



# Third Future Schools

## TFS-TX Board Meeting

Texas Board

Published on October 9, 2024 at 2:26 PM CDT

---

### Date and Time

Wednesday October 16, 2024 at 12:00 PM CDT

### Location

In-person and via Zoom. This meeting will be held at Mendez Middle School located at [5106 Village Square Drive, Austin, TX.](#), and via videoconference (Zoom) at the following link:  
<https://us06web.zoom.us/j/6764249224?omn=85797440343>

---

### Agenda

	Purpose	Time
<b>I. Opening Items</b>		<b>12:00 PM</b>
<b>A.</b> Call the Meeting to Order		
<b>B.</b> Record Attendance		1 m
<b>II. Public Comments</b>		<b>12:01 PM</b>
2 min. each up to 30 min.		
<b>A.</b> Public Comments	Discuss	30 m
Citizens who wish to address the Board during the Public Comment section of the meeting may sign up to speak using this form <a href="https://tinyurl.com/tfs-texas">https://tinyurl.com/tfs-texas</a> . Requests must be received at least two hours prior to the meeting.		

	Purpose	Time
<b>III. Consent Agenda &amp; Minutes</b>		<b>12:31 PM</b>
Systems and processes		
<b>A.</b> Approval of Agenda	Vote	
<b>B.</b> Approval of Minutes	Approve Minutes	1 m
Approval of minutes for August 2024		
<b>IV. Update on Instruction/Assessment (successes and areas for improvement)</b>		<b>12:32 PM</b>
Performance outcomes		
<b>A.</b> Update on Instruction/Assessment	Discuss	15 m
a. Spot data		
b. Professional Development/Instructional Coaching		
<b>V. Update on Staffing</b>		<b>12:47 PM</b>
Strategy		
<b>A.</b> Update on Staffing	FYI	5 m
a. Vacancies to date		
<b>VI. Student Enrollment Update</b>		<b>12:52 PM</b>
Strategy		
<b>A.</b> Student Enrollment Update	FYI	5 m
Strategy		
<b>VII. Overview of TFS-TX 1882 Finance and General Finance Update</b>		<b>12:57 PM</b>
Finance		
<b>A.</b> Overview of TFS-TX 1882 Finance and General Finance Update	Discuss	15 m
Finance		

	Purpose	Time
<b>VIII. Expansion Updates</b>		<b>1:12 PM</b>
Strategy		
<b>A. Expansion Updates</b>	FYI	5 m
Strategy		
<b>IX. TFS-TX Board Conflict of Interest Forms</b>		<b>1:17 PM</b>
Governance/Finance		
<b>A. TFS-TX Board Conflict of Interest Forms</b>	FYI	2 m
Governance/Finance		
<b>X. Update on TEA Investigation</b>		<b>1:19 PM</b>
Governance/Finance		
<b>A. Update on TEA Investigation</b>	FYI	10 m
Governance/Finance		
<b>XI. Board Training - Finance Training Requested</b>		<b>1:29 PM</b>
Governance/Finance		
<b>A. Board Training - Finance Training Requested</b>	FYI	5 m
Governance		
<b>XII. Board Meeting Schedule: next meeting is scheduled for 20 November 2024</b>		<b>1:34 PM</b>
Governance		
<b>A. Board Meeting Schedule: next meeting is scheduled for 20 November 2024</b>	FYI	2 m
Governance		
<b>XIII. Closing Items</b>		<b>1:36 PM</b>
<b>A. Adjourn Meeting</b>	Vote	1 m

# Coversheet

## Approval of Minutes

**Section:** III. Consent Agenda & Minutes  
**Item:** B. Approval of Minutes  
**Purpose:** Approve Minutes  
**Submitted by:**  
**Related Material:** TFS-TX\_Board\_Minutes\_--\_14\_August\_2024\_--\_Draft.pdf



