubled the impact of Shared Dreams program from prior school year by providing over 29,700 students with basic need items including clothing, school supplies, toiletries and food to nearly all campuses with support from the community (\$300,000 in kind donations, 1,000 community volunteer hours).
- Through the Exemplary Partnership initiative, Collaborative Communities provided oversight to 9 resource rooms across the District. Nearly 6,800 opportunities have been offered to students to provide them with access to basic needs items. More than \$65,000 in monetary and in-kind support was donated by 4 exemplary partners to campuses.
- Through capacity-building and collaboration with 27 Title I Parent Educators, there have been over 2,400 family courses and/or engagement opportunities on Title I campuses resulting in over 38,000 counts of parent/guardian participation.
- Nearly 3,000 families supported through food insecurity efforts coordinated with community collaborators
- Over 202,200 volunteer hours were tracked and/or reported by District campuses and volunteers resulting in over \$6,000,000 (for donated time and effort).
- Obtained Board approval to successfully implement attendance communities for the opening of Almeta Crawford High School and Alyssa Ferguson Elementary School in the 2023-2024 school year. Boundary

## Significant Accomplishments

adjustments were also approved to address overcrowding at many campuses in the northwest and southeast portions of the District (e.g., Heritage Rose Elementary, Travis High School, Leonetti Elementary, etc.).

- Initiated additional community engagement endeavors to provide innovative solutions to address gaps and provide support to campuses, students, and families. Examples include:
  - Partnership with Camp Allen to provide field trips via grant funding valued at over \$15,000 for over 100 Gifted & Talented students across 8 middle school campuses
  - Partnership with Sewa International to receive \$10,000 in funding to implement Mobile Education experiences (bring the field trip to the campus) to students at select campuses. Partnership also includes free intervention support via AmeriCorps to the Teaching & Learning team.
- Launched District-wide Partnership Procedures in alignment with Policy GK (Local) to review and implement a process to engage and execute District partnerships.
- Revised Policy FC(Local) to incorporate best practices and lessons learned with 2022-2023 boundary planning process and received Board approval.
- Developed Scope of Work and launched Request for Proposal for District demographer and received Board approval to work with Population and Survey Analysts.
- Through capacity-building efforts with Title I Parent Educators across 25 campuses, over 1,099 family courses and/or engagement opportunities have been implemented on Title I campuses resulting in 15,151 counts of parent/guardian participation.
- Implemented District mentoring across 24 campuses (17 elementary, 5 middle and 2 high schools) resulting in 372 students receiving mentoring supports.
- Created and launched a Central Application Platform that allows for the community to complete one application to submit their interest in participating on a current or future District committee and/or stakeholder engagement opportunity. A total of 466 community members have applied to date and some of have already contributed to opportunities including: the Clements HS rebuild, calendar development, strategic visioning and the District Planning Advisory Committee.
- Coordinated, planned and implemented Shared Dreams community-wide celebration that commemorated the 35<sup>th</sup> anniversary of the program.
- Created and launched middle school Career Day speaker list to engage with local business leaders, community groups, health institutions and non-profit organizations; list includes 100 speakers to engage across 15 middle school campuses.
- In partnership with Sewa International, a Mobile Education experience (a “virtual field trip” comes to the campus) was brought to 4 elementary campuses: Dulles, Bhuchar, Ferguson, Patterson. All students participated and were taken on a 45-minute journey through the universe from the comfort and security of their school.
- Launched three new exemplary partnership rooms at Armstrong ES, Missouri City MS and Heritage Rose ES to allow students direct access to obtain basic need items (e.g., toiletries, food, clothing, school supplies)
- Successfully provided over 16,000 Title I students with school supplies to launch the school year in collaboration with Textbooks Warehouse and Accountability, Assessment and Compliance Departments.

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- Received support from Kroger stores as part of the Backpack Boosters program that provided department with a total of 3,200 school supply kits.
- Collaborated with Adopt a Classroom and Burlington Stores to nominate a District campus (Rosa Parks ES) to be the recipient of \$5,000 towards teacher classrooms and participate in the grand opening of the Missouri City, Texas store.
- Partnered with the City of Sugar Land to provide access to nine event performance opportunities at Smart Financial Center to 80 District staff spanning 14 departments.
- Expanded partnership with Brighter Bites to two new campuses (Glover ES, Mission West ES). Brighter Bites is a local non-profit organization that provides a 16-week supply of fresh produce to families and nutrition education to students and families.
- Through Shared Dreams Program, 15,193 opportunity supports have been provided to students and over \$143,000 of in-kind support and monetary donations have been received.
- Through Exemplary Partnership initiatives, a total of 2,128 opportunities of student support has been provided through 11 resource rooms.

