

The State Board of Education (SBOE), under Texas law, is required to adopt a Long-Range Plan for Public Education. The 18-member steering committee, which is made up of state board members, various stakeholder group representatives, and representatives from three state agencies, is leading the process. The steering committee will recommend long-term goals for Texas schools and will identify the strengths, weaknesses, opportunities, and challenges of the system.

To help the board gather public input that will shape the new plan and set long-term goals through the year 2030, community conversations were held around the state. In each community conversation, participants identified the purpose or desired outcome of public education, and gave feedback on challenges, strengths, and opportunities in four topics: educator preparation, recruitment, and retention; equity and access; family engagement and empowerment; and student engagement and empowerment.

This community conversation matrix document was designed to allow the committee to digest data for developing vision statements and recommendations. The document outlines the main concepts discussed during the small-group conversations at each of the locations, as captured in note-taking templates. This document allows the reader to see how many communities discussed each theme/main concept, and which communities discussed each one.

Totals are provided for the number of attendees at each location, as well as the total number of locations at which a theme/main concept was mentioned. A community conversation summary is also available for each location on the Long-Range Plan for Public Education website.

PURPOSE OR DESIRED OUTCOME OF PUBLIC EDUCATION	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Creates and provides equal access to free, quality education for all students, including fair treatment across all demographics and levels of ability (gifted students, challenged students) and support to thrive, succeed, and reach highest potential	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11
Develops life skills, such as critical thinking skills, leadership skills, decision making, problem solving, accountability, responsibility, time management, grit, resilience	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11
Helps students find their talents and interests; prepares students with skills and knowledge so they will reach their fullest potential	✓			✓	✓	✓	✓	✓	✓	✓	✓	9
Teaches academics for a well-rounded future; includes math and science, ELA (reading, literacy, writing), social studies, history, arts	✓	✓	✓	✓	✓	✓	✓			✓		8

PURPOSE OR DESIRED OUTCOME OF PUBLIC EDUCATION	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Equips students to be technologically savvy (ready for a future and career with more automation, robots, machines, and increasingly sophisticated technology)		✓	✓	✓	✓	✓	✓			✓	✓	8
Develops well-rounded citizens who are educated on a common body of knowledge and have a global perspective and awareness	✓	✓	✓	✓		✓	✓	✓				7
Teaches diversity and inclusivity by teaching students to interact and constructively function with people who have ideas and mindsets different from their own.	✓	✓	✓		✓	✓				✓	✓	7
Teaches an understanding of core American values, such as constitutional responsibility, democracy, liberties, and human rights; teaches general political awareness		✓	✓	✓		✓		✓		✓		6
Provides safe place for students to learn, explore opportunities, and discover their strengths	✓	✓					✓	✓	✓		✓	6

PURPOSE OR DESIRED OUTCOME OF PUBLIC EDUCATION	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Teaches students to be self-directed, adaptive learners; ask good questions and find the answers; find reliable information and resources; and take responsibility for their own education			✓			✓	✓	✓		✓	✓	6
Prepares students to make friends, collaborate, and work well on teams		✓	✓	✓	✓	✓	✓					6
Teaches students with learning differences and disabilities to be independent, social, productive, and functional community members	✓	✓					✓	✓	✓			5
Teaches people to communicate with, and compete in, the global community	✓		✓				✓	✓		✓		5
Creates life-long learners with an attitude and passion to continue to grow	✓	✓	✓				✓		✓			5
Makes American dream accessible to all (helping realize their full potential, gain employment, or achieve financial security)		✓	✓	✓		✓		✓				5
Disrupts the cycle of poverty		✓		✓			✓	✓				4
Emphasizes innovation and creativity				✓			✓	✓	✓			4

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Supports multilingualism, not just bilingual learning, to promote international learning							✓	✓		✓		3
Teaches students to advocate for themselves						✓	✓	✓				3
Meets the needs of the whole child		✓							✓		✓	3
Teaches people to take care of themselves and develop healthy routines for mind and body			✓		✓		✓					3
Develops students' capacity to communicate (public speaking, professional writing, oral presentation, adapting to new forms of communication, information literacy)	✓		✓			✓						3
Does not "teach to the test" (e.g., state assessments)							✓				✓	2
Teaches that academics are important, but that character, respect, ethics, morals, humanity, and compassion are also important	✓						✓					2
Teaches biology and health as they relate to teenage pregnancy prevention/sex education							✓			✓		2

