



DISCUSSION ITEMS:

Questions/comments from Committee members:

- ◁ W.McKinney: Prior to COVID only 2 of 10 African American students were reading on grade level. Since COVID, that has regressed. Does HCM have a plan for positioning high quality teachers in those schools with lower performance/greater regression to help recover some of the academic loss? Are there plans for incentivization?
  - Mr.Spears: I have requested a report so I can dive deeper into the data. There are strategies that we hope to use, but we will need to examine the data in order to make decisions.
  
- ◁ N.Garcia-Lopez: I have concerns about the District not hiring bilingual applicants or promoting bilingual staff.
  - Mr.Spears: I was not aware of this. I will need to look at the data to see if that is supported. We want the best talent in every position. If we aren't getting it, we need to look at why.
  
- ◁ M.Krochmal/B.Pace: W

A lot has to do with culture – but if your staff aren't being customer friendly, eg, not answering the phones, then

to broaden the scope. I appreciate Mr. Spears speaking to how teachers are treated on campus. Things like microaggressions as well as broader issues need to be addressed.

- Mr. Spears: I agree, the support system, and people having time to work together. We need to connect similar people so they can grow within the organization.
- ◁ Sol Tager (Audience member): Is there still a possibility that FWISD will bring in H1B visa teachers. Districts



REMINDERS:

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