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Occupational
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WEEK OF JULY 29, 2019

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Of Note...

As you know, I take great joy and pride in mentoring the next generation of educational leaders. There is immense satisfaction in being able to influence behaviors that will positively impact the future of our community's children.

My heart was lightened when I saw that several HCDE staff members embraced this philosophy and actively mentored one of our adult education students so he could gain his GED. This sense of paying your knowledge forward and giving back to those who will follow in your footsteps is a quintessential leadership skill that I am proud to see taking root in many of HCDE's staff and leaders.

That joy is furthered when we promote HCDE staff from professional employees to members of the Leadership Team. When this happens, I know we have successfully created a culture of professional growth throughout the department. Last week we saw these efforts come to fruition with the promotion of two employees to the director of the Center for Safe and Secure Schools and director of Communications and Creative Services. I know these employees will make an immediate impact on the effectiveness of our programs and support.

Last week I also toured the new AB West construction site and saw the vast progress we are making on that campus. Construction is similar to making a meal: it takes a lot of little activities and preparation and then the whole thing comes together at the very end. I would say we are a solid 20 percent of the way into making dinner at the AB West campus and I eagerly anticipate watching the meal come together along the way until we sit down to enjoy the fruits of our labor in February 2020.

I started out the week with my Executive Leadership Team, reviewing recent hires and planning for the ELT retreat next week. I held internal meetings on Monday and Tuesday before traveling to Ohio Wednesday to participate in a national panel on recovery schools at The Ohio State University on Thursday.

I will return to the office Monday and will leave that evening for Austin to fulfill my duties as a member of the UIL State Executive Committee, which I have sat on for the last eight years.

Starting the school year in August is our focus right now and everyone in the department is committed to a positive outcome.

Have a relaxing weekend.

UPCOMING EVENTS:

HCDE Board Meeting—Wednesday, August 21, 2019

Opportunity

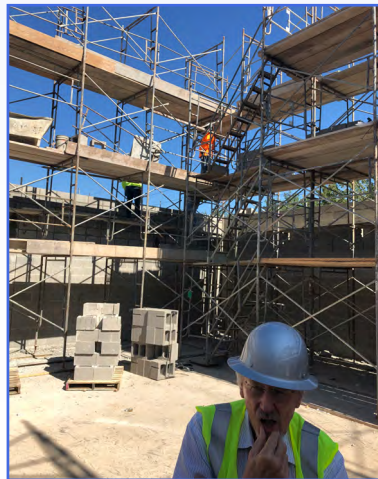
PROGRAM CONNECTIONS

ABS West Construction Update: 'Out of the Dirt: Moving in the Steel'



The Academic and Behavior School West construction project solidifies as 90 percent of the foundation has been poured, with the remaining 10 percent to be completed later this week. The steel beam erection process becomes a project milestone as the school begins to take shape.

July delivered favorable dry weather conditions, a positive effect on the construction schedule at AB School West. To date, all underground electrical is



complete. Also, all underground plumbing and sewers are constructed.

With parking lots and driveways poured, the lime stabilization is complete, a process which helps provide long-term strength and stability. Masonry in the gym will be done by week's end.

Additional details:

- Excavating of detention pond on school property set for completion by Aug. 2.
- Crane scheduled for delivery to property by Aug. 2 with steel delivery Aug. 5.
- Contractor to begin erecting steel columns on building first week of August.

View the time lapse camera for school construction:
<https://youtu.be/u0jXsxGJFCc>

NEXT WEEK'S EVENTS

AUGUST 7, 2019

lead4ward Campus and/or District Leadership Intervention for All

AUGUST 8, 2019

HCDE Superintendent Certification Institute Information Webinar

Opportunity

PROGRAM CONNECTIONS

HCDE Staff Helps Struggling GED Student Succeed



Forty-eight-year-old Jaime Chavez came to Harris County Department of Education over a year ago to work on his General Equivalency Diploma (GED) and connected with a few staff members who helped him achieve his goal.

Chavez dropped out of school in the ninth grade in the late 1980s. In order to stay at his full-time job with Metro he needed to obtain his GED.

He started the GED process in Spring Branch, but with his work schedule always changing his teacher told him about HCDE. Chavez joined an online learning program at HCDE's Adult Education Irvington Center. When he needed more help, he was introduced to HCDE tutoring volunteers Robert Bell and John Kracht from the Technology Division and Assistant Superintendent of Academic Support Jonathan Parker.

Chavez was able to pass all portions of the test except for math, and that's where his tutors helped.

"Mr. Bell was my main tutor, but the other two helped me out with their knowledge of the subject," he said.

Bell would spend about eight hours a week of his own time for a year helping Chavez with math problems that would be on the test.

"I appreciate all three of them for being patient with me during this process and not giving up on me," Chavez said. "It was not an easy road for me, but I started opening my eyes."