EDUCATOR PREPARATION, RECRUITMENT, AND RETENTION	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo
<i>Number attended = 680</i>	60	35	60	38	146	60	95	33	85	30	38
Challenges											
Systemic/Community											
Teachers need higher salaries for their work (and to pay bills and student loans) and opportunity for salary increases over time.	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓
Teachers need greater appreciation, respect, time, resources, support, and honor, and a better public reputation		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Testing and accountability pressures place extra demand on teachers; high-stakes assessment	✓		✓		✓		✓	✓	✓		
Salaries and benefits (e.g., health insurance) are not equitable across small and large school districts		✓			✓		✓	✓			✓
Not enough job fairs for recruitment							✓				
Career and technical education teachers cannot stay in the schools because of the minimal salary compared to what they could make in the field (e.g., nursing, welding)		✓					✓		✓	✓	
Supplies and materials not being provided; teachers buying materials out of their own pockets, having to take a second job					✓						

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Segregation, crime, and poverty				✓							
Teachers must better understand importance of parent relationship							✓				
Educators being held accountable for all of society's ills				✓							
new teachers learning the culture of district									✓		
Lack of parental support								✓			
Lack of coordination between TASB, Coordinating Board, and state organizations and legislators regarding expectations, certification standards			✓								
Athletic hiring can take priority over content-teacher hiring										✓	
Politics of education are driving people away from the career											✓
Preparation: teacher evaluation system—not in favor of value-added model (leading to high-stakes evaluation)				✓							

EDUCATOR PREPARATION, RECRUITMENT, AND RETENTION	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo
Colleges and teacher preparation programs are not aligned with actual teaching; do not prepare teachers for the realities of classroom teaching (e.g., parents, student discipline problems, planning instruction)	✓	✓		✓			✓	✓	✓	✓	✓
Teachers are not sufficiently prepared to teach diverse populations of children (disabilities, special education, social-emotional needs, bilingual, families in poverty)	✓	✓	✓		✓	✓	✓	✓	✓		✓
Alternative certification programs that don't have the depth of training needed for success in the classroom; programs don't consistently provide high-quality teacher training		✓	✓		✓	✓	✓	✓	✓	✓	
Failure to have standards for, or evaluate, educator preparation programs					✓	✓				✓	
Teachers need to be skilled in instruction, technology, engagement, classroom management; first-year (or first-through fifth-year) teachers often struggle to balance; one semester of student teaching is not enough to master it all					✓		✓				

EDUCATOR PREPARATION, RECRUITMENT, AND RETENTION	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo
Quality education teacher programs are not always geographically close or accessible to rural communities											✓
In-Service Support and Resources											
Education systems lack the funding to support the needs of new teachers—such as trained mentors and longer student-teaching assignments	✓				✓		✓	✓		✓	
Retention: leaving for other professions; burnout, asking more than is possible, paperwork, feeling like you can't do it all, lack of time and planning ability, inadequate retirement package, funding/high turnover in underserved areas			✓		✓			✓		✓	
Lack of leadership (even in the selection process) by principals and lack of experience of campus/upper-level district leaders; lack of leaders who can meet the needs of teachers			✓		✓				✓		
teacher requirements and workload ever-increasing; so much work for so little pay and benefits			✓	✓							

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Experienced teachers don't have the support needed to succeed				✓							
Increasing IT/data collection demands limit teachers' creativity				✓							
How teachers are evaluated (TEI encourages competition)				✓							
Teachers are missing out on opportunities to integrate technology	✓										
Teachers need to know how to challenge students through instruction	✓										
Intense expectations of new teachers from the beginning; high level of maturity, organization, communication skills required			✓								
Ethics and moral standards (accountability)			✓								
Principals promoted mid-year because the campus doesn't have one				✓							
Not enough time and funding for professional learning communities						✓					
Rural school districts are without instructional coaches										✓	
Teachers placed outside their content/specialty/strength					✓						

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Lack of collective leadership; good teachers don't have autonomy; new teachers don't have input in system							✓				

Number of communities where topic was discussed
10
10
6
5
5
4
1

Number of communities where topic was discussed
1
1
1
1

Number of communities where topic was discussed
8
8
8
3
2

Number of communities where topic was discussed
1
5
4
3
2

Number of communities where topic was discussed
1

EDUCATOR PREPARATION, RECRUITMENT, AND RETENTION	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
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Strengths												
Systemic/Community/Schools												
Teacher passion for the kids; majority of those entering the profession still have a passion and desire to make a positive impact on children—there for the “aha” moment			✓		✓	✓	✓	✓	✓	✓		7
Salary levels are higher to recruit teachers at beginning level; entry-level salaries are more competitive; salaries aren’t as low as in other places			✓		✓		✓	✓			✓	5
Equity plan for highly qualified teachers of economically disadvantaged students and children of color						✓		✓				2
Loan forgiveness in some districts					✓						✓	2
Town hall meetings are a good start, but more accessible to different areas/community unity in rural areas			✓				✓					2
Internship/externship programs that allow teachers to go into industry to experience the workforce setting; business partnerships						✓			✓			2

