



APPROVED
OCT 20 2016
BY: DLT Membership

Meeting: San Antonio Independent School District - District Leadership Team
Date: Thursday, September 15, 2016
Locations: Burnet Center
Chairperson: Mr. Pedro Martinez, Superintendent of Schools
Co-Chairman: Mr. Edwin Ramos-Echandi
Members Present/Absent: See information at the end of the minutes

Call to order: DLT Meeting was called to order at 4:56p.m. by DLT Co-Chairman Edwin Ramos-Echandi.

Review and Approval of Previous Minutes

The May 12, 2016 Minutes were reviewed and approved unanimously without changes. Mr. Gregory Rivers, Ball principal, made a motion and it was seconded by Ms. Gisella Calejo, Hillcrest teacher.

Agenda #1 District of Innovation Updates

Dr. Matt Weber, Deputy Superintendent for Instruction, provided a quick update on the District of Innovation. He says the calendar plans for 2017-18 are on hold due to possible legislative changes.

Mr. Seth Rau, Legislative Coordinator, provided a legislative update from Austin saying that Senators are trying to limit the plans by focusing on having it on only A and B districts once the rating system is established. The tourism industry is also gearing up to roll back the exemption to the school start date.

Dr. Weber continued by describing some of the summer and supplemental requests that are a part of the District of Innovation. The following ratios of schools submitted plans for additional resources to support their innovation plans:

- 9 of 12 High Schools
- 2 of 3 Specialty Schools
- 9 of 10 Middle Schools
- 38 of 43 Elementary Schools
- 15 of 16 UVA Schools

The district has allocated \$1.6 million for tutoring, extended day, professional development, substitute pay, and field trips to support these initiatives.

Mr. Ramos wants the district to explain why certain campus plans were rejected. People were worked hard on the plans and many people were confused why some were rejected. Dr. Weber mentioned that Ms. Ray communicated with the principals but many of the teachers had not received the notice and explanation.

Action: No action was necessary on this item at this time.

Agenda #2 Superintendent's Update/Bond and TRE

Superintendent Pedro Martinez, DLT Co-Chair, said he is very pleased with the professional development requests. He mentions that 20 campuses requested more than \$3 million of technology. He is hopeful that the TRE passes so that the funds can complete the technology upgrades. The upgrades may have to be completed over a few years to be done equitably. Technology is no longer a luxury. He said it is unacceptable to have 10-year-old computers in our schools.

Mr. Martinez moved to the ballot questions. He said the tax ratification election is hard to understand. The board unanimously increased the tax rate from \$1.04 to \$1.17 on August 15 and now the voters have a chance to approve or reject this increased tax rate. The formulas have not been updated in decades and then the Supreme Court ruled against school districts. The goal of the next legislative session is for us to not lose money. We are forced to ask the voters for more funds since that's the only way for school districts to raise more revenue.

Mr. Martinez continues to describe the poor condition of many of the facilities in the district. The bond will focus on 13 schools and the TRE will help modernize the remaining classrooms across the rest of the district. The TRE could work on 3 to 4 facilities per year. Every campus could receive additional technology.

Mr. Martinez wants campuses to become true community centers. It is very common to the programming at the high school level. By having an extended school day with tutoring and other after school programs, we can further support the students. There would be stipends to have the best teachers stay on campus later. This initiative aligns with the 5-Year Goals and there is no equity when our families don't have access to the same opportunities as their suburban peers.

Mr. Ramos mentioned he is excited to hear the update. He wants to see the same physical security standards across all schools. There were some improvements in Bond 2010 but it was not consistent across the district.

Ms. Shelby Parker, Jefferson teacher, asked about building new classrooms. Mr. Martinez says the primary focus is on renovating existing classrooms rather than adding new space. Mr. Martinez says that we are looking at closed schools to create innovative, new schools such as a Montessori elementary school.

Mr. Martinez moved onto the 12-cent bond question, which is phased over six years. There are 13 projects (all high schools except Highlands, four middle schools, and 2 elementary schools) to renovate the main buildings at the schools. Schools have not had major repairs since the 1968 bond. Burbank is going to be rebuilt and Jefferson will have a few restorations.

He said we want to be very sensitive to the needs of each community. \$50 million to each of the high schools except Fox Tech and Edison which will get \$25 million due to their lower needs. The biggest concern is that the needs outlast the current funds even if the bond passes. There are so many schools that are in the following bond but they need work on the inside now.

