SAISD’s Upward Trajectory: *3-Year Narrative

Dr. Sylvester Perez
District Transition Timelines
Chronology of Recent Changes in Leadership

- Dr. Robert Duron’s last day 3/30/2012
- Dr. Sylvester Perez named Interim Supt. 3/5/2012
- Dr. Perez named Supt 7/01/13
- Dr. Perez last day 5/29/15
- Mr. Martinez first day 6/1/15
Chronology of Recent Changes in Leadership

- Betty Burks End Date 6/29/12
- Peggy Stark Wilson Part-time 6/2012-6/2013
- Emilio Castro Start Date 6/03/13
- Matthew Weber Start Date 7/01/14
ENSURING OUR FINANCIAL SECURITY
- Saved Taxpayer $100 Million by Creative Refinancing
- Partnering with Community
- Established District Strategic Initiatives Fund
- Established Student Attendance Incentive Award
- Stability of District General Fund Balance
- Balanced General Fund Budget
- Successful External Audits Each Year
- ASBO Certificate of Excellence in Financial Reporting
- GFOA Certificate of Achievement in Financial Reporting
- ASBO Meritorious Budget Award
- GFOA Distinguished Budget Presentation Award
- Comptroller Leadership Circle Program
- School FIRST Rating
Increasing Opportunities for Our Staff
Increasing Opportunities for Our Staff

- (Superintendent visited over 100 Classrooms per year)
- Explore PAR programs (Peer Assistance & Review) for pilot implementation for 2015-2016
- Refresh job descriptions & update processes for all employee categories
- Launch new mentor program for teachers - Coaching
- RE-CAP (Returning Educator Continuing Academic Partnership)
- Develop electronic training modules for new employees
Increasing Opportunities for Our Staff

- Ensure compliance with Affordable Care Act
- Issue Requests for Proposals (RFP’s) for Employee Benefit Programs
- Implement a 457(b) annuity program
- Conduct Cyber Risk Insurance Needs Assessment

PLUS ONE INSURANCE PROGRAM

- Facilitated staffing, assignments and reassignments for personnel from campuses that are closing, certain IR campuses, and YMLA
Increasing Opportunities for Our Staff

- Administration Leadership Development Series
- Aspiring Assistant Principal Academy
- Aspiring Principal Academy
- Spring Registration for Parents
- Acquisition of three student activity buses
- Expansion of Attendance Intervention Mentoring (AIM) to over 1,000 students for each of the last two years
- THECB Star Award given to Adult Education Department and San Antonio College
Focus on Support for Academics
(Board Approved)

- 1 Additional Senior Coordinator position for elementary reading
- 29 Elementary Reading Coaches
- 7 High School English Language Arts Instructional Coaches
- 14 Middle School Instructional Coaches
Focus on Support for Academics

- Expansion of Read 180 District Wide and Dyslexia support at all Elementary campuses with System 44
- Redesign of Bilingual Program
- Improved Digital Platform Credit Attainment and Credit recovery: A+ software
- EastPoint/EastSide Promise Neighborhood STEM Initiatives
- iPads for all 10th graders
Focus on Support for Academics

- Charter Designation for YMLA, Connell and Davis Middle Schools
- Piloting ECHS at Brackenridge with possible implementation at all high schools in the Fall of 2016
- Expansion of IB Campuses
- Increased Partnerships with ACCCD
- Academic Scholars Recognition
Preparing Our Students for College & Career
Targeted Improvement Plans

November, 2014
Replaced all CTE labs and teacher computers over the past two years (over $2M)
Added STEM labs at 7 middle schools and will open 2 in the fall of 2015
Opened 3 new CTE buildings in 2014-15 as part of Bond 2010
Added a Fashion Design program at Brackenridge HD in 2014-15
CTE students participate in student leadership organizations annually and advance to state regional and national competitions
Five students from Highlands HS presented an overview of CODE HS at the GEAR UP National Conference in DE during the summer 2014 conference
Approved MOU for Alamo Academy Endorsement Pilot in fall 2015 that leads to dual credit hours and a level 1 marketable Skills Certificate in Information Technology
Collaborating with SA Works to identify potential 2015 summer internship with selected students
Partnered with SAISD Communications team to identify career video program areas – 8 are complete
Provided over 30 career camps during summer 2014 – locations include St. Philip’s College, SAC UTSA and high schools
Provided funding annually for TSI exams on each high school
SREB conducted an audit of CTE programs at all of our high schools
Edison Fire Academy had their first graduating class in spring 2014 and program enrollment continues to grow
Hired two full-time technicians to ensure the CTE labs and IPads are functional every day
College Readiness Items over the last 3 years