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Some universities have outstanding student teacher mentoring programs, partnerships				✓				✓				2
Ability to identify the root cause of problem—data to help raise awareness of retention issues							✓					2
Things going well—unprecedented rate of success for our children; we are in the top 5 in graduation rate in the country (large percentage of districts meeting standard attributed to success of teachers)			✓									1
Programs funded by Gates Foundation				✓								1
Free tuition pathways for teachers of English learners				✓								1
Out-of-school partnerships are helping					✓							1
District is becoming an educator hub					✓							1
Teachers are the best recruiters					✓							1
In one district students participate in a teacher preparation program to introduce them to the teaching profession									✓			1
Schools are recognizing the need to hire the best teachers							✓					1

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Willingness to recruit from outside Texas									✓			1
Good teachers and mentors in the schools							✓					1
Pre-Service Training Content												
Districts and school using a variety of alternative certification programs to recruit teachers with outside/technical experience to the classroom		✓	✓	✓		✓	✓	✓	✓		✓	8
Educator prep programs have high, up-to-date standards			✓	✓			✓	✓	✓	✓		6
Education programs have changed at higher education level: internships, more classroom experience			✓			✓	✓	✓				4
Increasing accountability for educator preparation programs					✓	✓	✓	✓				4
Earlier exposure to classroom experience for teaching candidates					✓		✓	✓	✓			4
Higher education recognizing that teachers need competence in cultures and language					✓	✓		✓				3
Several strong teacher prep programs (UTA, Tarleton, Sam Houston); ISTE standards			✓			✓		✓				3

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Some districts have strong induction programs			✓									1
In-Service Support and Resources												
Instructional coaches and mentoring programs (e.g., Bell mentor program, TX BESS) help new teachers succeed		✓	✓	✓	✓	✓	✓		✓	✓		8
Tiered professional development to meet the needs of teachers with different levels of experience							✓		✓	✓	✓	4
T-TESS (if done appropriately) and T-PESS			✓				✓			✓		3
Team approach to teaching is growing; veteran teachers teamed with new teachers, struggling teachers teamed with high-performing teachers					✓		✓		✓			3
Strong leadership creates strong community in teacher group; qualified leadership that can support teachers			✓		✓							2
Use of professional learning communities			✓								✓	2
Teachers use technology to access great mentors across district	✓				✓							2
Teacher evaluation system (TEI) has some possible strengths; accountability through evaluation				✓			✓					2

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Expansion of staff development through technology (including support specialists) and other means					✓					✓		2
Honor and celebrate teacher success; give more recognition			✓									1
Defined retirement benefits are keeping educators (may change if retirement benefits change)		✓										1
Summer break is a refreshing positive that helps to retain some teachers		✓										1
Teachers still make a difference with students		✓										1
Campus administrators and leadership teams assist educators	✓											1
Education service centers (ESCs) are willing to help districts recruit teachers	✓											1
Teachers receive encouragement and work together in professional learning communities (PLCs)	✓											1
Targeting bilingual teachers (programs such as UNT Dallas, free tuition pathways ELL)				✓								1
Principal leadership programs to build capacity							✓					1

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Providing pathway for current teachers to attain master's degrees							✓					1
Technology specialists help support teachers										✓		1

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Opportunities												
Systemic/Community												
Find ways to give teachers a higher salary, pay raises based on quality, and better benefits; for retention, provide bigger incentives for advanced education, higher incremental salary schedule, on-campus stipends for teacher-coaches to grow; home buying discounts			✓	✓		✓	✓			✓	✓	6
Get professionals to promote the profession of teaching (build empathy between teachers and community; set reasonable expectations)			✓	✓		✓	✓		✓		✓	6
Loan forgiveness, tuition waiver, grants for teacher prep college education (e.g., for lower-income students, teacher aides to become teachers, "grow your own" programs)			✓	✓	✓	✓	✓					5
Recruit teachers through alternative teacher prep programs and improve the training (e.g., District of Innovation)	✓		✓				✓		✓		✓	5

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Include student teaching before employment to prepare new teachers; co-teaching, and more and longer internships; give potential teachers more exposure to teaching	✓	✓					✓	✓	✓		✓	6
Bilingual special education certification; more training in the social areas; differentiation for special populations—reevaluate courses and credits				✓	✓		✓				✓	4
Make changes in the teacher preparation programs/pathways that will bring prestige to the license that educators must have to teach (model on lawyers, doctors)					✓	✓		✓				3
Similar standards for both traditional college education programs and alternative certification programs						✓		✓				2
Learn from the preparation programs that are working and raise the standards for teacher certification					✓	✓						2
Raise standards (higher GPA) for people who want to apply to schools of education										✓		1
New certification process							✓					1

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In-Service Support and Resources												
Professional development as appropriate mentorship support for new teachers, PLCs, instructional coaching from leadership, feedback from student surveys	✓	✓		✓	✓	✓	✓		✓	✓	✓	9
Increase technology training and support personnel for teachers and administrators						✓	✓	✓				3
T-TESS is an improvement over PDAS for evaluation and feedback/student evaluations								✓		✓		2
Educator prep: understand IEPs, more oversight of how teacher does the job, quality conversations from training, remove “us vs. them” attitude; 360 degree review/feedback, funding			✓									1
Identify teacher’s strength (narrow the certification EC-3)				✓								1
Different approaches for teaching—team teaching, video conferencing, distance learning							✓					1
Leadership planning to take care of teachers							✓					1