### School Leadership

Department of School Leadership, Athletics, CTE, Fine Arts

#### Department of School Leadership

- Completed districtwide campus and community meetings to support the passing of 1.2B bond election
- Hunters Glen Elementary selected as Texas Alliance of Black School Educators Demonstration School
- Effectively completed the school consolidation process for Briargate/Blue Ridge and Mission Bend/Mission Glen
- Launched Fueling Brains partnership to support early learners in the Willowridge feeder pattern.
- Completed training on Effective Schools Framework and created local Targeted Improvement plans.
- Completed Observation and Feedback and Driven Instruction training by the Texas Instructional Leadership Model.

#### Athletics

- The total number of High School students participating in Athletics increased by approximately 700 students to 8,865 students during the 2022-23 school year. The total number of Middle School athletes participating increased by 800 students to a total of 6,138.
- FBISD is well represented in athletic playoffs for all sports:
  - Cross Country Regional team/individual qualifiers: Kempner, Austin, Clements, Elkins, Ridge Point and Travis.
  - Swim/Dive: District Champions Boys: Austin and Elkins, District Champion Girls: Travis, Austin, and Ridge Point in a three-way tie.
  - Volleyball: Austin, Kempner, Travis, and Ridge Point (Regional Quarter Finalists)
  - Football: Clements, Hightower (Area Champs), Ridge Point (Area Champs) and Marshall (Regional Quarterfinalists)
  - Girls Basketball: Hightower, Austin, Ridge Point. Hightower (Regional Quarter Finalists)
  - Boys Basketball: Clements, Bush, Elkins, Hightower, Marshall (Regional Finalists)
  - Girls Soccer: Kempner, Clements, Elkins, Ridge Point (State Finalists)
  - Boys Soccer: Kempner, Austin, Bush, Ridge Point
  - Girls Track & Field: Marshall, Bush, Elkins State Appearances

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- Boys Track & Field: Marshall Boys Track 5A State Champions
- Softball: Travis, Dulles, Ridge Point (Regional Semi Finalists)
  - Baseball: Hightower, Austin, Ridge Point (Regional Quarter Finalists)
- FBISD coaches/teams/athletes recognized for excellence on and off the field:
  - Allen Aldridge (Bush Head Football Coach) named Houston Texan Coach of the Week
  - Clements Tennis Team and Coach Brett Bernstein awarded the USTA Sportsmanship award
  - Lauren Neal (Clements Swim and Dive Coach) - National Federation of High School Sports State Coach of the Year for Boys Swimming and Diving
  - Monthly Awards to recognize outstanding performance including:
    - Student Athletic Trainer
    - Scholar Champions (accomplishments in the classroom, community as well as sport)
    - FBISD Athletics partners with Farm Bureau Insurance to recognize a male and female team of the month
  - Swim and Dive—Erin North of Austin HS Receives the Theron Pickle Lifetime Achievement Award in Swimming and Diving from the Coaches' Association
  - Clements HS, Logan Brown is the two-time gold medalist, state record holder 100 breaststroke, 6A Male Athlete of the Meet in 2022 -- CHS men's team placed 5<sup>th</sup> overall. Clements HS -- Kayla Fu and Hayden Bellotti State Champions in Swim. Ridge Point, Ethan Hunter highest placing for diver at a state meet in over a decade.
  - Noey Do, two-time State Champion in Class 5A UIL Tennis Boys Singles Tournament.
  - Ridge Point High School Girls' were state finalists in the UIL Class 6A Soccer Tournament.
  - Clements High School's Mixed doubles and Girls Doubles team advanced to the Class 6A State Track & Field Meet.
  - Marshall High School claimed their second consecutive team title in the UIL Class 5A Boys Track & Field Championship Meet.
  - Middle School cross country had 10 schools and 162 participants for a sport that is volunteer only for coaches and student athletes.
  - Dr. Jasmine DeBose - NOCSAE Board of Directors, NATA Career Advancement Committee's National Distinction Award
  - Glen Stroech - GHATS - Logan Wood Award - exhibited meritorious service to GHATS
  - Dr. Jasmine DeBose & Kara Sylvester - NATA Atlas Ambassadors
  - AT Students - Methodist Summer Camp Scholarship Recipients  
Tamia Crawford of Elkins HS, Genea Wilson of Bush HS, and Esmeralda Gallardo of Hightower HS.
- Athletic department hosts FAB Awards to highlight the best of the best in Fort Bend ISD Athletics both for student athletes, coaches, and administrators.