Mr. Ramos asked about the outreach plan. Mr. Martinez said a Political Action Committee is working on door knocking, voter registration and other campaign activities.

Our goal with these ballot questions is to provide equity for our students. These conditions would never be tolerated in Northside and Northeast. San Antonio will not become a dynamic city without a strong downtown. A strong downtown does not exist without strong schools.

Mr. Martinez spoke about the Advanced Learning Academy (ALA) at the old Austin Academy and Fox Tech as part of the renaissance of the district. We had nearly 200 students return to the district as a result of the ALA. With the new investments in San Pedro Creek and other downtown projects, he believes Burnet will re-open as a school again (Bonham has a waiting list). San Antonio is a growing city and we must stop shrinking in a growing city. We must become a District of Choice.

Action: No action was necessary on this item at this time.

Agenda #3 State Accountability Results 2015-16:

Ms. Theresa Urrabazo, Executive Director of Research, Evaluation and Accountability then presented. She asked the DLT about our accountability results. Mr. Ramos said improvement matters. Another DLT member mentioned that we need to talk about improving before the A-F system starts. Ms. Urrabazo mentions that 20 campuses in SAISD are currently deemed to be Improvement Required and we need to understand that. They used to be called Academically Unacceptable. The goal is to get students to pass the STAAR broken down by subpopulations.

As a district, we cannot compare 2015 to 2016 since Math was not included in the 2015 accountability system (except Algebra I). The STAAR A and ALT were not included last time (Special Education) but they all counted this year. We had growth in Science, Social Studies, 4th and 8th grade reading, and 3rd grade math. The rest declined. The number of questions one had to get right were raised this year. The passing levels will be raised for each of the next five years.

Ms. Urrabazo continued by detailing the district performance on each subject on the STAAR. The district did much better on retesting for high school end of course exams. There is still opportunity to improve our re-testers. Each student has three chances each year (Spring, Summer, and Winter) to pass each test. She says we need to improve our retesting results with improved remediation.

The district met standard for 2016 but fell below on Index 1, performance. However, since growth (Index 2) was above the target, the district was able to meet standard. The district narrowly passed Index 3 (Achievement Gap Reduction) and Index 4 (Postsecondary Readiness) to meet standards. The number of campuses with distinctions went down from 43 to 34. In the booklet, there is a history of campus performance over the past ten years. Five of the campuses (Davis, Gates, Highland Park, Crockett, and Twain) came out of Improvement Required and more may come out depending on state appeals.

The distinctions are based on comparisons to similar campuses across the state. Three of the campuses (Young Women's Leadership Academy, Baskin, and Huppertz) received all possible distinctions. The district fell below certain student safeguards and those safeguards must be addressed in the District and Campus improvement plans. The district met 44 of 69 measured evaluated which was an improvement (64% from 57%) from last year. Mr. Ramos wondered how the district only had a 66% white student graduation rate. Ms. Urrabazo responds that a few students make a big difference.

She continued to explain that if a school gets out of IR, and they get to start over. Index 1 was the old system, percent passing. Index 2 is about individual student progress. Index 3 mirrors Index 1 for SAISD since over 90% of students in the district are economically disadvantaged and/or Hispanic. Advanced scores also count in Index 1. This system will change to include more non-STAAR measures starting in 17-18 if HB 2804 is implemented and not changed by the 2017 legislature.

Ms. Urrabazo and Mr. Ramos discuss the October snapshot. The students who are there on the last Friday of October are the only students who matter for state testing. Schools should be setting clear goals immediately after that snapshot. Subtracting the scaled scores from 2016 and 2015 sets growth in Index 2. Students must exceed annual progress; they are never going to close the gap with students on grade level. It is also measured in Reading and Math since they have consecutive years of testing. Mr. Rau questioned how it's possible to have math growth in 2015 when there were no test results. Ms. Urrabazo responded by saying TEA came up with a calculation to offset this factor.

She moved onto to focus on subgroups. Any subgroup with over 25 students counts toward district accountability. TEA turns percentages into points by subgroup to create the various populations. Index 2 is much better for SAISD. There are a lot of students who don't pass the STAAR but get credit in Index 2. Some campuses that struggle in Index 2 tend to be high performing. For Index 3, it is a similar system with a point for passing and an additional point for advanced. In SAISD, the gap tends to be Hispanic students outperforming African-American students. It is essential to ensure students are reaching the advanced level as that counts for major points in the accountability system. The district was only four points from missing Index 3. More advanced students are needed in the district.