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Need funding for mentoring programs and budget for higher salaries							✓					1
Partnerships for Education Proficiency Plan (EPP) and schools			✓						✓			1
Provide adequate support for teachers (e.g., social services, mental health)									✓			1
Require teachers to receive training in relationships									✓			1

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
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Challenges												
Systemic/Home/Community												
Parents unfamiliar with school system; do not know their rights, how to navigate the system, or what they can do to help their child; not technology savvy	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	10
Language and cultural barriers exist that aren't being addressed	✓	✓	✓	✓		✓	✓	✓	✓	✓		9
There is an absence of parental support (e.g., homework not a priority; parents are busy working; PTA enrollment has declined)		✓	✓	✓		✓	✓	✓	✓	✓	✓	9
Fear of legal status (Hispanic and other immigrant parents scared to go to the school)			✓	✓		✓	✓	✓				5
Family poverty, single parents, young parents, divorced parents, blended families	✓	✓	✓				✓	✓				5
Cultural taboos or other reasons to not interfere in schools				✓		✓	✓				✓	4
Parent accountability is missing; some parents place education solely on the teacher				✓				✓			✓	3
Parents who had a bad experience with their own education			✓			✓					✓	3
Parents lack transportation to get to the school for meetings, events, or volunteering						✓	✓					2
Parents in poverty sometimes feel pressed to defer to educators									✓			1

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Parents don't know how to finance college										✓		1
Schools assign too much academics, testing, homework; decreases quality family time	✓											1
Making sure students are in their home school			✓									1
Families have a sense of hopelessness				✓								1
Social media can be a source of negativity and conflict ("airing out" of issues)		✓										1
Not enough support or flexibility from employers t for parents to participate in or attend important school meetings, functions							✓					1
School Environment and Efforts												
Lack of effective and consistent communication between schools and families	✓		✓	✓	✓		✓	✓	✓		✓	8
Atmosphere is not welcoming to families, including nontraditional families (from the receptionist, to the administration, to the teacher)			✓	✓	✓	✓	✓	✓			✓	7

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Lack of funding to implement engagement programs, especially for economically disadvantaged students, English learners, migrant or homeless students, refugee or African-American families		✓		✓	✓			✓	✓	✓		6
A lack of respect between parents and educators; parents may not listen to educators and vice versa			✓	✓		✓	✓	✓	✓			6
Educators not educated or trained in the skills needed to build relationships; no policy/model for family/community engagement									✓	✓	✓	3
Schools do not provide parents resources they need to be engaged (e.g., access to technology)			✓						✓	✓		3
Need to avoid making parents feel “dumb,” or like they don’t know how to be involved					✓							1
Lack of time and staff to implement outreach activities such as going into the community to talk to parents					✓							1
School districts not culturally aware of their own student population			✓									1
Title I liaisons are not treated as professionals				✓								1
“One size fits all” approach does not work; some engagement programs work in some districts and not in others					✓							1

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
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Strengths												
Systemic/Home/Community												
Technology such as social media can be used correctly and positively for communication to parents; potential for parent communication through all avenues (e.g., social media, email, photo apps, newsletters, parent portal, Google, newsletters); for example, sending parents pictures of what is going on at school		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	9
Community organizations exist that can serve as a bridge between schools and families when schools lack the resources to address issues at home; examples are community partners (such as public library for family literacy), nonprofits, community gardens			✓	✓	✓		✓	✓				5
Getting students to start school earlier to engage parents earlier							✓			✓		2
WATCHDOG opportunities: gets parents involved and brought in to see what's going on					✓							1
Parents write letters to their children about their goals				✓								1
School Environment and Efforts												

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Family engagement nights and other events can introduce parents to curriculum and “how to’s” for their children (e.g., academic parent-teacher teams, family engagement nights in ESSA, technology, communication, showcases of student accomplishments)	✓	✓	✓	✓		✓	✓	✓	✓		✓	9
PTA/PTOs/parents volunteering at schools have an impact			✓	✓		✓	✓	✓		✓	✓	7
Teachers are communicating and reaching out to parents, supporting families		✓	✓				✓	✓		✓	✓	4
Schools make families feel welcomed; parents are partners with school	✓						✓	✓	✓			3
Parenting classes offered by the district (e.g., time management, anger/stress management, financial planning, language/literacy, technology, conflict resolution)			✓				✓	✓				3
Resources to help families, such as community school model (clinic inside the school)			✓	✓								2
Use of students as translators to address language barriers; sending invitations in many languages					✓						✓	2
Schools are providing internet and equipment to parents and families for additional communication							✓					1
Schools/districts are sending families materials on how students can succeed in school							✓					1

