

Root Cause Analysis – Data and Context Packet

WHAT & WHY?

On Saturday, January 22nd, each committee will brainstorm causes for the unmet needs selected for analysis. This is hard work that needs a deep understanding to be successful. You will receive readings for context around all three unmet needs selected during the December 14th Committee Meeting. Reading this packet will help you get the most out of the activities, including:

1. Provide a deeper understanding of the context around unmet needs.
2. Jumpstart your thinking on causes through guided prompts.

PART 1 REVIEW

Review the final unmet needs statements developed by your committee to perform a root cause analysis upon. Review the context from the Community Interviews and the “who”, “what”, and “why” identified in the development of that unmet needs statement.

PART 2 READ

Learn more about the context around each unmet need by reading the following perspectives:

1. Expert Interviews
2. Committee Insights
3. Research and Data

estimated time: 20 minutes or more

PART 3 REFLECT

Using the readings from Part 2, begin your initial brainstorm using the following prompts:

1. What might be causing this unmet need to happen?
2. What causes might be connected to the work of other committees?

recommended time: 10 minutes or more

Part 1 – Review | Unmet Needs Statement

This is one of three unmet needs statements prioritized by this committee for the January 22nd Root Cause Analysis exercise(s). This statement was selected by the committee during the December 14th committee meeting.

All students need equitable access to state of the art athletics facilities to support student and staff engagement, grow existing programs, and enable competition with neighboring districts.

Part 1 – Review | Unmet Needs Statement Generation

Barriers to participation in athletics

Need track improvements/ campus lacks a track at all

- “There is not a good track on school grounds.”
- “Playground and track needs to be improved, especially the track area.”

4 Mentions: (1) CAC Meeting, (2) Parents, (1) AISD Staff/ Educator

Field/athletic improvements needed

- “The soccer field needs improvement.”

1 Mention: (1) Group Parent Interview

- **Who:** students and community members
- **What:** need access to improved and up-to-standard athletic facilities (including tracks and fields at MS, and HS levels)
- lack access to fields to support diverse sporting opportunities for students
- **Why:** to enable more equitable access to quality athletic facilities and encourage participation
- due to underdeveloped and sparsely located athletic fields
- Athletics keeps students involved!

Unmet Needs Generation Draft:

“Students (esp. historically underserved student groups & communities) need access to updated athletic facilities (including fields, tracks, and courts) to support a variety of athletic and outdoor learning programs to create more equitable opportunities for athletic participation and student success.”

Finalized Unmet Needs Statement:

All students need equitable access to state of the art athletics facilities to support student and staff engagement, grow existing programs, and enable competition with neighboring districts.

Part 2 – Read | Expert Interviews

This page contains contextual information related to district practices, operations, and constraints as it relates to the identified root cause. Some of this information may have been relayed verbally during committee meetings. This information was provided by AISD staff selected by the PMs for the knowledge provided by their roles.

For context: Coaches look at AISD athletics as a district and what the whole district does/doesn't provide compared to other districts.

Fields not up to standard

- Need turf fields and lights at the high schools! (x5 at least)
- Athletic director: biggest need is turf fields with lights
- Without field lighting, kids can't practice the same amount of time as opponents. Disadvantage from the get-go.

Second biggest need: additional facilities (according to Athletic Director)

- Central facilities for soccer, baseball, softball
- Aux fields for middle school to play
- (third most important/ "ideal": swim center for water polo)

Challenges with upkeep and maintenance of fields

- Challenging to find resources and personnel for upkeep (e.g. weed control, pest control, equipment repair for dirt for baseball and softball)
- Maintenance crew affected by COVID - not enough staff, retirements/people left, and low hiring pool makes it hard to replace

- "We try to help coaches and kids at the end of the day, but when you have limits on maintenance and facilities it hurts - not being able to help when the help is needed at campuses." - Athletic director

How are maintenance / facility issues tracked & addressed?

- Coaches and coordinators communicate with the service center to report campus issues
- Maintenance responsible for weed eating, mowing, blowing debris off tracks, cleaning' radius around athletic facilities
- For indoor maintenance issues, work orders go to building operator (e.g. scoreboard fails). Athletics doesn't deal with these work orders.

Challenges with locker rooms

- no water or showers are broken, few working toilets - Crockett
- Single girl's dressing room for all of PE, Dance, Athletics
- Outdated locker rooms in general

CONTINUE TO NEXT PAGE →

Part 2 – Read | Expert Interviews CONT.

This page contains contextual information related to district practices, operations, and constraints as it relates to the identified root cause. Some of this information may have been relayed verbally during committee meetings. This information was provided by AISD staff selected by the PMs for the knowledge provided by their roles.

Gyms/indoor facilities in poor condition / don't meet needs to stay competitive

- Leaks ruin gym floors (Crockett)
- Undersized HS gyms can't accommodate spectators (esp. for varsity games), concurrent games, or even practices
- Facilities not up to par with competitors from other districts.
- Most HS in AISD have only one gym but other district competitors have two. Neighboring communities have indoor facilities, weight rooms, basketball courts, etc.
- *"AISD has made it impossible for us to facilitate and have a place to play"*
- *"[the poor condition of our athletic facilities] forces students to feel insignificant because facilities and grounds are so far behind [compared to competitors]."*

Limited equipment storage

- Desperately need more storage for both PE and athletics (e.g. had to put fishing poles in rafters)
- Storage sheds are eyesores

Disparities in condition of athletic centers within AISD

- Berger is much better than Nelson, Nelson is better than House Park. Needs to be fair across the board.
- Coaches cannot use Nelson or House Park as a playoff site - not safe or presentable enough to host.
- Berger is biggest and used the most, and most recently repaired. But still needs some work.
- Eastern crescent facilities are in poorer condition than the western area of the district, even though all having challenges.
- "Not about east vs. west, it's about how a facility looks and how it is portrayed when we bring outside people into our facilities."

