



WEEK OF APRIL 1, 2019

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Of Note...

HCDE made history with Alief ISD Wednesday, through a successful groundbreaking ceremony. That event set the stage for even greater things to come as a newly-constructed, state-of-the-art AB-West campus, to be housed in Alief, will make a positive impact on students in Harris County.

We were honored to have both Board President Josh Flynn and Trustee Richard Cantu in attendance, along with Alief ISD Superintendent H.D. Chambers. Former HCDE Trustee Dr. Diane Trautman also attended since the action item for construction of the school was approved during her tenure on the HCDE Board. Members of Alief ISD's board and other community representatives also attended. With bulldozers serving as a backdrop, the groundbreaking illustrated the great partnership HCDE has with its client school districts.

I began the week with internal meetings, followed by a meeting of the Executive Leadership Team (ELT), Leadership Team (LT), and budget hearings—all on Tuesday. After the groundbreaking event this past Wednesday, I conducted Agenda Review. I have been out of the office since yesterday.

This week in teaching and learning, HCDE hosted the following workshops that empower both students and educators in Harris County: Make & Take for ELAR: Grades 6-8, STAAR and Readiness Standards; NIMS-ICS 100, 200, 700, and 800 (a two-day training); CASE for Kids-OST Learning Community; and E-Colors & Intentional Leadership: Trust/Clarity of Roles and Processes; and Building Community. HCDE offers superior training at a lower cost for our client school districts, municipalities, and other entities.

Next week, I will begin the week with a meeting of my ELT and other internal meetings. I will attend budget hearings for several days next week with budget managers throughout the various divisions of HCDE. The budget hearings are part of our process to ensure sound and efficient fiscal management. This process also informs me as we prepare to present you with a fiscally responsible budget.

I will also continue my service as a SuperMENTor within our Head Start division next Thursday. I will also conduct various internal meetings. The week will close with me attending a Leadership Council Meeting for Good Reason Houston.

As always, thank you for your service to HCDE. I especially thank President Flynn and Trustee Cantu for attending this week's groundbreaking ceremony.

I hope you enjoy this issue of **The Connector**. Have a relaxing weekend.

UPCOMING EVENTS:

HCDE Board Meeting—Wednesday, April 17, 2019

Opportunity

PROGRAM CONNECTIONS

Autism Summit Set for April 9-10 at HCDE



Consultant Paula Kluth

A two-day Autism Summit will be provided for teachers, special education counselors and administrators by Harris County Department of Education on April 9-10 from 8:30 a.m.-3:30 p.m. at 6300 Irvington Blvd. in Houston, Texas.

Presenting is education consultant Paula Kluth, expert in differentiated instruction, or tailoring instruction to meet needs of individual students.

Kluth provides two presentations for the two-day summit: “You’re Going to Love This Kid: Educating Students with Autism in Inclusive Schools” and “Text Maps to Memory Caps: Differentiating Instruction in K-12 Classrooms.”

April is National Autism Awareness Month, and the Autism Society says autism is the fastest-growing developmental disability. Prevalence of autism in the United States is estimated at one in 59 births.

The summit is supported through the Texas Council for Developmental Disabilities. Cost is \$150 for in-county registrants (Harris County) and \$165 for out-of-county. Register: <https://bit.ly/2FK1JL9>

ADVANCED TEACHING AND LEARNING BY TRAINING THE TRAINER

APRIL 2, 2019

Make & Take for ELAR: Grades 6-8, STAAR and Readiness Standards

APRIL 3, 2019

(NIMS) ICS 100,200,700,800 (2 Day Training)

APRIL 4, 2019

CASE for Kids-OST Learning Community

APRIL 5, 2019

E-Colors & Intentional Leadership: Trust/Clarity of Roles & Processes

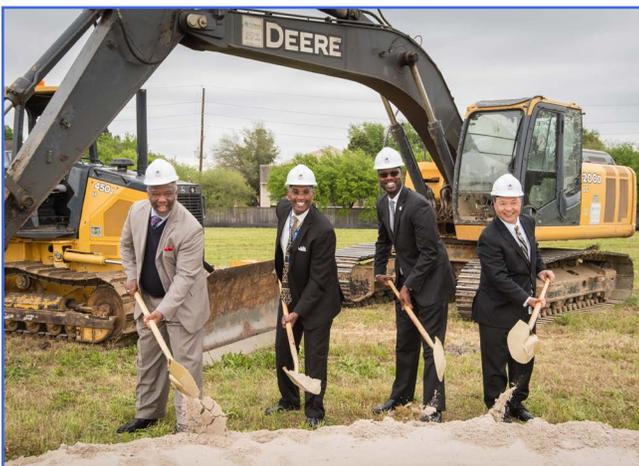
Building Community



Opportunity

PROGRAM CONNECTIONS

ABS-West Groundbreaking



Opportunity

PROGRAM CONNECTIONS

ABS-West Groundbreaking



Opportunity

PROGRAM CONNECTIONS

Superintendent Certification Program Launches at HCDE with Optimistic Job/Pay Forecasts



The employment outlook is positive for aspiring school superintendents as an increase in jobs and pay is forecasted. Harris County Department of Education launches

its 11-month, accelerated Superintendent Certification Institute on Aug. 10, 2019 to meet demands for the growing profession and an expanding, ethnically diverse student population in Texas.