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Leadership programs for parents/community			✓									1
Teachers are supported and have assistance with students					✓							1
Families are getting more home visits							✓					1
Many educators who are willing to think outside the box									✓			1

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
<i>Number attended = 680</i>	60	35	60	38	146	60	95	33	85	30	38	
Opportunities												
Systemic/Home/Community												
Partnerships with businesses and universities to hold events that help build ties to students and families; database of speakers			✓	✓		✓		✓			✓	5
Employer flexibility with work hours to allow parents to go to school				✓			✓	✓				3
School Environment and Efforts												
Use all forms of communication to keep parents informed (e.g., social media, collaborative websites, webinars, Google Classroom, online translators)	✓	✓	✓	✓		✓	✓	✓	✓		✓	9
Funding and classes to support parents (transportation, English classes); classes for parents on weekends while students are in tutoring; instruction for parents on how they can tutor at home	✓		✓	✓		✓	✓	✓		✓	✓	8
Reach out to parents by first building relationships with them and connecting early and often	✓	✓		✓	✓				✓	✓	✓	7
Work to reduce language and cultural barriers to focus on specific needs (e.g., multilingual office staff, fellow parents translate at school meetings)		✓		✓				✓	✓	✓	✓	6
Incentives for parents to be involved and volunteer (e.g., food, extra credit, T-shirts/badges)	✓	✓	✓					✓			✓	5
Allow and facilitate home visits and outreach in communities			✓	✓	✓		✓			✓		5

FAMILY ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Make parent meetings mandatory for truancy, discipline-type situations; parent meetings in lieu of discipline							✓				✓	2
Guide parents in understanding their children's academic performance	✓							✓				2
Host culturally relevant activities	✓									✓		2
Use orientation to share what will happen throughout the year at each grade level (e.g., math tracks)							✓		✓			2
Have an acronym glossary for education acronyms (e.g., "TEKS") passed out at every school meeting									✓			1
Gather more feedback from parents; ask questions									✓			1
Tap into secondary student programs/services to reach outside of elementary						✓						1
Announce other parent events and news at sporting events							✓					1
Have inter-generational teaching (students teaching adults)									✓			1
Provide training and curriculum to teachers that recognizes parent engagement changes based on grade level										✓		1
School offers more flexible parent meetings to address important topics (e.g., drugs, anger management)							✓					1

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
<i>Number attended = 680</i>	60	35	60	38	146	60	95	33	85	30	38	
Challenges												
Systemic/Home/Community												
Poverty and hunger lead to students' physical needs not being met (shelter, food, healthcare)		✓	✓	✓							✓	4
Lack of parental modeling and support are a barrier to feeling empowered; students cannot be successful without a strong, loving parental base		✓					✓			✓	✓	4
Special education students are not receiving the services they need, and face unreasonable expectations				✓				✓	✓		✓	4
Communities lack social capital and access to help and materials at home	✓		✓			✓						3
Language barrier between system and students; language diversity (languages other than Spanish)					✓					✓	✓	3
Lack of funds for public education and physical resources (e.g., space, materials) can limit engagement				✓			✓					2

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Transportation for rural districts beyond normal school hours			✓			✓						2
Quality access to early learning and prekindergarten is not the same for all students				✓					✓			2
Certain mandates remain unfunded			✓									1
Families are unaware of available help and funding			✓									1
Foster children don't receive enough support for school stability									✓			1
Technology disconnect between school systems and what business workforce needs						✓						1
Lack of statewide focus by the legislature on workforce readiness				✓								1
Lack of resources for differentiation for a very diverse student population					✓							1
Some students have other obligations that take them away from opportunities (e.g., job instead of chess club)					✓							1

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Opportunities vary in different communities; not equal among schools, districts, and communities (despite what PTO/PTA can do for various schools)							✓					1
Curricular												
Students need more real-world experiences, courses, and exposure in order for them to know what opportunities are available	✓		✓	✓			✓	✓	✓	✓	✓	8
Set and rigid curriculum not always aligned with student interest and engagement (e.g., having to take X number of math courses)			✓	✓	✓				✓			4
Students struggle with academics and gaining a solid foundation in core subjects	✓		✓					✓				3
Choosing endorsements or career pathways too early							✓			✓	✓	3
Not all students can access extra- or co-curricular activities such as TEMM, UIL (especially special education students)				✓			✓			✓		3

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Students that are ready to learn but courses aren't available (e.g., STEM is not districtwide)							✓			✓		2
School cannot provide enough differentiated learning support for a variety of needs for all students (e.g., failing to identify and remediate learning differences)				✓		✓						2
Students need access to technology and infrastructure								✓		✓		2
Social promotion prevents student success and active learning engagement						✓						1
Plan for transition from elementary to middle school (prepare students for going from being a student to a number)							✓					1
Students need engaging early learning/early literacy opportunities							✓					1
Lack of development of business, technology, and problem-solving skills									✓			1
Student Empowerment												