- Conducted Individual Academic Advisement Conference with 100% of sophomores in fall 2014 to discuss grades, attendance, career interests and college goals
- All sophomores are signing Commitment Boards – to return in the fall, to stay on track, graduate on time, take SAT/ACT as a junior, apply to college
- Hired 8 part-time counselors to work 100% with seniors to complete FAFSA and Apply Texas applications
- Offered three PSAT Camps during summer 2014
- Currently recruiting students to attend 2 SAT Prep Camps this summer
- Provided $80,000 to Trinity University to support the College Advisors in our high school GO Centers
Improving Our Academic Performance
On-time 4-year graduation rates continued to improve: Class of 2011=79%, Class of 2012=82%, Class of 2013=83%, Class of 2014 projection=

- Longitudinal, 4-year dropout rates decreased from 13% for the Class of 2011 to 12% for the Class of 2013
- SAISD was rated Met Standard for each of the two years for which ratings were assigned (2013 and 2014)
In 2013, 32 SAISD campuses earned 1 or more Distinction Designations and 8 of them earned all 3 possible distinctions available that year.

In 2014, 46 SAISD campuses earned 1 or more Distinction Designations and 4 campuses earned all 6 possible distinctions available that year.
By 2014, the performance gap between the District and State had significantly decreased in most areas

Writing overall showed the greatest growth from 50% in 2012 to 55% in 2014

Math also showed overall growth up from 60% in 2012 to 63% in 2014

Algebra I performance at 8th grade continued to be exemplary

The greatest improvements for student groups were in Science for Special Education students (45% to 53%), Writing for African American (44% to 51%) and Special Education (38% to 45%) as well as Math for the Special Education group (46% to 53%)

Both Special Education and ELL student groups showed overall growth in Reading, Math, Writing and Science
- Significant progress was made for 2014 EOC results in Grade 9 Algebra I (63% to 74%) and Biology (77% to 84%) from 2013 to 2014.

- The percent of students receiving credit for Advance Course/Dual Credit completion continued to show improvement: 26.0% in 2011, 26.6% in 2012 and 28.5% in 2013, 2014 projected to increase due to St. Philip Early College High School.

- Attendance improved from 94.10% in 2011 up to 95.27 for the 2014 school year.
San Antonio’s First All-Boys Public School
Our Mission

The Mission of the **Young Men’s Leadership Academy** (YMLA) is to Develop young men in grades 4-8 into highly effective Scholars, Thinkers and Leaders by providing a high quality, comprehensive educational and social experience leading to the Distinguished Achievement Program in High School.
Our Purpose

- Serve students in grades 4-8, beginning 2015-2016 with grades 4-6.
- To obtain state charter funding to begin and enhance the program.
- Lessen the academic difficulties boys face and close the “gender gap” in school achievement and educational outcomes.
Created 2\textsuperscript{ND} & 3\textsuperscript{RD}

Early College High Schools
Enhancing Technology for Students & Staff
Enhanced Technology for Students

- Upgrading internet bandwidth from 1GB to 10GB by August 2015
- Upgrading all campus WAN speeds tenfold by August 2015
- Implemented new WIFI capability at campuses to support upwards of 25 wireless devices in each classroom
- Implemented wireless device management system for iPads and other mobile devices
• Piloting VDI technology to enable cheaper mobile devices to be used by students while allowing students access to high capacity hardware remotely
• Implemented Office365 with unlimited cloud storage for all SAISD students
• Licensed Microsoft Office for free distribution of 5 copies of MS Office for each SAISD student for personal use
• Anti-bullying app
• Bus wireless internes connection for students
• Parent access to bus tracking
• SAISD TV
Enhanced Technology for Staff

- Upgraded from laptops/desktops to tablet computers for all Principals
- Implemented video conferencing technology for attendance hearings at half of the high schools with the remainder of campuses in 2016
- In process of making e-mail available to ALL SAISD full time employees
- Upgrading internet bandwidth from 1GB to 10GB (all HS) July 4th
Reconfiguring existing WAN structure to overcome bandwidth saturation at campuses

Upgrading all campus WAN speeds tenfold by August 2015

Implemented VOIP communications at 95% of the campuses with completion slated for this year

Licensed Microsoft Office for free distribution of 5 copies of MS Office for each SAISD employee for personal use

Video Exemplars
Marketing SAISD
Marketing SAISD

- First District commercial rolled out in spring 2014 in cinemas and on TV. Second ad produced to highlight career preparation, now airing in theaters.
- Bond celebrations for schools & Alamo Stadium brought in parents and community members and generated positive media coverage.
- Produced Principal’s Toolkit (2nd edition) & held AP training to help market schools.
Marketing SAISD

