Alief Independent School District

Alief ISD Mission: The mission of the Alief Independent School District, in collaboration with family and community, is to provide an exemplary education that values diversity of race, culture, gender, learning ability, and socioeconomic background in an environment that is equitable for all students and free of stereotypical expectations to ensure both a physically and mentally safe environment.	
Team	Education Improvement Council
Date, Time	04-23-2026, 5:00-6:30 PM
Location	Virtual

Agenda Item	Notes

Welcome
 	
Dr. Anthony Mays
Superintendent
 	
Charlie Garcia
Deputy Superintendent of Instruction
	• Dr. Mays welcomed the group and shared that the district is expanding our Schools of Choice Offerings.
	• Alief has been intentional about creating choice options at all campus levels.
	  ○ Kerr HS and AECHS
	  ○ Olle MS Innovation Academy
	  ○ Albright MS Performing Visual Arts Academy
	  ○ Miller Inter Performing Visual Arts Academy
	  ○ Horn Elem STEM school
	  ○ Rees Elem Performing Visual Arts Academy
	  ○ NEW in 2026-27: The Young Women's Leadership Academy
	  ○ NEW in 2026-27: Alief 360 Virtual HS at Taylor HS
	  ○ NEW in 2026-27: Hastings HS Pre-Health Pathway
	  ○ NEW in 2026-27: Elsik HS Pre-Engineering Pathway
	• About 300 Alief families have made the choice to apply to the school voucher program and attend a private school.
	• Budget Deficit Update –
	  ○ Declining enrollment due to low birth rates and aging houses in the area and the political climate
	  ○ Anticipated reduction in Federal Funds
	  ○ Anticipating a $4 million deficit in 2026-27 so we are in a hiring freeze and cutting positions
	  ○ Student needs and learning will remain our focus
	• Alief will be doing a demographic study and facility study.

	• Question from a member about possible school closures and the timeline. Answer-communication would go out to staff and the community in January if any campuses were consolidated. • Question from a member about how administrators would be selected for campus consolidation-would it be based on tenure or performance? Answer – the Board would discuss the matter and follow policy. Others have also raised that question about the current staff reductions. • Dr. Garcia shared about the Learning Launch digital magazine.

Climate Survey
 	
Dr. Ting Sha
Director of Records and Compensation
	• Dr. Sha shared the recent climate survey data.
	• Elsik NGC and AECHS data needs to be updated and it will be done soon.
	• The response rate for this survey was 69.57% which is comparable to the fall and previous spring (69.84% and 69.77% respectively) - this is a strong response rate.
	• There were 3 campuses that were focus groups: Bush Elem, Horn Elem, and Mata Inter
	  ○ Most campuses have all had a chance to be a focus group campus over the past few years
	• Several departments were also selected to be in focus group.
	• The Job Satisfaction score this spring (8) was lower than last spring (11) and this fall (13).
	  ○ Attribute this partly to budget cuts and staff reductions
	• Campus satisfaction scores were shared. Most had positive scores; the campuses with negative scores will have conversations with the campus leaders about how to improve the climate and culture.
	• The Favorability score this spring (69%) is comparable to the fall (75%) and the previous spring (69%).
	• Campuses will dig into their specific campus data and make plans for improvement.

Drop-out Prevention Review Nikki Bland Director of Research and Evaluation	• Ms. Bland shared highlights about our drop-out prevention. • When students withdraw from Alief the state calls them “leavers” and gives them a “leaver code”- there are good and bad leaver codes. • Drop-outs are bad leavers with a code “98.” • Drop-outs are tracked in the state for grades 7-12 and are reported 1 year behind. • If the drop-out rate is greater or equal to 11.1%, we would need to submit a plan to the state to reduce the rate. • Our rate was 3.0% in 2024-25 • If students dropped out the previous year, we have until the last Friday of the following September to find the students and get them re-enrolled.

	• Alief Attendance Counselor perform home visits to recover students. • Registrars receive ongoing training about properly coding withdrawals and how to track where students enroll.
Comprehensive Needs Assessment 2026-27 Review #2 Ginger Carlton Coordinator Data and Accountability	• The district CNA process and timeline was reviewed, and the members will be provided the link to review and provide feedback on the 2nd half of the CNA documents. • Members can still review the other CNA documents from March. All reviews are due Friday, May 1, 2026.