

APPROVED

JAN 17 2019

By: \_\_\_\_\_



**Meeting:** San Antonio Independent School District - District Leadership Team  
**Date:** Thursday, November 29, 2018  
**Location:** Pickett Family Center  
**Chairperson:** Mr. Pedro Martinez, Superintendent of Schools  
**Co-Chairman:** Ms. Kristina Johnson, Asst. Principal, Crockett Academy

**Members Present/Absent:** See information at the end of the minutes

**Call to order:** Meeting was called to order by Kristina Johnson at 4:47 pm. The October 25, 2018 minutes were approved by acclamation.

**Agenda # 1 Superintendent's Update, Dr. Dow, Deputy Superintendent for Academics & School Leadership**

- Experience SAISD will take place this Saturday to showcase our district
- The Choice applications are now available to look at the array of in-district charters.
- We launched our first P-Tech campus at Sam Houston which is the only one in Bexar County. It is the first of several within SAISD. It is a partnership between the district, a community college and business entity.

**Agenda #2 Student Behavior and Discipline, Mr. Darnell White, Director, Student Behavior & Discipline and Ms. Beth Jones, Sr. Executive Director, Special Ed.**

- Student Code of Conduct Updates
  - We wanted to make sure employees slowed down on the input of behaviors in review 360. We have changed level 1 offences within the student code of conduct. Level 1 offenses should now be handled in the classroom.
  - Principals and teachers are now excited that there are clear descriptions of what offenses should be handled by teachers and admin.
  - Level 2 offenses have more clarity between leaving the classroom and leaving the school without permission. Insubordination was completely removed from the student code of conduct.
    - Insubordination specifically aligns with implicit bias and allows our district to be more proportional with student offenses.
  - Leaving class without permission was the most reported offense for the 2017-18 school year.
- Review 360
  - Last year the codes that were listed in the Student Code of Conduct did not match what was in Review 360; now the codes match.

- Restorative Practice Strategies
  - Is meant to build the relationship between student and staff which is meant for level 1, classroom intervention.
  - Schools have begun to use strategies such as:
    - red, yellow, and green light- students will identify how they feel as they enter the class.
    - 90 second spark plan- different greetings that get student excited for class and make sure teachers are checking in with students
    - 2-minute connection- teachers should get to know their kids by asking students to write a question of interest and randomly pull the question to discuss as a class what that interest is.
    - Treatment agreement- a document that the teacher and the students complete where everyone agrees upon how they will treat one another which will ultimately be a document that is created as a class.

**Agenda #3 District Educational Plans & Instructional Programs, Ms. Patti Salzmann, Assistant Supt., Office of Academics and Mr. Roberto Munoz, Director of School Improvement**

- What we've done
  - Our focus has been on support and we wanted to focus on 3 topics from the area of instruction-
    - Curriculum, instruction and assessment. We made sure to receive feedback from teachers and administrators align needs to resources. Each area superintendent has a team that works with them and we are having conversations on goals for the curriculum. What we found was a need for a curriculum system: what type of content teachers should be covering throughout the year, how to meet the needs of our English Language (EL) students, etc.
    - Next year our focus will be engaging teachers in a conversation around how to create these robust systems around curriculum. This charge will be led by Kendra Doyle. We want resources to be easily available for teachers.
    - Elementary is critically important. From early childhood, we want to make sure that kids are starting off successful. We want every kid to be a reader by 1<sup>st</sup> grade. For elementary we want to make sure teachers have electronic reading resources available.
    - Want to launch a k-12 reader initiative- literacy components should thread through all the way to 12<sup>th</sup> grade.
- What we have planned for next year
  - Instruction- we pondered how instructional models related to the teacher evaluation system next year we want to be clear about instruction looks like according to the instructional model. Typically, the district has a theory about how kids learn best. We have not put all of the pieces together regarding *how* we will make sure teachers will teach the way students learn best.
  - A digital launch pad full of resources and professional learning around our instructional model. We had more at our 2<sup>nd</sup> and 3<sup>rd</sup> Epic than we had previously.

