



APPROVED

MAY 17 2018

By: *Carmen Vázquez*

Meeting: San Antonio Independent School District - District Leadership Team
Date: Thursday, March 22, 2018
Location: Pickett Family Center
Chairperson: Mr. Pedro Martinez, Superintendent of Schools
Co-Chairman: Ms. Kristina Johnson, Asst. Principal, Estrada Achievement Center
Members Present/Absent: See information at the end of the minutes

Call to order: DLT Meeting was called to order at 4:51 p.m. by Ms. Carmen Vázquez-González, Executive Director, Governmental & Community Relations, in the absence of Kristina Johnson, DLT co-chair. The minutes were approved by acclamation.

Agenda # 1 Dr. Pauline Dow, Deputy Superintendent of Schools

CAST network

- CAST is a network of high schools that is being developed with the assistants of business support. The first school, CAST Tech High School, opened in SAISD and is located at the Fox Tech complex. The second CAST school will open in Southwest ISD. CAST 3, located at Brooks City Base, will serve as CAST Med. This will be for students interested in becoming a medical doctor or working in the medical field. We hope to utilize space there for district trainings.

Student Protest Protocol

- Given events nationwide, a protocol was developed for students to express their voices and we pushed out some literature to campuses that is authentic and meaningful.

Multi Hazard Emergency Plan- we are re-working a manual based off of other urban school districts

- We need a safety and security audit plan which has to be done in a 3-year cycle. We have to get all 91 campus sites and non-school sites prepared for this audit.
- Campus Emergency Plan
 - A 2-page document that needs to be filled out and turned turned over to Lieutenant White who is responsible for those plans.
 - We are looking to build a cadre of experts who can help with the work in this effort. There is an incident command training in Maryland and we need to grow the number of people at all levels who have participated in this training event.
 - At the end of this PowerPoint are some resources for emergency plans.

- If anyone is interested in a spot for the design team for the new iteration of our new plan, please contact Chief Jose Curiel.

Agenda #2 Charting a New Pathway for SAISD Discipline Management, Dr. Stanton Lawrence Assistant Superintendent and Mr. Darnel White, Director of Student Behavior and Discipline

We have been working on a new approach toward student behavior and we started by looking at student data.

- Task force was established in August 2017 to review data/trends.
 - We had 11 meetings from August 2017 until February 2018. Our focus was to create improved disciplinary practices and rigorous classroom engagement district wide.
 - We began our task force with theory and best practices
 - We analyzed data and disaggregated it
 - We are going to look at implicit biases through perceptions and beliefs
 - Finally, we proposed some policies and solutions
- We divided up the task force into 3 sub committees that looked into data
 - We realized that we have too many suspensions in the district
 - Our go-to discipline method was Out of School Suspension (OSS) and In School Suspension (ISS)
 - Our task force came up with these 3 sub populations
 - Special education and African American students were suspended at significantly higher rates when compared to the overall population
 - We nailed down 100 problem statements down to 3 and then lead root cause analysis. Finally, we came up with recommended strategies for the district
 - Our overarching problem statement- student suspensions were the most popular
 - The problem statements
 - Number of students placed in OSS suspension was excessive
 - High number of SPED students placed in out of school suspension
 - African American Population
 - The task force came up with solutions/strategies for K-12 for all students which would impact the other problem statement areas
 - Restorative practice
 - Strengthen PBIS and ensure a consistent rollout
 - Culturally relevant teaching for African American Students
- There are campuses that will be piloted for Restorative Practices.
 - JT Brackenridge, Estrada Achievement, Cameron Elementary, Hirsch Elementary, Davis Middle, Sam Houston HS (cafeteria staff, transportation, and SPED will be included in the roll out).
- There are next steps for rolling out these strategies which will need district approval
- Questions/Comments
 - **Lisa Barnhouse, Transportation Department** that transportation department be included in future discussions so that department is aware of these programs
 - **Theresa Graham, Storm Elementary** suggested the program, Second Step Violence Prevention, be reviewed.

- o **Christine Weiland, Miller Elementary School** believes the PBIS initiative was rolled out too fast and cautioned about the PBIS because the district chose one program which is only elementary-based.

Announcements/Adjourn Meeting Carmen Vázquez-González

- Ms. Vázquez-González asked parents to stay to review survey requests
- Motion to adjourn Jennifer Cassonova made a motion to adjourn and Monica White seconded. Meeting was adjourned at 5:43 p.m.

Attendance Report for March 22, 2018

Present

Arredondo, Jenny
 Barnhouse, Lisa
 Bustamante, Melissa
 Casanova, Jennifer
 Castilleja, Leonard R.
 Cruz, Maria
 Davis, Gloria
 Dillard, Brian
 Dow, Dr. Pauline
 Espinoza, Manuel
 Esquivel, Monica
 Graham, Theresa
 Harris, Eliza
 Holveck, Arlene
 Orozco, Nicole
 Rodriguez, Jessica
 Rosales, Juanita
 Smith, Barbara
 Sparks, Brian

Vázquez-González,
 Carmen
 Villa, Eva
 Weiland, Christine
 White, Monica
 Wyckoff, Erika
 Young, Mary

Excused Absence

Eguia-Garcia, Elizabeth
 Farwell, Kelley
 Johnson, Kristina
 Martinez, Pedro
 May, Julie
 Parker, Samantha
 Thompson, Toni

Absent

Castro, Monica
 Cordova, Yesenia
 Davis, Emma
 Flake, Natalie

Garza, Larry
 Hunter, Regina
 King, Eboney
 McKnight, Dwight
 Richardson, Andre
 Rodriguez, Anastasia
 Rosales, Juanita
 Shafer, Jennifer
 Vasquez, Noemi

Others Present

Guardia, John
 Lawrence, Stanton
 O'Neal, Marian
 Prado, Cindy
 Silvas, Rebecca
 Solis, Cynde
 Uribe, Sandra
 White, Darnell