AISD athletics not competitive with surrounding districts

- District is behind on facilities, athletics across the board - for playoffs and other schools competing with
- "We [athletics] are an easy pass over. We need desperate help to get out of that pit."

CONTINUE TO NEXT PAGE →

Part 2 – Read | Expert Interviews CONT.

This page contains contextual information related to district practices, operations, and constraints as it relates to the identified root cause. Some of this information may have been relayed verbally during committee meetings. This information was provided by AISD staff selected by the PMs for the knowledge provided by their roles.

Athletics not prioritized because it's not bringing wins or pride to the city due to lack of resources

- The city's culture doesn't prioritize athletics, political challenges
- The needs in the district are overwhelming
- *"We are overlooked because we don't have the resources to bring something to this city"*
- With such limited resources and poor facilities, athletics are not getting to state championships and making the city proud. Don't even have the facilities to host playoffs.
- *"If you play in good places you feel good and want to be successful in life. Athletics is a core part of kids being successful. We are failing kids if we can't give them something that looks good and feels good, and we are failing the city by not bringing anything to it."*

Competition from charter schools impacts athletic participation and success of athletes

- Charter schools within attendance zones take kids away from AISD schools, competition for students in surrounding areas
- Low participation in sports leads to sophomores playing varsity. These kids are not physically ready and are genuinely nervous/ scared/ unprepared leading to negative experiences and them dropping out.

Part 2 – Read | Committee Insights

This page contains any feedback from committee members across all committees from the November 30th committee meeting discussion around unmet needs not yet expressed or identified that the committee members were aware of or wanted to share. These have been organized as they relate to the existing unmet needs or grouped into new ones.

Inequities in facilities across the district:

- Navarro - Weight room in poor condition (former theater/stage), not adequately sized to house the amount of students and have to rotate kids in 25 min blocks. Have been here for 21 years and weight room equipment has not been replaced – safety concern for students. Same thing at Travis – no upgrades in YEARS, outdated facilities.
- From student – as a student on the swim team on a smaller campus, there are equity issues across access to all sports (large vs. small) – for example fewer swim lanes. Need equal access to resources for athletics across all schools.
- Need improved secondary gyms to allow competitions to take place simultaneously.
- Locker rooms undersized, not enough to provide individual lockers, no longer repairable due to being outdated.

Equipment, lights and turf fields!! Would be the most impactful improvement.

- Field access is a huge issue – one field for nine teams, unsafe conditions and overuse, lack of ability to grow grass. Need turf fields. Other practice fields are portables and an ag barn, so no room left to practice. Causes issues with scheduling. (need turf, lights!!)

- Athletic fields are not taken care of, turn to mud after rain storms and create holes in the ground. Those issues will lead to injuries with band students and athletic students who use those fields. Not enough fields for use of athletics and marching band. Also, maintenance issue - sprinkler management, etc.
- Sports fields are not maintained – dangerous

Inequities in tracks and fields

- All the MS and HS have tracks! Some at MS level do not have 400 M tracks.
- 200 M tracks need to be turned into 300 or 400 M tracks.
- The kids in the ES level are required to walk and run the track, so they do need updated tracks. My kids in ES are running and walking on a rock track.

CONTINUE TO NEXT PAGE →

Part 2 – Read | Committee Insights CONT.

This page contains any feedback from committee members across all committees from the November 30th committee meeting discussion around unmet needs not yet expressed or identified that the committee members were aware of or wanted to share. These have been organized as they relate to the existing unmet needs or grouped into new ones.

Recent changes to funding requirements could be contributing to funding challenges:

- Legislature this past session has made it more challenging to separate out athletic bonds from infrastructure and technology and school bonds. Track = outdoor learning environment! Can this make it into package outside of athletics?
- Potential barrier = state legislature says athletics bonds are separate. Including athletics facilities as outdoor learning can increase funding potential.

Not all students have access to youth sports programs

- Lack of experience for scholars, maybe we need to look to elementary PE to provide experience even if there are no outside of school leagues.

Part 2 – Read | Research and Data

This page contains key findings from the additional data sources identified by committees during the October 26th committee meeting, as well as key findings from validated external resources and research from the AISD Department of Research and Evaluation.

32% of schools scored "unsatisfactory" or "very unsatisfactory" in the ESA category for Athletics and Wellness.

- There was no significant difference across underserved student groups or social vulnerability
- Of the 25 schools evaluated in qualitative ESA analysis, 2 schools are not UIL compliant, Travis Early College High and Burnet Middle.
- Of the four dedicated athletic facilities, three have a facility condition assessment score of satisfactory or higher and one (Noack) was not evaluated.
- The facility condition of all three active athletic facilities was improved between 2016-2021.

Source:
ESA 2021

Part 3 – Reflect | Guiding Questions

This page contains guiding questions to brainstorm causes and reflect on connections between the work of different committees. The cross-committee connections highlighted on this page were identified by the PMs and/or committees prior to and during the December 14th committee meeting.

Unmet Needs Statement

All students need equitable access to state of the art athletics facilities to support student and staff engagement, grow existing programs, and enable competition with neighboring districts.

Reflection Questions

What might be causing this unmet need to happen?

What causes might be connected to the work of other committees?

Cross-Committee Connections