- Positive media coverage increased by 60% from two years ago.
- District website revamped for improved navigation and greater marketing of programs & successes. Phase II underway for Department pages.
- Continued social media growth with District’s Twitter up approximately 356% and Facebook Likes up 143% over Past three years.
- Targeted recruitment campaigns held for: Pre-K, St. Philip’s ECHS, YMLA, Brackenridge ECHS, four external charters facing closure, and select SAISD schools.
Engaging Our Parents
Added a Parent & Family Liaison at each campus in order to build a network with parents, families and community

Launched Fathers in Action District-wide initiative to increase engagement of male role models

Launched Parent Academies, a series of trainings/workshops for parents on a variety of topics.

Model Parent Room at Gonzales Center for schools to emulate at their campuses

Host bi-annual Parent Summits. Attendance continues to increase – 1,315 parents attended during 2013-14 and 1,851 parents attended in 2014-15.
Inaugural Athletics Hall of Fame
To include members of P.V.I.L.
Prairie View Interscholastic League

The Prairie View Interscholastic League (PVIL) played a leading role in developing African American students in the arts, literature, athletics and music from the 1920's through 1967.

Originally called the Texas Interscholastic League of Colored Schools, the PVIL served as the governing body for extra-curricular activities for Texas African American high schools. The history of the Prairie View Interscholastic League began in 1920 when the League was organized by the Colored Teachers State Association of Texas and the Negro School Division of the State Department of Education. In 1923 the Tilcs came under the authority of Prairie View A&M College, thereby becoming the Prairie View Interscholastic League. The structure and format was similar to the University Interscholastic League (UIL). PVIL competition included athletics, typing, declamation, music and extemporaneous speaking.

The PVIL staged state championship games in football, basketball, baseball, and track. At its peak, it enrolled 500 schools. Many famous former PVIL students include Barbara Jordan, Gene Upshaw, Charley Taylor, and Joe Greene. The PVIL proudly served as the main academic and athletic competition organization for Texas' African American students for half of the 20th Century.

The move towards merging the two leagues began on October 14, 1964 when Dr. Howard A. Calkins of the UIL State Executive Committee introduced, and the full committee approved a motion urging the Legislative Council to remove the word "white" as a membership requirement for schools.

On January 26, 1965, PVIL Director Dr. C.D. Yancy and UIL Director Rodney J. Kidd met to discuss the feasibility of opening membership to all schools.

On June 9, 1965 the UIL State Executive Committee validated the Legislative Council's decision to open league membership to all public schools. The PVIL began to merge with the UIL at the start of the 1967-68 school year and disbanded at the end of the 1969-70 school year.

Nevertheless, the contribution made by PVIL students, teachers and coaches is extraordinary and established a legacy that continues to enhance the value of athletic, academic and music competition in Texas.

Additional Information
- PVIL football records
- PVIL basketball records
- PVIL baseball records
- PVIL tennis records
- PVIL Interscholastic Collection

https://www.uiltexas.org/history/pvil
Trained/Training All Employees with CPR, AED and Heimlich Maneuver
Partnering with Our Community
- Eastside Promise Neighborhood with City of San Antonio, United Way, SAHA, Trinity University, and D.O.E.
- Wheatley Community School
- Newcomer Centers (pending)
- Re-established Adult Literacy Centers
Improving Our Facilities
- Transportation Facility Scope Enhancements
- Alamo Stadium Scoreboard (student involvement)
- Playground Equipment for campuses not included under Bond 2010
- Board Room Development at Burnet & CO
- Curb Appeal Projects - 15 completed and 7 in planning
- School Marquees Upgrades at 37 schools
- School Park (SPARK) projects
- Utilized Cooper for Administrative Offices and Training
- Repurposed Bowie for Adult Education and Special Education Offices
- Repurposed Fox Tech Day Care for Health Services Office
- Repurposed Shop Building at Brackenridge HS to an Early College Facility
- Initiated Administrative offices Consolidation initiative
- Initiated a District-Wide Paging System (currently piloting at 3 schools)
- Authorized Continuation of Deferred Maintenance Program Using Strategic Initiative Funds
- Acquired a Web Based Work Order System
Successful 2010 Bond Projects
Promoting Public Education in Our Community
SAISD began addressing the significant impact of charters on our enrollment with positive stories revised impact statement in response to charters opening in our area SAISD

Superintendent initiated partnership with the DeBerry Group to facilitate the Go Public Campaign and has remained an original member of the Steering Committee