1. **Question:** The Dual language program at D.P. Morris continues to lose students because of inconsistency of the program and concerns with administration. For those families who cannot provide their own transportation, they cannot transfer to the other dual language program at Erma Nash ES. When lots of parents have concerns, when do the alarm bells go off?

**Response:** A situation like this would be investigated. There are many factors that go into it. HR listens to both sides. After taking everything into consideration, the district will decide what steps to take.

2. **Question:** Has there been any progress or decision made in continuing the fine arts program beyond 6th grade? Why can’t there be a fine arts program at McKinsey MS? Why didn’t the district plan to have dance rooms, etc. at the secondary level? None of the middle schools offer theater, dance or visual arts. If you knew that you weren’t going to extend it, why offer these classes? If the plan is not to feed this program into McKinsey, then there should be a concerted effort to hire qualified teachers to teach the curriculum that’s missing. Does the district have plans to do this?

**Response:** It is not in the budget. The district has to factor in the costs of hiring teachers, purchasing instruments and equipment, dedicating building space, etc. The original Program of Choice committee never intended to have a secondary fine arts program because it would draw away from the strong traditional fine arts programs at the current high schools. We are looking at ways to try to support students if they decide to transfer to McKinsey or another one of our middle schools. The district offers theater at every middle school.

**Comments:** Parent felt that the district did a disservice to students. She feels like the district invests in STEM, but only partially in fine arts. If it’s not a dedicated fine arts schools, try to hire certified teachers to teach dance, etc. at the middle schools. More students are involved in district fine arts than any other extra-curricular program. Administration received extensive feedback from Board members and the community when planning the initial fine arts committee. The directive was clear. Do not extend beyond Intermediate School. Do not do anything that might diminish or harm the current secondary fine arts programming.

Parent did not receive a response from Dr. Johnson in regard to which schools have strong fine arts programs. They are considering having their kids try out for fine arts academies in other districts. Parents want the district to at least put out information as to which schools have the
strongest fine arts and theater programs. If they are not strong, look at the budget and hire to improve the programs.

It’s a great opportunity, even though it doesn’t continue, for kids who could not afford to pay for private dance lessons, piano, etc. to be exposed to fine arts. There are limitations to every program, including STEM and Athletics.

3. **Question:** Could you please share with me about the committee that oversees TAD (Tarrant Appraisal District)? Who are the committee members? When do you meet?

**Response:** MISD does not oversee the TAD committee. We do have a committee. We realized that the Board’s votes were important, and we needed to do due diligence and do our research into TAD. Desiree Thomas and Craig are on the committee. We receive information about the TAD meetings and try to attend to learn more about it. The committee meets informally to share information.

Note: Mr. Davis, Ms. Newsom and Mr. Tipping are on the TAD committee.

4. **Question:** Board members, can you please describe the significance of the role of ethics, as a leader, for the students and parents of the community? Can you please describe the definition of the role of ethics in a board member?

**Response:** The Board should hold its ethics in the highest regard. We should always strive to do the best that we possibly can-- to be a role model to our students; to be that example. It’s important to build trust through upholding high ethics and standards.

Trustee means trust. The community needs to be able to trust the Board in the decisions made about the budget or other difficult decisions. Every trustee is required by TEA to complete ethics training.

5. **Question:** What is the law or guidelines that doesn’t hold the school board trustees at same level as MISD employees? How do we change it? Why do the voters have no input and how can we trust that you’ll hold each other accountable now? Why do you not holding that board member accountable? I was told that it was a law that prevents the Board from taking action. Where do I go to find the information and policies? If she is guilty, she needs to step down. We have a school board member who has been charged with a violent crime, assault family violence. If a district employee was charged with the same offense, what would be the recourse? Why is it Board policy that it is up to the Board member to decide if he/she wants to resign?

**Response:** Board policies that are legal are state mandates/laws. Local are policies that are unique to the district. The office of school board trustee is the only protected office where the Board cannot take action -- the individual must resign. A conviction of a felony is the only way to remove a board member from office.

The policy, BBC (LEGAL) is on the website. It talks about what the Board can and cannot do. The district can provide community members with a copy of the policy Board Operating Procedures on the Board webpage also discusses ethics and accountability.

**Comment:** There is an open case; there is a due process. Let the investigation play out. Don’t burn her at the stake. She has a right to privacy. No one knows what happened.
6. **Question:** Can or will the Board of Trustees issue a statement condemning violence (not just the Board situation but the Summit incident as well)?