- We will have an unconference where teachers will create the sessions where they will lead the learning.

**Agenda # 4 Review of 2019-20 Instructional Calendar, Ms. Patti Salzmann**

- The 2019-20 Calendar Draft - Review
  - The half a day before Spring Break is meant to get in the required days for instruction
  - There is now an indication of teacher work time and professional development
  - Often, districts build in the work days throughout the year in order to fit in appropriate meetings
  - We can fix the coding for the half day before Spring Break
  - QUESTION: August 5-9 is teacher work days and Convocation isn't on there, can that date be written out on the calendar?
    - Yes, I can bring that information back to Dr. Webber
  - I will take suggestions back to Dr. Webber so that it may be addressed before we propose this to the Board.

**Agenda #5 Special Education Proposal & Task Force, Ms. Carrie Culpepper, Director, Talent Management and Ms. Saleha Sultan, Director, Special Education Dept.**

- Some things that are happening in combination of Talent Management and the Special Ed Department
  - It's very difficult to fill in the numbers for special education
  - The 5-year average for hiring is about 58 teachers per year which are typically educators with very little experience.
- 4 strategic initiatives
  - Convene a task force to bring together groups of teachers and other stake holders to identify the reasons for the high turn-over rate for certain challenges. They will look at data and make recommendations of the current special ed teacher.
    - Questions that we will address are: What will help them be more supported and what will keep them.; we want to look at our stipend structure in comparison to other districts; and what are the reasons people leave special educations; pulling teachers for focus groups?
  - Targeted Pre-Hiring- we are looking to fill 70% of the new hires by March 30<sup>th</sup>.
  - Clinical intern programs- we have some MOU's with universities in the area where students who are studying special education will have the opportunity to become an Instructional Assistant with salary and a full year of classroom experience during their senior year.
  - Special Education Promise Program- the purpose is to get a pipeline of talent to serve in SPED classrooms as well as to get more SPED Master Teachers. If a teacher wants to join the program, it is a two-year program in a SPED setting. The incentive is that if you are not certified the district will pay for certification, \$1500 bonus for signing up for the program, and professional development.
    - Teachers who are eligible: general education teachers with a willingness to be certified in SPED and 2-year minimum teaching experience.

**Announcements/Adjourn Meeting Kristina Johnson, DLT Co-Chairman**

- Meeting adjourned at 6:20 pm.

**Minutes submitted by DLT Secretary, Ms. Eliza Harris**

**Attendance Report for November 29, 2018**

**Present**

Barnhouse, Lisa  
Bustamante, Melissa  
Casanova, Jennifer  
Castilleja, Leonard R.  
Cordova, Yesenia  
Cruz, Maria  
Davis, Gloria  
Dow, Dr. Pauline  
Espinoza, Manuel  
Graham, Theresa  
Holveck, Arlene  
Johnson, Kristina  
Orozco, Nicole  
Rodriguez, Jessica  
Roussin, Lorraine  
Villa, Eva  
Weiland, Christine  
White, Monica  
Wyckoff, Erika  
Young, Mary

**Excused Absence**

Arredondo, Jenny  
Martinez, Pedro  
Vázquez-González,  
Carmen

**Absent**

Castro, Monica  
Davis, Emma  
Dillard, Brian  
Eguia-Garcia, Elizabeth  
Esquivel, Monica  
Farwell, Kelley  
Flake, Natalie  
Garza, Larry  
Harris, Eliza  
Hunter, Regina  
King, Eboney  
May, Julie  
McKnight, Dwight  
Parker, Samantha  
Richardson, Andre  
Rosales, Juanita  
Rodriguez, Anastasia

Smith, Barbara  
Sparks, Brian  
Thompson, Toni  
Vasquez, Noemi

**Others Present**

Culpepper, Carrie  
Cúriel, Joe  
Doyle, Kendra  
Flores, Irene  
Guardia, John  
Jones, Beth  
Munoz, Roberto  
Pegues, Lloyd  
Rogers-Casarez,  
Catherine  
Salzmann, Patti  
Silva, Rebecca  
Trejo, Cynthia  
White, Darnell