

Mike Miles  
Superintendent of Schools



Educating All Students For Success

**NOTICE OF CAMPUS RECONSTITUTION**

October 27, 2014

Dear Colleague:

This letter will serve as notice to campus employees in Dallas ISD who are currently assigned to campuses or may be transferred to a campus that has been identified as academically unacceptable. The entire campus is under review by the administration based on its unacceptable performance or "Improvement Required" rating by the State of Texas. As such, all campus employees' performances will be assessed by the administration.

The Texas legislature passed legislation related to public school accountability. This legislation is found in Chapter 39 of the Texas Education Code and specifically sets out procedures and sanctions for campuses that have been identified as academically unacceptable. Under Texas Education Code § 39.107, if a campus has been identified as academically unacceptable for two consecutive school years, including the current school year, the Texas Commissioner of Education (the "Commissioner") shall order the reconstitution of the campus. During such reconstitution, a Campus Intervention Team ("CIT") assigned by the Commissioner will work with the campus to assess and recommend appropriate actions to improve the campus and execute the commissioner-approved targeted improvement plan. The CIT is composed of the Professional Service Provider (PSP) and an internal representative (in this case the Executive Director) assigned to the campus.

The entire campus is subject to evaluation by the CIT and the administration. The campus intervention team shall decide which educators / employees may be retained on the campus and which must be removed from the campus at the end of the 2014–2015 school year. The process is intended to focus on personnel that impede the progress of the campus in attaining its academic performance standards, directly or indirectly.

If the CIT and/or the administration determine that you must be removed from the campus due to actions which impede the progress of the campus, you may be subject to non-renewal or termination. You are not entitled to an assignment to another campus.

If you have questions regarding the process, please contact State and Federal Accountability at 972-925-6714.

Best Regards,

  
Charles Chernosky  
Director, Federal and State Accountability

  
Tonya Sadler Grayson  
Executive Director, Human Capital Management

If Certified Mail Return Receipt Requested No. \_\_\_\_\_ Date: \_\_\_\_\_

If Hand delivered: \_\_\_\_\_  
Employee Signature Contact Phone Number

Print Employee Name: \_\_\_\_\_ Date: \_\_\_\_\_

Letter served by: \_\_\_\_\_ Date: \_\_\_\_\_

Witness Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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