Ms. Andrea Greimel, teacher at Carvajal, asks what happens when there are not two racial subgroups on a campus. Ms. Urrabazo responded by saying that it just focuses on economically disadvantaged students at the campus level in this case, which is common in the district due to the homogeneity.

Ms. Urrabazo continues on Index 4. Elementary and Middle schools just need to focus on passing the STAAR final standard on at least two tests. The final standard was aligned to college readiness. The passing standard is eventually being moved up to the final standard for college readiness. For high schools, graduation rates and plans are included along with ACT/SAT/TSI, and CATE/AP/DC enrollment. Only 24% of all SAISD students are scoring college ready across the district. The district always chooses the 5-year graduation rate since it is always higher. By the last Friday in September, students who are not enrolled in school are considered dropouts. She was very happy that students who joined the military as part of the graduation rate. Last year the district really struggled with STAAR Final Standard.

Ms. Urrabazo moved onto the HB 5 ratings. These ratings do not yet count in the accountability system but will count starting in 2017-18 as 10% of the accountability system. The nine categories are:

- Fine Arts
- Wellness and Physical Education
- Community and Parental Involvement
- 21st Century Workforce Development
- 2nd Language Acquisition
- Digital Learning Environment
- Dropout Prevention Strategies
- Education Programs for Gifted and Talented Students
- Compliance with Statutory Reporting and Policy Requirements

It is not acceptable that campuses are unacceptable on ratings that the district is rating itself on. It is within the control of SAISD employees, she said. The 2016-17 attendance data will go into the 2017-18 accountability system. Therefore, the beginning of the A-F system is starting now.

Ms. Greimel said that we should aim to increase diversity to improve our accountability results. Ms. Urrabazo responds by saying that we are finally moving from just focusing on passing to college ready across the district. Integrating students is important but results will lead to higher performing students entering the district. There are real benefits to socio-economic integration.

Action: No action was necessary on this item at this time.

Announcements/Adjourn Meeting

Mr. Ramos said he is hearing a lot of concerns about T-TESS from teachers. Ms. Guadalupe Rodriguez, Hawthorne principal, said that she conducted a full day of training on the T-TESS. It is an ongoing process where the administration communicates with teachers.

Mr. Ramos said that it is not consistent across campuses in the district and he would like to see a presentation on T-TESS at the next DLT meeting in October. Ms. Rodriguez explained that the state mandates that all training must be the same. Mr. Ramos says that there is a lot of confusion on campuses.

Mr. Rivers said that the state is focused on good planning and that is included in T-TESS that did not exist in PDAS. The rest of it can be linked to PDAS with higher standards. There is significant confusion over lesson planning. Ms. Greimel thought that the pre-training did not exist last year so teachers were not prepared for this year. Connell piloted T-TESS last year and everyone in the state had the exact same PowerPoint. TEA, not SAISD, rolled out this system.

Mr. Ramos did not get a second on his request for a T-TESS presentation.

Next Meeting: Mr. Ramos asked the DLT to review the meeting dates for the rest of the year. All is good. Next meeting date October 20, 2016.

Adjournment: Motion to adjourn was approved at 6:39 PM.

Attendance Report for September 15, 2016

Present

Arredondo, Jenny
Barnhouse, Lisa
Calejo, Giselle
Carreon, Dorothy
Cepeda, Clarisa
Elizondo, Miguel
Garza, Larry
Greimel, Andrea
Grimes, Jennifer
Gutierrez, René
Hernandez, Olivia
Martinez, Pedro
Mendoza, Gabriel
Meza, Alice
Palacios, Siomara
Parker, Shelby
Ramos-Echandi, Edwin
Rivers, Gregory
Rodriguez, Guadalupe
Sanchez, Tillie
Stamper, Elizabeth
Stevenson, Cynthia
Stoks, Barbara
Thomas, Brian

Vázquez-González, Carmen
Weber, Matthew

Excused Absence

Gonzales, Tanya
Orozco, Nicole

Absent

Boris, Ann
Cruz, Maria
Edwards, Cornell
Ehlke, Cherin
Flake, Natalie
Garza, Steven
Jimenez, Gina
McKevitt, Larry
Moreno, Bianca
Orta, Ernest
Pastrano, Jason
Sellers, Doug
Solis, Cynthia
Thompson, Toni
Villalpando, Ralph