   **Response:** This is unchartered territory for us, so we are trying to figure out the best approach. We can consider it, but it would have to be a Board decision as a whole. President Wilson recognized the community’s desire for the Board to issue its own statement separate from the district.

7. **Question:** Had the Mansfield Record not reported on the story, would the district come out and issued the text?

   **Response:** Yes, but we didn’t know about it immediately. It’s an open case. It is not our place to discuss her personal life.

8. **Question:** We hold our kids accountable, what can you do to hold her accountable? Can you remove her from secretary position? If you can’t ask someone to resign, what can you do about the current situation?

   What can the Board do about Trustee Anderson? A response condemning the situation could help. The community is waiting to hear from you.

   **Response:** We can’t keep a board member from Board meetings. The Board can look into whether or not she should keep her position as Board Secretary.

9. **Question:** According to Board Policy during public comments at school board meetings, you cannot speak about an issue unless the topic is on the agenda. Why is the public being allowed to speak on topics that are not on the agenda? For example, it was talked about by two community members about Ms. Anderson even when that topic was not on the agenda.

   **Response:** We try to adhere to the policy the best that we can. Sometimes community members say they are going to speak on an item, and then they speak about something else. The two community members at the last board meeting discussed Board Accountability on the Superintendent’s Report.

10. **Question:** MISD has been portrayed negatively in the news lately. What is about the culture that is allowing that type of racist behavior to occur at Summit HS? What is MISD doing about it? What are you going to do as a whole to get transparency and teach the real racial history in this country so that students have pride in their culture?

    Why would a student in MISD feel that it is ok to wear a noose around their neck? Is the District doing anything to make sure this type of behavior doesn’t happen again?

    **Response:** SEL and mentor programs. Common Ground Network is funding a mentor program. Children need positive adults in their lives. We have a wonderfully diverse community. Kids have to be taught about racism and history.

11. **Question:** How are we going to hold those students/coaches accountable? What punishment is being rendered to Summit B.B. team and coach?

    What is being done to address the harmful offensive photo being circulated on social media from the Summit baseball team members?
Response: The discipline of specific students cannot be discussed due to FERPA. There are placements outlined in the Student Code of Conduct and Athletics Code of Conduct. The Executive Director of Athletics is concerned about the culture of the athletics program and is investigating the situation at Summit.

12. Question: The Sid Miller situation – is there not a vetting process in allowing people to visit the schools?

Response: The invitation came to us like everyone else. We were approached to showcase the Tarver Rendon Ag program. The Student Nutrition Department was excited for the Commissioner of Agriculture to come see the great things happening on that campus.

13. Question: Why were there threatening emails sent from district to remove comments about Sid Miller from the FB page?

Response: Certain words raise flags; we have to govern how we communicate, so the school had to remove comments because of what it was creating. The district’s social media terms of use are referenced below and are posted on the district's social media accounts.

Social Media Terms of use:
• Comments will be limited to the topic of a specific posting made by the site administrator. Topics not introduced by the site administrator are not open for discussion on this page and are subject to deletion.
• Comments are not allowed if they include profanity, threatening words, bullying, vulgar or inappropriate language or content.
• Comments are not allowed if they include "hate speech" or offensive language that targets ethnic, religious or racial groups.
• Comments are not allowed if they include spam, advertisements or links to other sites. This includes advertisements for special offers or discounts for teachers, students or administrators.
• Comments are not allowed if they include private information about a student, parent, employee or community member.
• Board policy prohibits the discussion of complaints against specific District employees during an open forum. Since Facebook is considered an online open forum, those who violate that policy are subject to getting their comments removed.
• Photographs may not be posted, except by the site administrator.
• Media personnel seeking requests or responses to questions are asked to refrain from submitting questions as comments and send questions to the MISD Communications Department through the normal channels.
• If a comment violates the terms of use, the comment will be removed from the site and a warning will be sent to the user. If there is another violation, the individual will be blocked from the site.
• MISD reserves the right to change the Terms of Use policy at any time without prior notification.

14. Question: DEI – Equity—What does equity mean as a Trustee?

Response: President Wilson – For me, having a large family, equity is giving every child what they need to succeed no matter what that looks like -- whatever we can give every student.

Mr. Tipping – I mirror what President Wilson said. Being able to look at each student individually and assess what their needs are so that we are able to get them to the highest level possible.
Ms. Newsom – Providing every kid with the same opportunities and resources and providing them what they need to be successful.

Comment:

The community did not hear anything about the two board members – communication did not come out until October regarding the Ethics violation.

Communication has improved through the many forums, text messages, community meetings, etc. Community members were glad to see Dr. Cantu taking part in the community meetings.