### CTE

- The total number of students enrolled in CTE courses is 23,712 which represents a 16% increase from 2021- 22 enrollment.
- The City of Sugar Land Fleet partners with JRCTC Transportation students to service city vehicles.
- CTE Teachers trained over 100 district paraprofessionals in Word and Excel, and 24 of the paraprofessionals earned a Microsoft Office Specialist Certification.
- CTE teachers and students earn recognition and certifications:
  - THS JROTC Senior Rishita Baga attended the Flight Navy Academy
  - JRCTC student, Helen Rippetoe, won Best of Show in Photography at Fort Bend County Fair
  - Crockett STEM teacher, Embrick, was inducted into the Honeywell STEM Teacher Hall of Fame
  - CHS JROTC Cadet Emily Kus, Cadet Kenneth Wang, and Cadet Trisha Rangi were awarded full NROTC Scholarships to the college of their choice valued at \$250,000.

## Significant Accomplishments

- RPHS FFA student went to Indianapolis to attend the 95th National FFA Convention to receive her American Degree- the highest achievement earned through the FFA
- Four students earned their Cosmetology Operator License
- CTE students earned 5,723 Industry Certifications

### Fine Arts

FBISD Fine Arts programs received multiple awards and special performances:

- Marshall High School performed at the HBCU-National Band and Orchestra Directors Symposium in Atlanta, GA in April
- Bush High School was invited to perform at the ASBDA Region V Conference in New Orleans, LA in June
- Ronald Thornton MS Full Orchestra—placed 5<sup>th</sup> in the TMEA State Honor Orchestra competition
- Bush HS Choir's Bel-Air Barbershop Quartet won the Houston Tidelanders' Barbershop Quartet Tag Contest
- Bush HS earned their first UIL Sweepstakes in the history of the school with their Varsity Mixed Choir, Varsity Tenor Bass Choir, and Non-Varsity Treble Choirs, Arianna Sandoval, Director
- Missouri City MS had their first UIL Sweepstakes in the history of the school with their Varsity Treble Choir, Andrew Passmore, Director
- Bush HS advanced to the UIL 6A State One-Act Play Contest and Kempner HS advanced to the UIL 5A State One-Act Play Contest; this is the first time two FBISD schools advanced in the same year.
- FBISD Schools received a record 12 Tommy Tune Nominations including two wins for Outstanding Choreography and Outstanding Dancer, both from Dulles HS.
- Fine Arts Department offered a MS Dance class at 14 campuses this year, officially expanding the dance program to 8<sup>th</sup> graders across the District.
- FBISD earned 12 VASE Gold Seal awards, the highest award that a HS artist can earn.
- 34 FBISD Art students earned the Scholastic Art Gold Key Award and qualified to compete for the National level: Clements-23; Dulles-1; Elkins-8; RPHS-1; Travis-1
- Twenty six Elementary Schools participated in the 5th Annual Sugar Land Holiday Lights Take Over Event in December of 2022, where over 1,000 students sang for the public over two nights.
- Nineteen Elementary Schools performed the National Anthem for a Rice Owls Baseball game in April 2023.
- Fine Arts Programs from across Fort Bend ISD were awarded over \$40,000 in grants from the Fort Bend Education Foundation.
- Texas Educational Theatre Association: *2023 Award of Distinction-Outstanding District*
- Middle School One-Act Play Bi-District Champion: Thornton MS
- 84 National Qualifiers for the 2024 Thespian National Competition (and the first time all FBISD high schools have a qualifying student)
- *Mark of Excellence Awards* sponsored by the Foundation for Music Education
  - *National Wind Band Honors* Commended Winners (2 groups—SMS, GMS)
  - *National Orchestra Honors* National Winners (4 groups—FSMS, SMS, CHS String, CHS Full)
  - *National Choral Honors* National Winners (2 groups—FSMS, EHS) and Commended Winner (EHS)
- Texas Music Educators Association—JHS/MS State Honor Orchestra Winner: Sartartia MS Honors Orchestra, Heather Davis and Guillermo Teniente, Directors
- Texas Music Educators Association—Invited MS Choir: First Colony Select Treble Choir, Tommie Trinh and Joshua Sarmiento, Directors
- Texas Music Educators Association—Invited Elementary Group: Neill Rockin' Longhorns, Staci Waites, Directors
- Southwest American Choral Directors Association—Invited MS Choir: Fort Settlement Varsity Treble Choir, Kirsten Jordon, Director