The program features onsite, weekend seminars and weekday forums, each held once-a-month in small-group settings. Heading the leadership initiative is Educator Certification and Advancement, a HCDE division currently offering alternative teacher certification and principal certification programs with average test pass rates of 99.7 percent for the past seven years.

Staffed with experienced school leaders, the superintendent prep institute is personalized with one-on-one feedback, coaching and mentorship before, during, and after the certification process.

“There is never a better time if you are considering being a school district leader,” said ECA Director Lidia Zatopek. “With a projected 25 percent growth in education administrators and an average pay increase maintained at three percent for the past six years, it’s a burgeoning profession.”

Currently, Texas ISD.com, which lists superintendent employment opportunities, has 40 superintendent vacancies posted. Of the 99 districts with new superintendents this year, 62 districts hired a novice superintendent with no previous experience. The average superintendent salary in 2018-2019 is \$148,854. In large Texas districts with more than 50,000 students, average based pay is \$321,253.

Aspiring candidates for the superintendent program must have a master’s degree, hold a principal certification, or

equivalent, or have three years of managerial experience in a public-school district.

A hallmark feature of the new superintendent program is its focus on bridging the cultural equity gap through culturally responsive leadership and emphasis on social justice issues.

“The role of the 21st century superintendent is immensely complex and challenging,” said HCDE Superintendent James Colbert Jr. “Our curriculum mirrors the complexities of this one-of-a-kind job. We want to equip candidates with tools to be effective district leaders who can set strategic priorities to improve the performance of disadvantaged students.”

The program features TEXES exam intensive preparation support. Participants engage in common practicum experiences with extensive support and feedback from program personnel. Candidates for the program will become part of an alumni network.



“Our faculty are sitting and former superintendents with extensive expertise in superintendency, coaching and executive-level leadership development,” said Zatopek.

Upcoming free, live information webinars are set for April 10 and 23 and May 9 where benefits, requirements and payment options are discussed. Register for information sessions:

April 10 <https://bit.ly/2WxfwoO>
April 23 <https://bit.ly/2FPy2Dt>
May 9 <https://bit.ly/2TR5Gw4>

Deadline to apply for the superintendent program is June 20, 2019. Email Lidia Zatopek, lzatopek@hcde-texas.org for more information.

Opportunity

PROGRAM CONNECTIONS

Scholastic Art & Writing Ends with 2 Regional Celebrations for 7-12 Teen Artists, Writers



Scholastic Art & Writing Regional Affiliate celebrations culminated last week as ceremonies were held for students, families and friends at Bayou Ballroom downtown.

The next evening high school artists and writers were celebrated.



Andrea Segraves, coordinator for HCDE Scholastic Art & Writing, provided a big surprise at the middle school art and writing reception March 26. Teen writer Kahani Malhotra, an eighth grader from the Village School, read her award-winning short story about her sister in the military. She was surprised by an onstage visit from her sister who is active military.



View a photo album from both evenings as Scholastic Art & Writing celebrated record Gold and Silver Key awards.

View photos: <https://hcdetx.smugmug.com/Scholastic-Art-Writing/Scholastic-Art-Writing-2019/Scholastic-Receptions-2019> password is hcde1889



Emcee Kaitlin Monte, Fox 26

CASE for Kids Celebrates End-of-Year, 20th Anniversary May 1

CASE for Kids is hosting its End-of-Year Celebration on May 1 at the Norris Conference Centers-Houston Town & Country. The event set for 10 a.m.-noon will be a special celebration as CASE for Kids commemorates its 20th year celebration. The Spirit of Excellence Afterschool Awards and Recognition Luncheon will be emceed by Fox 26 evening anchor Kaitlin Monte.

Systemic Achievement

...with purposeful intent

Management of Administrative, Fiscal, and Facilities Function

In accordance with the Board's expectations of me to:

- **Oversee a budget development process that results in recommendations based on Department priorities and available resources;**
- **Oversee budget implementation in a way that ensures appropriate expenditure of budgeted funds, and provides for clear and timely budget reports;**
- **Implement and oversee a planning process that results in goals, targets, or priorities for major areas of operations; and**
- **Monitors effectiveness of operations against appropriate benchmarks.**

This week, the Department broke ground for the AB-West campus, located within Alief ISD's area. The event marks HCDE's commitment to the county's most vulnerable learners. We serve students who would otherwise be forgotten, given their home districts don't have the programs and resources to meet their education needs. Representatives from HCDE were on hand, in addition to the architecture firm, Alief ISD's Superintendent H.D.



Chambers, and members of his board. A representative from the financing bank was also on hand.

As a result of the Department moving forward with the construction of this new building, I am striving to meet your goals for me to:

- **Serve as a conservative leader;**
- **Look for ways to improve programs and services without greater expenditures and with concern for cutting expenses and costs to public schools for service without sacrifice to high quality service; and**
- **Recommend an annual budget to maximize resources and manage the budget while exercising prudent judgment.**

HCDE BOARD

Board President

Josh Flynn

Vice President

George Moore

Richard Cantu

Eric Dick

Danny Norris

Don Sumners

Michael Wolfe

UPCOMING EVENTS:

April Board Meeting

Wednesday, April 17, 2019