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Students are a number in the system, instead of a whole person of value, which emphasizes academics rather than social skills and social-emotional learning			✓		✓		✓		✓		✓	5
Students need to have a voice to advocate for themselves and to become future leaders	✓		✓	✓			✓					4
Students need guidance and skills to navigate system and learn their choices for long-range planning of courses and careers	✓			✓	✓				✓			4
Struggling students (e.g., can't read, low scores) do not feel empowered		✓		✓			✓		✓			4
Students need to know themselves and take ownership of their own lives, learning, and success			✓				✓	✓				3
Students have a fear of going to school due to violence and bullying			✓						✓			2
Students need to be able to be engaged in mentorship opportunities that connect the classroom to real life							✓		✓			2

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Students need to learn the importance of being at school every day, learn work ethic, understand consequences								✓			✓	2
Students feel unempowered because of lack of care from educators	✓											1
Staffing/Leadership												
Teacher training in skill sets, new practices, and technology is needed to support and reach all students		✓	✓				✓	✓		✓		5
Diversity of teaching force does not fully reflect the diversity of the school population to meet all student needs (e.g., culture, language)		✓		✓	✓		✓		✓			5

STUDENT ENGAGEMENT AND EMPOWERMENT	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
<p>Teachers are approaching teaching as “one size fits all”; not differentiating instruction for all learners. Give teachers autonomy with curriculum and allow students to give input. Need to facilitate learning—not lecturing and telling them what to do. Teachers need tools to make the curriculum engaging (teachers currently have to find the resources themselves).</p>				✓			✓			✓		3
<p>Educators need more one-on-one connections, but overpopulated schools and high teacher-student ratios make it hard to build relationships to help engage students</p>	✓						✓					2
<p>Not enough counselors on campus to share information; new duties for counselors impacting their effectiveness as counselors</p>			✓									1
<p>Elementary schools need more male teachers</p>						✓						1

STUDENT ENGAGEMENT AND EMPOWERMENT	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Transition planning has improved											✓	1
District understands what needs to change											✓	1
Curricular												
Expose students to college and career readiness through dual credit through local universities, AP courses, internships, experimental learning programs, T-STEM, CTE, magnet schools, vocational certifications, industry-level certification, career academies, pathways, endorsements, project-based learning, cross-curricular instruction, and development of specialized schools (e.g., City Lab, Dallas ISD, IDEA Campus)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11
Districts empower students through choices for personalized learning, individualize education and graduation paths, and provide exposure to a variety of opportunities and fields for all students			✓	✓		✓	✓	✓	✓	✓	✓	8

STUDENT ENGAGEMENT AND EMPOWERMENT	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Schools implement technology that enhances engagement and education (e.g., virtual labs, Google Classroom, access to information, assistive technology, real-world equipment)			✓	✓		✓	✓	✓		✓	✓	7
Schools provide extracurricular activities that engage students in their schools, create leadership roles, and foster a sense of community (e.g. football, volleyball, band, cheerleading, ROTC, technology, robotics, First LEGO League, student council)		✓	✓		✓		✓		✓	✓		6
Technology resources provide learning platforms, distance learning initiatives, video tutorials for self-directed learning, blended learning for more personalized learning, and in some cases a 1-to-1 device ratio for students			✓				✓				✓	3
Educators can focus on success and progress through electronic monitoring of grades and digital portfolios that allow students' strengths and weaknesses to be tracked over the course of their school career			✓		✓							2

STUDENT ENGAGEMENT AND EMPOWERMENT	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Implementing resources such as Covey's 7 Habits for leadership, Texas gateway (lessons), and "21st Century Learning" grants									✓		✓	2
Campuses' focus on social-emotional learning is working				✓								1
Schools have, and emphasize, dual language programs					✓							1
Student Empowerment												
Hands-on, engaging experiences (such as service projects/community service) to connect students to the real world and life after high school							✓				✓	2
Schools hear students' voices and empower them to make change							✓			✓		2
Students believe that education prepares them for a variety of opportunities	✓											1
Students who are motivated do well		✓										1
Programs that engage families during the school day, and allow students to connect and be valued for more than just a number				✓								1
Restorative practices provide alternative to traditional discipline				✓								1
Staffing and Leadership												

STUDENT ENGAGEMENT AND EMPOWERMENT	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Elect state officials who are truly interested in fixing state funding for public education; current state funding formula causes inequities among school districts							✓					1
Provide a clearinghouse or resource tool to identify best practices and highly successful models (e.g., HB5, DO1)								✓				1
Focus on forgotten groups (middle) as well			✓									1
Implementation of mental health with standards (opportunities for student to have better access to better mental health services)			✓									1
Address the needs of homeless students				✓								1
Needs assessments to see what is going on in community and with students			✓									1
Communication campaign on how to support schools (community engagement)				✓								1
Create time capsules to develop long-term engagement in the community				✓								1
More effective support systems before alternative school					✓							1
Better understanding of what "future readiness" really means								✓				1