**DRAFT**

## TFS-TX Board Meeting Minutes – 14 August 2024

**11:00 a.m. to 12:00 p.m. CT – Zoom meeting**

A meeting of the Board of Directors of Third Future Schools-Texas will be held on Wednesday, August 14, 2024, beginning at 11:00 a.m. CT. This meeting will be held at 2000 West Louisiana Street, Midland, TX , and via videoconference (Zoom) at the following link:

<https://us06web.zoom.us/j/6764249224?omn=85797440343>

The subjects to be discussed or considered or upon which any formal action may be taken are listed below. Items do not have to be taken in the same order as shown on this meeting notice. Citizens who wish to address the Board during the Public Comment section of the meeting may sign up to speak using this form <https://tinyurl.com/tfs-texas>. Requests must be received at least two hours prior to the meeting.

***Attendance: Conrad Coleman, Zach Craddock, Blake Roach, Sarah Arrambide, Dorothy Reyes, Nicole Gabriel, Jill McCall, Whitney Nichols, Shirley Miles, Jessica Lopez, Brandon Thurston, and Ann Eagleton***

<b>TFS-TX Board Agenda</b>		
<b>Agenda Item</b>	<b>Time Use Tracker</b>	<b>Estimated Time</b>
I. Call to Order: The meeting called to order at 11:02 a.m.	Other	1 min.
II. Public Comments - No public comments	Synergy and Teamwork	2 min. each up to 30 min.
III. Consent Agenda a. Approval of agenda b. Approval of minutes for June 2024 Motion to approve by Sarah Arrambide, second by Blake Roach	Systems and Processes	1 min.
IV. Update on Instruction/Assessment (successes and areas for improvement) a. Start of the School Year All schools opened on time for 24-25.	Performance outcomes	15 min.

Mr. Craddock and the Directors gave an update on the opening of all of the TX schools. b. TX Report Cards Mr. Craddock gave an update on anticipated report cards for all TX schools.		
V. Update on Staffing a. Vacancies to date Directors shared each campus's percent staffed.	Strategy	5 min.
VI. Student Enrollment Update Directors shared enrollment numbers for each campus.	Strategy	5 min.
VII. Request Approval of the amended 24-25 Academic Calendar Mr. Craddock presented amended academic calendars and requested approval for changes (no school the week of Thanksgiving, to align with partners), due to negative ADA impact on Monday and Tuesday of that week. Motion to approve by Dorothy Reyes, second by Blake Roach.	Finance	5 min.
VIII. Update on Jasper ISD/Parnell Elementary and Expansion Mr. Craddock and Ms. McCall shared an update on building, staff readiness, and opening of TX unit schools.	Performance outcomes	10 min.
IX. Update on Admin and Teacher Professional Development Mr. Craddock shared an update on the Admin and Teacher PD held the week of July 10 and Teacher Training held on July 22 & 23.	Performance Outcomes	5 min.
X. <a href="#">Board Training with TEA</a> Mr. Craddock will share more on the voluntary board Zoom training sessions.	Governance	2 min.
XI. Board Meeting Schedule: next meeting is scheduled for 16 October 2024. Discussion on in-person meeting and possible locations The Next meeting will be held on October 16 tentatively at Mendez Middle School in Austin, TX. Mr. Craddock also gave an update on TFS network expansion.	Governance	5 min.
XII. Adjourn at 11:34 a.m. Motion to approve by Dorothy Reyes, second by Blake Roach	Other	1 min.

## **Documents:**

1. Board Agenda – August 2024
2. Board Minutes – June 2024
3. Report Card Data, if released
4. Revised 24-25 Academic Calendar
5. Board Reporting Calendar/Schedule

# Coversheet

## Update on TEA Investigation

**Section:** X. Update on TEA Investigation  
**Item:** A. Update on TEA Investigation  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** Closure Letter - Third Future Schools-Texas Oct.15 2024.pdf  
TEA Investigation Press Release October 15, 2024.pdf





Commissioner Mike Morath

1701 North Congress Avenue • Austin, Texas 78701-1494 • 512 463-9734 • 512 463-9838 FAX • [tea.texas.gov](http://tea.texas.gov)