## Significant Accomplishments

### Operational Departments

Business & Finance, Child Nutrition, Communications, Construction, Facilities, Human Resources, Safety & Security, School Nutrition, Technology, & Transportation

### Business & Finance

- Active debt management strategy and higher property values resulted in a 2¢ reduction to the interest & sinking tax rate
- Maintained AA bond rating
- Increased FIRST rating by 3 points, maintaining A rating
- Completed \$23.5M in strategic abandonment without increasing classroom sizes or reducing student programs of choice
- Completed Efficiency Audit for VATRE
- Completed \$97.5M debt transaction refunding \$67.5M of commercial paper and issuing \$32.5M in new money at a total interest cost of 4.24%
- Clean 2022-23 annual comprehensive financial report from external financial auditor (Whitley Penn)
- Actively supported successful VATRE by speaking at community and campus events
- Incorporated \$35M from successful VATRE into 2023-24 budget for staff raises and state mandate for armed personnel at all campuses

### Business Services

- Awarded the National Procurement Institute's Achievement of Excellence in Procurement Award in July 2023
- Implemented EquaLevel eProcurement platform, with go live date of January 4, 2024
- Initiated implementation of contract lifecycle module in DocuSign; anticipated go live date of January 30, 2024
- Increased enrollment in extended learning by 6% over 2022-23 year; enrollment is up 30% from the 2021-22 school year, which allows for a \$2.5M transfer to the General Fund

### Child Nutrition

- Ongoing efforts to replace \$11M of aging kitchen equipment using excess fund balance due to grant funding
- Added digital menu boards at all high schools; middle school implementation anticipated to start in January
- Added three additional community eligibility program campuses (Sugar Land MS, Quail Valley ES, and Dulles ES) allowing all students to eat breakfast and lunch at no cost, regardless of economic status
- Increased concession revenues by implementation of credit card at Wheeler, Hopson, Mercer, Hall, and at natatorium.

### Communications

- Led successful production of graduations on-site
- Coordinated the campaigns for the VATRE (with 56,388 YES votes) and BOND 2023 with 66% of the vote.
- In spite of horrible ballot language, coordinated a successful VATRE campaign with 57% of the vote.
- 3,874 employees participated in the vote (64.2% of registered employees). Even if no employees voted, the VATRE would have passed with 53% of the vote,
  - Since Dr. Whitbeck became superintendent, positive external media mentions of the district have increased 558% during the time period of October 2021 – October 2023 compared to the year before she arrived, which was Oct. 2020 – Oct. 2021. From Oct. 2020 – 2021 (BEFORE DR. WHITBECK), positive mentions = 40; From Oct. 2021 –2022 (DR. WHITBECK'S FIRST YEAR), positive mentions = 86; From Oct. 2022 – 2023 (DR. WHITBECK'S SECOND YEAR), positive mentions = 137. These media mentions have included regular information like multiple media reports on the

## Significant Accomplishments

district's Vision 2030 summits and the community survey in Nov. 2023, as well as a live Today Show appearance by the superintendent and graduates of FBISD's Travis High School on May 31, 2023.

- Facilitated a \$1.5 million investment from Commissioner Andy Meyers into the outdoor learning area surrounding the historic cemetery at the James Reese Center.

