

**CEIC Meeting Agenda/Minutes  
November 16, 2023  
Global High Library**

**The minutes are in red.**

**Staff in attendance - Derek Zandt, Dr. Ryan Cavazos, Daniel Coker, Tiki Smith, Dr. Robert Lester, Dian Tuohy, Penny Grubbs, Morgan Burnett, Michael Warren**

**1. Welcome - Good Things**

- **Mr. Zandt expressed to the committee that it was a couple of days before Thanksgiving, so it has been a great week. Staff who have taught at other campuses know how difficult the October to November stretch is.**

**2. Campus Improvement Plan November Review**

- **Mr. Zandt reviewed priority one, which was related to student growth. A majority of the conversation was about utilizing a study hall during advisory. Dr. Lester suggested using the cafeteria as a study hall area. Mr. Zandt included that we could use the cafeteria as a staging area for the students who failed a class, and that would allow teachers in advisory to cover the tutoring for students who wanted it, and that would allow for quiet tutoring rooms.**
- **AM Tutoring is an idea, but the bus situation with it coming so late would be an issue.**
- **CCMR strategy and implementing College Bridge as a tool for students struggling with TSIA will benefit Global towards every student gaining a point for CCMR.**

**3. District Climate Survey Data**

- a. **I enjoy my work - 97%**
- b. **I am proud to work for my district - 83%**
- c. **I know how my work aligns with the overall goals of my campus & district - 87%**
- d. **My direct supervisor respects me - 84%**
- e. **I feel comfortable providing feedback to supervisors - 77%**
- f. **My leaders communicate well - 77%**
- g. **I receive recognition for good work - 67%**

**h. I believe my district has a good culture - 67%**

- **Survey results were from last spring but never shared. Mr. Zandt mentioned that he hopes to improve communication, recognition, and providing feedback to supervisors, and the district has a good culture.**
- **Mr. Zandt reiterated that having a superintendent who believes in the ECHS campus concept is a positive. Dr. Hollingsworth has always been open about the good of having Global in Waxahachie ISD. Ms. Tiki Smith mentioned that the district and Ms. Jenny Bridges share our social media on their pages, which shows they care about Global. That has been an improvement.**
- **Mr. Zandt told the committee that the office staff's goal is to ensure an open and welcoming campus for anyone who enters the building. We want to be the friendliest campus in the district. He believes we are already there. Kudos to the office staff!**

**4. Any Concerns?**

- **Mr. Coker talked about the difficulty of changing the admin every few years. Mr. Zandt stated that it is good to have some stability with the cabinet and that he has a great working relationship with them and doesn't see it changing.**
- **Zandt explained the information from the board meeting on Monday night, and the earliest we would move would be spring 2025. He also planned to take each department on its tour in the second semester. Since the move has been pushed back, we have more time to schedule that.**