October 15, 2024

**NO RESPONSE REQUIRED**

Conrad Coleman, Board President  
Third Future Schools – Texas  
411 W. Monroe St.  
Austin, TX 78704-3025

Zach Craddock, Superintendent  
Third Future Schools – Texas  
411 W. Monroe St.  
Austin, TX 78704-3025

**SENT VIA EMAIL**

[crad1998@yahoo.com](mailto:crad1998@yahoo.com)

[zach.craddock@thirdfuture.org](mailto:zach.craddock@thirdfuture.org)

SUBJECT: Investigation #s INV2024-05-260, INV2024-05-261, and INV2024-05-262

Dear Board President Coleman and Superintendent Craddock:

On May 14, 2024, the Texas Education Agency (TEA) received a complaint, the first of several, regarding three Texas school districts, Midland ISD, Ector County ISD, and Austin ISD and the operation of their partnerships with your organization, Third Future Schools – Texas. These complaints alleged several legal violations committed in the operation of the partnerships and the aforementioned school districts and Third Future Schools – Texas. The allegations were investigated, and TEA’s findings and conclusions are contained in the report attached to this letter.

After analyzing the evidence gathered during the investigation, TEA concludes that these school districts and Third Future Schools – Texas have not violated any applicable Texas school laws. Additionally, TEA concludes that there is no merit to the allegations contained in the media reports that state funds were being inappropriately diverted from public school students in Texas.

Thank you for your cooperation in this matter. If you have any questions, you may contact Lead Investigator Theresa Shutey at [theresa.shutey@tea.texas.gov](mailto:theresa.shutey@tea.texas.gov).

Sincerely,

David Rodriguez  
Executive Director, Division of Investigations  
TEA Office of Governance  
[david.rodriquez@tea.texas.gov](mailto:david.rodriquez@tea.texas.gov)



**FOR IMMEDIATE RELEASE**

October 15, 2024

**Media Contact:**

[media@thirdfuture.org](mailto:media@thirdfuture.org)

**Third Future Schools Texas Responds to TEA Investigation Findings**

*Third Future Schools welcomes the closure of the TEA investigation, affirming that all operations are fully compliant with Texas school laws and reinforcing the organization's commitment to transparency, integrity, and high-quality education for all students.*

**Aurora, CO** – Third Future Schools – Texas is pleased to announce the closure of the [Texas Education Agency \(TEA\) investigation](#) regarding our partnerships with Midland ISD, Ector County ISD, and Austin ISD. We are appreciative of the thorough examination conducted by the TEA and the confirmation that our operations are in full compliance with Texas school laws.

The TEA's findings, which concluded that there were no violations or merit to the allegations of misappropriation of state funds, reaffirm our commitment to transparency and integrity in our educational partnerships. We take pride in the educational opportunities we provide and remain dedicated to serving the students and communities we work with across Texas.

"We sincerely value the comprehensive investigation conducted by TEA into school funding transparency in Texas," said TFS Superintendent, Zach Craddock "We remain committed to ensuring the highest standards of integrity within Third Future Schools and providing high-quality education to all of our students across the TFS network."

We acknowledge the concerns raised by the complaints and appreciate the opportunity to clarify our practices. This investigation has only strengthened our resolve to enhance our educational programs and ensure that our partnerships remain beneficial for all stakeholders involved.

Third Future Schools is eager to continue collaborating with our partner Texas school districts to enhance student outcomes and close the achievement gap. We encourage our community to reach out with any questions or concerns as we move forward together.

###

**About Third Future Schools**

Third Future Schools (TFS) is a proven school turnaround organization. TFS serves over 5,000 students across Colorado, Texas, and Louisiana. Third Future is dedicated to preparing students for the Year 2035 workplace and world by providing high-quality instruction in a caring culture with high expectations. TFS closes the achievement gap and allows every student to reach their full potential.

Learn more about TFS's proven school turnaround program by visiting [www.thirdfuture.org](http://www.thirdfuture.org).