### Construction

- Successfully completed \$193M on construction projects within budget - Year 2023, plus an additional \$24M in construction in Budget Year 2024
- Supported efforts to obtain voter approval of Propositions A, B and C of Bond 2023 in the amount of \$1.2B
- Completed construction on several new schools:
  - Crawford High School – HS12
  - Ferguson Elementary School – ES54
  - Bhuchar Elementary School – ES53
- 2018 Bond Small Business Initiative reached 34% Total SBE Commitment
- Clements High School's New Fieldhouse is nearing completion (Bond 2018)
- Completed several district improvement projects including:
  - Hightower High School Central Plant Upgrades completed (Bond 2018)
  - District-wide MDF/IDF upgrades
  - Roofing projects at nine campuses
  - Structural Repairs at 11 campuses
  - Fire alarm upgrades at four campuses
  - Exterior light upgrades at 35 campuses
- Updated and published Technical Design Guidelines
- 38 new design contracts executed for Bond 2023
- 58 professional services vendors approved for Bond 2023, and 57 professional services contracts have been executed
- Decommissioning and demolition of Mission Bend Elementary School and Briargate Elementary School has started as part of Bond 2023

### Facilities

- Cost saving measures to relieve department budget
  - Repaired Rodgers Auditorium chiller saving \$15,000/month on rentals
  - Baines MS – repaired collapsed water line in-house resulting in saving \$15,000
  - EA Jones ES – replaced two 120 gallon heaters saving the district \$10,000
  - Repaired districtwide backflow prevention devices saving \$30,000
- Energy management
  - Participated in CenterPoint Red Program which resulted in saving \$242,000
  - Negotiated new energy rate savings of \$750,000/year
  - Participated in SCORE Program and received incentive money of \$350,000 from CenterPoint
  - Upgraded six elementary school libraries to LED lights saving \$40,000 annually in energy costs
- Maintenance Department reduced the average number of days to close work orders from 27 days to less than 9 days and closed 10,797 work orders during the 2022-23 school year
- Improved indoor air quality on campuses by repairing outside air dampers
- Hired new Executive Director of Facilities and Operations
- Maintenance department continues to strive to maintain the average number of days to close a work order at 9 days

## Significant Accomplishments

- Maintenance has been working with safe and secure to correct items found identified by the Intruder Detection Audits
- Energy Management
  - Participating in the Energy Star program and working to recertify buildings for the program
  - District continues to participate in 4 energy load curtailment programs
  - District continues to participate in the SCORE energy program and has received \$30,000 to date

### Human Resources

#### Recruitment, Retention, & Development

- Implemented instructional apprentice program to place employees in an alternative certification program (ACP) in vacant teaching positions to avoid use of long-term subs
- Implemented the recruiting and retention stipends for all eligible district employees
- Calculated service, increases, and backpayments following passage of the VATRE for the December 15<sup>th</sup> payroll
- HR Operations ensured that every district employee was fingerprinted to be in compliance
- Successful open enrollment for the Sick Leave Bank, we have 215 members compared to 149 in the 2022-2023 school year available days for use: 539
- Successful rollout of the voluntary transfer of days for bereavement

#### Benefits & Wellness

- Adjusted health benefits plan design to eliminate deficit in health benefits fund; adjustments should result in health benefits fund breaking even for 2024-25 fiscal year
- Utilized open enrollment process requiring all employees to make benefits election with 98.4% completion rate

### Safety & Security

- Participated in community service events such as
- Multiple area food distributions, Shared Dreams, Shop With a Cop and Mentorship programs at elementary campuses.
- Grant funding awarded to assist in classroom panic button mandates and bullet resistant shields program
- Created Executive Director of Emergency Management and Life Safety Systems to provide direct supervision and oversight to these two critical areas
- Successful implementation of a full scale Unified Command Post with the City of Sugar Land for 11 high school graduations at Mercer Stadium
- **Improved Safety and Security Measures through training, standard protocols, and drills including:**
  - Basic Emergency Operations Plan, Active Threat Annex and the Active Shooter Appendix were all approved by the Texas School Safety Center.
  - Successfully implemented processes for weekly exterior door checks as required by the Texas School Safety Center.
  - 
  - Hosted nineteen (19) active shooter training classes with FBISD Active Shooter Instructors. A total of 323 police officers from the Fort Bend area attended the 16 hour training blocks.
  - Restructured mandatory drills to fall within the first ten days of school and to announce drills ahead of time in order to reduce anxiety for students and staff.
  - Continued Weapon Detection System program for athletic events and graduations.
  - Implemented Mobile Data Terminal (MDT) program in order to input and receive information on

## Significant Accomplishments

cases while in the field.

