

APPROVED

SEP 20 2018

By:



Meeting: San Antonio Independent School District - District Leadership Team
Date: Thursday, May 17, 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 4:49 p.m. by Co-Chairman Kristina Johnson and the minutes of the March 22 meeting were approved by acclamation.

Agenda # 1 Pedro Martinez, Superintendent's Update, Superintendent of Schools

- **Media address:** really excited and cautiously optimistic with testing results after looking at 5th and 8th grade. The district has outperformed the county in terms of student growth. This is from the first round. There is typically an 80% correlation from the first round of scores. I am also excited about our graduation results and our college-ready results are increasing. We have had record numbers in the past at all of the local universities. Our students are able to get into these colleges and universities. Some of the challenges we have were that our top students weren't choosing top tier universities in the past. We are now looking to double our enrollment of high school graduates attending top tier universities. Our students have the potential and it's about us creating the opportunities.
- **Budget:** We are facing challenges with our budget because of our enrollment declines. We're experiencing a \$31 million shortfall. Our board made some difficult decisions Monday night, which has not been easy. These decisions are coming from a place of advocating for our students. One of the hard realities that we need to face is that for many years our students have been underserved. The challenge has been that many children have the potential but didn't get the support they needed.

Questions:

- Brian Dillard, community member, said there is confusion about the charter partnership and asked for clarification.
 - Our decision to partner with Democracy Prep that will be managing Stewart (in the 5th year of Improvement Required status) this fall. Along with Stewart, Rodriguez and Miller were also on the table for discussion. These schools have 20-30% more support than most other schools do. Because of the law, if the schools don't leave "improvement required" by the summer,

we are forced to close down these schools. Democracy Prep has 2 years to turn around the school, but if they don't then the contract will be cut. We are analyzing our competitors in the area in order to think about using our competitors as leverage against other competitors.

- Eliza Harris, Rhodes MS- Why was the decision made to use T-TESS evaluations and how are there more job fairs in the midst of district cuts?
 - By law we have to do this based off of performance. Then we get into how do we measure performance. We can't use student test scores and every teacher doesn't have state testing accountability. We decided to use T-TESS as a measure. We did not ask for principals to have a preset number being cut. The hard part was looking at the analysis 3 different ways (student achievement, domains, etc) we had the same people show up in all of the different analysis. We recognized that it was not perfect and people who showed up in this analysis weren't necessarily in the areas that were overstaffed. Even now, we are still over staffed by over 100. We have tough kids living in tough conditions. We have generational poverty and lack of investment within our district and community
- Francisco Garza- some of my colleagues are concerned about more cuts, will there be more?
 - After discussion with board of trustees, we are guaranteeing everyone else a job. It may not be at that school; however, they will have a job. I have told my team to stay overstaffed by one teacher in case a teacher leaves between now and the first day of school. This decision was just made at the last board meeting earlier this week. If you weren't part of the RIF, everyone is guaranteed a job.
- Kristina Johnson, Estrada Academy- Were campus administrators a part of the RIF?
 - 19 assistant principals and about 14 central office positions were eliminated. The percentage cuts were higher for campus and central level administrators.
- Kristina Johnson, Estrada Academy- Does that mean every administrator has to stay where they are or will there be some movement?
 - This year will be the first year where we will have less than 10 principals moving around. Now it's about investing and having stability.

Agenda #2 Briefing on Attendance Waiver to TEA for January 17, 2018, Mr. Ray Tena, Sr. Manager, Technology Business Services

Because of bad weather on December 8 and January 17 we had poor student attendance. TEA allows us to request a waiver for either missed instructional days and/or low attendance days due to weather, health or safety related issues.

- Impact to the District- Estimated savings if the waivers are approved, \$180-250,000.
 - On December 8 attendance was at 79.81 % (as opposed to 94%)
 - On January 17 (day after an ice day) we had 7,701 students absent

- This did not impact us district wide, rather 39 campuses. We have to apply for waiver for all of the campuses that were affected for that day

No questions were asked.

Motion to accept this plan to go to the board Melissa Bustamante motioned to approved and seconded by Brian Dillard to approve the waiver to be sent to the board of trustees.

Agenda #3 Professional Development Calendar for 2018-19, Dr. Pauline Dow, Deputy Superintendent, Ms. Patti Salzmann, Assistant Superintendent

- Measures of Academic Progress (MAP) Testing: An adaptive, online assessment, that will give feedback to teachers on what the level of understanding is of their students.
 - Adaptive assessments start kids off at the same point but changes in questioning to adjust to where they are.
 - The learning continuum moves from pre-K to 12
- The difference between MAP and STAAR is that STAAR shows where they are in that grade level as opposed to MAP, which demonstrates where students are above or below that grade level.
 - This gives teachers an amazing tool down to the granular level where each student is because students do not start on the same page.
- This is only our second year and we are excited about the data we see
 - One opportunity it gives us, is to compare our kids to the national norm which gives a bigger picture. It also is related directly to the TEKS. We can use those results to project STAAR performance.
- There are all types of reporting tools that teachers and administrators can access. We get into the idea of not only, "are our students doing well" but, "are they moving?"
- We are seeing improvement from last year to this year. Our tier 3 performance bands are decreasing, which is a good thing. Our tier 1 students are seeing increases.
- MAP has limited adaptability for high school and Spanish, however it was made for k-8th grade.

Announcements/Adjourn Meeting Kristina Johnson, DLT Co-Chairman

- Meeting adjourned at 6:15 pm.

Attendance Report for Thursday, May 17, 2018

Present

Arredondo, Jenny
Barnhouse, Lisa
Bustamante, Melissa
Casanova, Jennifer
Castilleja, Leonard R.
Cordova, Yesenia
Cruz, Maria
Davis, Gloria
Dillard, Brian
Espinoza, Manuel
Esquivel, Monica
Harris, Eliza
Holveck, Arlene
Johnson, Kristina
King, Eboney
Martinez, Pedro
McKnight, Dwight
Orozco, Nicole
Rodriguez, Anastasia
Rodriguez, Jessica
Rosales, Juanita
Shafer, Jennifer
Vasquez, Noemi
Vázquez-González,
Carmen
Villa, Eva
Young, Mary

Excused Absence

Dow, Dr. Pauline
Garza, Larry
Graham, Theresa
May, Julie
Smith, Barbara
Sparks, Brian
Thompson, Toni
Weiland, Christine
Wyckoff, Erika

Absent

Castro, Monica
Eguia-Garcia, Elizabeth
Davis, Emma
Farwell, Kelley
Flake, Natalie
Hunter, Regina
Parker, Samantha
Richardson, Andre
White, Monica

Others Present

Canedo, Vanessa
Curiel, Chief
Flores, Irene
Garza, Francisco
Johannessen, Josh
Salzmann, Patti
Tena, Ray
Uribe, Sandra