Last month, Chavez received his score back on the math portion, and he passed.

"I'm so grateful to Mr. Bell for the help he gave me by showing the process and breaking it down," he said.

Bell is happy to know he was able to help change someone's life by tutoring eight hours a week.

"I am proud of him, and it makes me realize the work we do and how it impacts individual lives," he said. "This shows how important our organization is in people's lives."

Bell said he will continue to volunteer by tutoring adult education students in the content area they need to pass the test.

Chavez is set to graduate in May 2020.

For more information about HCDE Adult Education classes, contact the office at 713-692-6216 or visit <https://hcde-texas.org/adult-education/>.

Julia Andrews, Director of the Center for Safe and Secure Schools



Julia Andrews is the new director of the Center for Safe and Secure Schools. Andrews has served since early 2018 as the school culture and climate specialist for the Center for Safe and Secure Schools.

She has been responsible for conducting numerous school safety audits; leading and facilitating restorative practices training; and developing threat assessments for schools and districts.

Prior to coming to HCDE, she was a teacher and assistant principal in Cypress Fairbanks and Houston ISDs. She received her bachelor's degree from the University of Northern Iowa, master's degree from Prairie View A&M University and is actively pursuing her doctorate in organizational leadership at Abilene Christian University.

Andrews said her goals for the center include meeting the needs of area school districts and charter schools by providing exclusive, relevant trainings to support legislative-related mandates in youth mental health, school safety and social emotional learning.

Opportunity

PROGRAM CONNECTIONS

Power of Social Used to Recruit Special Education Teachers, Occupational Therapists



HCDE Human Resources is using social media to spread the word about special education teaching positions and occupational therapist positions currently open in our Schools

and School-Based Therapy Services divisions.

The power of social is evident as 1,010 people had been reached through this social media recruitment post on

Facebook only 18 hours after it was posted. The ad was shared among eight people. The ad was also shared on LinkedIn and Twitter. Human Resources continues to share HCDE employment opportunities through multiple avenues and depends on social media more often as HCDE increases its followers.

To date, HCDE Facebook has 5,560 followers (and growing).



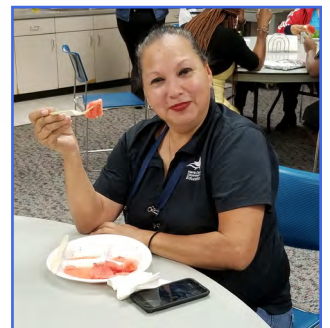
Flex Ends, Back-to-School Schedule Begins Aug. 12



HCDE staff return to a regular five-day workweek beginning Aug. 12. HCDE Schools begin on Aug. 26, the Monday following the Annual Staff Meeting on Aug. 23.

The four-day, 10-hour flex week allows for longer weekends, a perk for employees. HCDE benefits through the cost-savings and energy conservation by closing the Irvington building on Fridays.

To break up the long, dog days of summer, Human Resources served up watermelon to employees in July. Employees took the welcome break and visited with old friends while meeting new colleagues.



Systemic Achievement

...with purposeful intent

Organizational Morale and Personnel Management

In accordance with the Board's goals to:

- **Ensure that the system for recruiting and selection results in personnel recommendations based on defined needs, goals, priorities and candidate credentials/qualifications;**
- **Encourage, oversee, and participate in staff recognition activities;**
- **Create an open and positive environment for sharing resources and exchanging ideas to improve organizational climate;**
- **Model and support responsible risk-taking so that all employees can be innovative and try new ideas; and**
- **Celebrate accomplishments and acknowledge excellence.**



As we anticipate steel beams going up and walls being built at our new ABS West campus, we are getting excited about the new possibilities. Pride will continue to swell and grow at the new home of the Knights, as we watch the positive environment develop for our students and staff.

We welcome new director Julia Andrews to our external division, the

Center for Safe and Secure Schools as that division continues to meet the needs to secure our schools and provide best practices. We are committed to finding innovative ways to network with high-quality job candidates as we reach out to contact special education teachers and occupational therapists through social media.

I am very proud of three employees who recently volunteered their time to help a Metro bus driver who found himself at an impasse in passing his GED math



exam. After taking traditional classes and enrolling in our online GED program, he needed a little more help with working his way through math fundamentals. These three employees took the leap and found satisfaction in helping someone else succeed.

By recruiting quality employees to lead and work within our schools and programs and by creating positive work environments that encourage volunteerism and innovation, I am working to establish a work culture among staff so that all strive to achieve excellence and not accept mediocre performance. It is a work environment that treats every person with respect and dignity through effective management practices.

HCDE BOARD

Board President

Josh Flynn

Vice President

George Moore

Richard Cantu

Eric Dick

Danny Norris

Don Sumners

Michael Wolfe

UPCOMING EVENTS:

August Board Meeting

Wednesday, August 21, 2019