- Continued School Safety and Security Committee in accordance with Texas Education Code, Sec. 37.109.
- Provided Annual Staff Training on Prevention and Reporting Child Abuse
- Provided annual training for all employees, to include substitute teachers, on Safety and Security topics as well as Standard Response Protocols

### Information Technology

- Successfully completed PeopleSoft upgrade February 13, 2023. This major system-wide upgrade was carefully planned and completed successfully within 1.5 years using internal technical resources only.
- Implementation of SchoolLinks to replace Naviance for college and career planning for all secondary students and continuing to develop processes to provide data as required to the application to support the efforts. Assisted in implementation of NextGrad kiosks that were installed at every HS campus to provide relevant college/career planning information about various schools and universities that students can inquire about - these are strategically placed at each campus based on principal and counselor recommendation (no cost to the District). Supported implementation of the 2018 Bond by completing IT projects including:
  - Integrated Flat Panel Project installation of 5,278 panels for all campuses except for Blue Ridge/Briargate. Blue Ridge campus will be equipped with the panels in summer 2023.
  - Installation of the network and telephony equipment for Ferguson Elementary and Crawford High School services will be deployed during summer 2023.
  - Deployed all technology devices as a part of the Fine Arts renovation project at eight campuses.
- Completed cybersecurity penetration test by Converge (formerly Accudata) on Friday, May 19, 2023, and final report identified zero vulnerabilities on external vulnerability scan and several vulnerabilities exist on internal scan which were addressed immediately by FBISD staff. The vendor found "the security of the observed environment exceeds industry accepted practices. The overall posture was found to be excellent with limited low-risk finds."
- Enrollment exceeded 80,000 students for the 22-23 school year, and current enrollment is 1,600 over the original planned projection.
- Confirmed ERATE funding approval of up to \$5.7 million for qualified expenditures during 2022-23 school year. Received \$162,865 reimbursement from ERate for Category 1 Services.
- Received approval from ERate of \$17.6M of Emergency Connectivity Fund for the purchase of 1:1 device providing enough technical support will be available.
- Implemented new 20G internet circuit with new lower-cost provider. Increase the bandwidth between the primary datacenter at Admin to the secondary datacenter to 40G to add capacity to the system to load share wireless traffic between FBISD Internet circuits.
- Migrated from old/sunsetting telephony lines and implemented 100+ LTE mobile network analog terminal devices to provide analog phone services for critical life/safety systems at campuses and support sites including elevator phones, intrusion alarms, and fire alarms.
- Finished refresh of all Uninterruptible Power Supply batteries for the network systems across the District. Replacing the batteries dramatically improved the network uptime by allowing these systems to stay powered on through brief but chronic power outages, lightning storms, and other power system glitches. Improving the uptime has also reduced FTE hours by Technology Division staff to address these outages that disrupt classroom instruction.
- Deployed Isilon Admin File Share cluster 475 TB capacity.
- Customer Service Centers accomplishments:
  - handled 52,408 calls (out of 56,029) presented

## Significant Accomplishments

- average hold time was 1 min. 1 sec.
- average call time was 5 min. 43 sec.
- Other technology major accomplishments:
  - physically migrated 14,926 iPads from JAMF device manager to Microsoft Endpoint Manager.
  - 86,367 technology work orders completed.
  - 152,078 Computers, iPads, printers, projectors, panels and other devices maintained.
  - 75,036 student laptops prepared for STAAR test administration.
  - 5,647 laptops deployed for 1:1 environment at Title I secondary schools (WHS, MHS, MMS, HBMS, CMMS)

### Transportation

- 
- Have ordered 20 new special needs buses and 10 large buses scheduled to be delivered summer of 2024
- Hired third special needs supervisor to better serve sped students with quicker response times to routing needs.
- Planned implementation of student ridership tracking program beginning in February 2024Continue to improve the accident review procedures
- Consolidated Academy route stops for High School runs saving \$400,000 per year.
- Relocated Ferndale-Henry DAEP to MR Wood reducing ride times and incidents on buses.
- Renewed elementary campus-based student rider safety program with Buster the Bus