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Connecting advocacy and standardized education as partners (e.g., social workers)									✓			1
Curricular												
Provide cross-curricular courses and opportunities, hands-on learning; prepare students with real-world engagement, innovative courses, and flexible curriculum		✓	✓	✓			✓	✓		✓	✓	7
Teach technology skills through projects (e.g., developing apps) to engage students		✓	✓				✓				✓	4
Provide more consistent career preparation programs; reinvest in and develop trade/skills education in schools (offer certification programs such as nursing, plumbing, cosmetology, etc.)					✓			✓		✓	✓	4
Need to connect businesses with schools to offer internships, mentoring, training			✓	✓							✓	3
Either drop expectation of inclusion/differentiation or provide training, resources, time, and compensation to meet the demand			✓								✓	2
Provide differential curriculum, clustered classrooms, and opportunities for diverse learners			✓				✓					2

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Provide more opportunities for extracurricular activities				✓			✓					2
Access to basic computer skills (Word, Excel, typing)									✓			1
Implement an online tool to help high school students navigate a career paths and plans				✓								1
Focus on core subjects			✓									1
Give students more opportunities for research			✓									1
Give high school credit for work experience or internships (e.g., give government credit for a government internship in the community)			✓									1
Lower classroom size or student-to-teacher ratio									✓			1
Make sure all training is effective, research based, and accessible to all equally									✓			1
Teach financial literacy and computer literacy									✓			1
Emphasize social-skills instruction for all students (social and emotional learning, play and enrichment)											✓	1
Student Empowerment												
Engage and empower students in the community to take ownership, hold leadership opportunities, and volunteer in the community, even at an earlier age	✓	✓	✓				✓	✓		✓	✓	7

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Involve students in goal setting and give students a voice to decide which fields they want to learn about and explore further			✓			✓	✓	✓	✓	✓		6
Implement a growth mindset; teach persistence and hard work			✓			✓						2
Variety of cultures, ethnicities, learning abilities, and disabilities can be a tool for engagement and can enrich learning		✓										1
Build social-emotional learning into school culture and create safe environment to express feelings and needs				✓								1
Increase the “fun” in school, adapt curriculum and best practices that encourage more student engagement				✓								1
Shift schools' view of students from just being a number to valuing the whole child beyond the classroom				✓								1
Implement student/parent surveys to get input about issues							✓					1
Provide a civics life-skills class, and teach soft skills at a young age to help prepare students for the real world							✓					1
Staffing and Leadership												

STUDENT ENGAGEMENT AND EMPOWERMENT	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Hire teachers that speak the students' languages to help with language barrier; address educator multicultural competence					✓						✓	2
Train teachers to differentiate instruction and address student academic, social-emotional, and mental health needs (e.g., per SB460, passed in 2013)							✓		✓			2
Train teachers in the modern learning environment (e.g., provide technology confidence and skills)						✓		✓				2
Allow teachers and educational professionals to move assessments away from multiple choice		✓										1
Let teachers challenge students to think		✓										1
Provide professional development to teachers for project-based learning			✓									1
Provide staff like librarians, counselors, and nurses in all schools				✓								1
Make sure teachers are empowered and have all resources needed				✓								1
Require and provide teacher training in identifying and remediating dyslexia									✓			1
Testing/Accountability												

EQUITY AND ACCESS	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
<i>Number attended = 680</i>	60	35	60	38	146	60	95	33	85	30	38	
Challenges												
Funding												
Overall, the funding system is outdated, broken, and set up to be inequitable; equity needs to be a priority to offer equal opportunities no matter where students live (e.g., zip codes, rural) in Texas	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	11
Funding across the state varies between districts with smaller vs. larger tax bases, preventing equitable services for all students (e.g., some can pass bonds, some can't)	✓	✓	✓	✓		✓				✓	✓	7
Support for public schools needs to be a higher priority; funding seems to be given to charter schools and private schools							✓	✓			✓	3
Schools need funding for career and technical training opportunities for more students	✓	✓				✓						3
Laws regulate how funding can be allocated and used	✓									✓		2

EQUITY AND ACCESS	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Extracurricular activities have inequity in funding (more for football than other activities)							✓				✓	2
Funding is needed for teacher positions (library staff) and research access for staff				✓						✓		2
Continued unfunded mandates from legislative action											✓	1
Diverse populations of English learners continue to grow, but funding is not increased			✓									1
Smaller districts cannot provide the same benefits (such as salaries, incentives) as bigger districts							✓					1
Systemic/Community												
Technology upgrades and internet access in schools and homes is limited and unequal	✓		✓	✓	✓	✓	✓		✓		✓	8
Students have unequal access to healthcare, nutritious/quality food, and school counselors, glasses, and other supports	✓	✓		✓			✓			✓		5

EQUITY AND ACCESS	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Not all communities (e.g., rural, poor) offer Advanced Placement (AP) classes. Support for AP classes across various student populations is often overlooked; not everyone has equal access. Students need more access to dual credit and AP courses in all schools.	✓		✓		✓	✓	✓		✓		✓	7
Equity in access to technology (e.g., new schools have up-to-date technology while others are not kept up)					✓		✓	✓	✓			4
Schools lack resources for building infrastructure	✓		✓					✓				3
Schools, teachers, and students experience pressure and negative burden of high-stakes federal testing			✓			✓					✓	3
Cost of AP exams and higher education limits students' access to higher education learning opportunities				✓				✓		✓		3

EQUITY AND ACCESS	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Need better identification of students for special education and gifted programs; lack of minority students in gifted programs because test is biased toward Caucasian students			✓									1
Schools need to provide more differentiation			✓									1
Industry certifications—limited offerings based on personnel and geographic location.							✓					1
Lack of tutoring and academic support for students taking advanced courses								✓				1
Advanced courses pushing out access to basic classes										✓		1
Staffing												
Some school districts cannot attract and recruit qualified teachers to teach the advanced courses (e.g., smaller districts, poorer, rural)			✓		✓			✓	✓		✓	5
Teachers have different behavioral expectations for minority students			✓						✓			2

EQUITY AND ACCESS	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Awareness of equity and access issues, diversity and inclusion (e.g., using data to understand equity, Ed justice site, Mexican-American textbook)	✓		✓	✓	✓			✓	✓		✓	7
Options for learning pathways for all students—earned certificates (endorsement), dual enrollment, AP courses, basic, etc.			✓	✓		✓		✓	✓		✓	6
A push for technology access has increased device access (e.g., iPads), access to advanced courses			✓		✓	✓	✓			✓	✓	6
Dual credit programs provide higher education for little to no cost for students (e.g., community colleges, OnRamps from UT)			✓	✓	✓		✓	✓	✓			6
Relationships with community colleges and businesses provide students with learning opportunities (advanced classes, CTE, certifications)					✓		✓		✓	✓	✓	5
Benefits for collegiate academies/Early College high schools that can provide an associate's degree with high school degree			✓				✓	✓	✓			4

EQUITY AND ACCESS	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
School doing a good job in providing technology in libraries, access to internet, opportunities in the community							✓	✓		✓		3
Parental access to technology and apps keeps parents in the loop on their students' education, and provides access to school professionals				✓				✓			✓	3
Open education resources (online resources, Tex Quest) increase student opportunities					✓			✓		✓		3
Allowing districts to become districts of innovation			✓					✓				2
Changing and diverse demographics are allowing students to gain insight into different ways of thinking and teaching students to value differences	✓										✓	2
More discussion about student-centered approaches			✓						✓			2
We can learn from school districts that have success stories. School that have a lot of options could work with schools that do not.			✓					✓				2
All students receive breakfast	✓											1
Districts paying for AP test courses									✓			1
Regional centers are resources						✓						1

EQUITY AND ACCESS	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Accelerating Campus Excellence (ACE) – DISD programs incentivizing teachers to teach in high-need environments				✓								1
Other												
Texas is a wealthy and diverse state; we are growing		✓										1

EQUITY AND ACCESS	EI Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Ensure teachers are in classrooms that match content, training, and certification (highly qualified teachers in classrooms)			✓		✓		✓	✓				4
Train teachers to be aware of biases they hold and understand cultural diversity							✓			✓	✓	3
Elevation of teaching profession (marketing campaign)										✓	✓	2
Increase the number of teachers/service providers for special programs (e.g., special education, dual languages, ESL)				✓						✓		2
Incentives and more training for teachers to teach in high-needs schools			✓	✓								2
Require veteran and new teachers to be balanced at each campus through state policy				✓								1
Provide trained and certified librarians in all schools to reach all students; provide technology access for those without						✓						1
Counselors stay within cohorts for their years in high school/middle school							✓					1
Opportunities for better school leadership development programs							✓					1

EQUITY AND ACCESS	El Paso	Kilgore	Ft. Worth	Dallas	San Antonio	Salado	Edinburg	Corpus Christi and Victoria (virtual)	Houston	Austin	Amarillo	Number of communities where topic was discussed
Create district-level technology advisory councils to assess current needs and provide input on technology planning (allow teachers and staff to have a voice)								✓				1
More training and programs for teachers to identify and encourage students to pursue higher coursework										✓		1
Improve teacher preparation for advanced coursework					✓							1
Active communication with underrepresented groups to encourage participation, make them feel valued and welcome; meet their needs to ensure their students can participate			✓									1
Create a coordinator position to provide children information about colleges or applications for postsecondary education							✓					1