



APPROVED

MAY 18 2017

By: 

**Meeting:** San Antonio Independent School District - District Leadership Team  
**Date:** Thursday, April 20, 2017  
**Locations:** Burnet Center  
**Chairperson:** Mr. Pedro Martinez, Superintendent of Schools  
**Co-Chairman:** Ms. Giselle Calejo  
**Members Present/Absent:** See information at the end of the minutes

**Call to order:** DLT Meeting was called to order at 4:59p.m. by DLT Co-Chairman Ms. Giselle Calejo.

**Review and Approval of Previous Minutes:**

The March 23, 2017 Minutes were reviewed and approved unanimously with clarification to page two line three. Ms. Jennifer Grimes, Hillcrest ES librarian, made a motion and Ms. Natalie Flake, Jefferson HS teacher, seconded the motion. The March DLT minutes were approved.

**Agenda # 1 Superintendent Updates:**

Superintendent Martinez – STAAR 5<sup>th</sup> and 8<sup>th</sup> grade results were released and although we’re not where we want to be, I still see a lot of good things taking place. During the second administration of the test, we usually go up by double digits. We have more students taking Algebra I in eighth grade. Students who do well in Algebra do much better in college. Continue Algebra push for 8<sup>th</sup> grade students. 8<sup>th</sup> grade Algebra students increased from 15% up to 30% of 8<sup>th</sup> graders taking Algebra. Even though the STAAR results are not where we want them to be, teachers are grouping and they have a game plan. We are looking at how many students not have just passed but are advanced and college ready, “Final Standard”. Some of our turnaround schools are showing stronger results. We are seeing more students being accepted into four-year universities. We are getting college guidance counselors through a grant from a large foundation to add to the high schools for support.

- Master Teacher Initiative – The TIF, Teacher Incentive Fund, grant we received is helping our district launch the master teacher initiative. This is a role for master teachers who are effective teachers, not necessarily for teachers who have a master’s degree. This program also will help us attract top-performing teachers in order to help our students with the most needs.

Miguel Elizondo, Burbank High School Principal, thanked the superintendent for the work on a separate grant to hire college advisors. He said this will make big difference to our students and their families when it comes to financial aid. He said high school counselors are swamped and this extra resource is sure to make a difference.

## **Agenda #2 Updates on Master Teachers, Masters in Reading and Post-Secondary Culture Initiatives**

Dr. Matt Weber, Deputy Superintendent for Instruction - The rationale for the Master Teachers initiative starts with looking at our kids: eco-disadvantaged, At-Risk, and retained. How can we address this to make a better opportunity for our kids? We are supposed to provide intervention to any kids at risk of dropping out. Research tells us that the quality of the teacher in the classroom and leadership are big factors. The most logical thing to do is to give our kids the best possible teachers in the classroom and to give them more quality time. The needs of each campus vary from one to another. Teachers are in different stages and by next week will send teachers to campuses for interviews with the Principals. We want most of these teachers to come from our district. We want our teachers to do well and we want them to be rewarded for doing well. As we move forward we want to grow this and bring great teachers in.

Andrea Greimel – I understand that the master teacher positions are unavailable at ~~Elementary schools?~~ *Early childhood level.*

Dr. Weber - It depends on the campus plan. We want to expand this as we grow.

Andrea Greimel – We need Master Teachers in wellness to support the whole family to help the whole child. We requested a social worker. In the classroom, we can have wonderful interventions but we need to make a home school connection to provide mental health services and family support to work directly with families.

Dr. Weber – we need to work with a program and create a tailored curriculum with universities to help address this need. We need to provide resources for parents and we need to help set goals with parents. We have this as a high priority.

Natalie Flake – At Jefferson we only have 2 master teachers. What will happen at Jefferson?

Dr. Weber - First of all, we said that the traditional high schools will start with four but if there is a need and people are applying for this position, we need to investigate that.

Pedro Martinez – We put out a table that had a guidance for principals as a guiding document. If we have more teachers apply and qualify they will get the position and we will grow as we need to. We have schools that will be lab schools for instance; one that needs 25 master teachers. We don't want to take talent from schools. Our number one priority is to keep teachers in their schools. If we have 8 teachers at Jefferson apply and qualify then Jefferson will have 8 master teachers.

Shelby Parker - Have we done an exit survey asking why our teachers are leaving?

Pedro Martinez – We need to do more of those types of surveys. Our HR Staff is working hard and the volume is high. We want our Principals to reassure their teachers that we want them and we want to keep them. Some schools unfortunately are revolving doors and these schools are typically filled with first and second year teachers. I want to build systems for our teachers that provide support.

Doug Sellers – is the master teacher practice the way we can take best practices to full scale?

Dr. Weber – when teachers and instructional aids see growth and advancement it changes culture. We are looking at residencies and interns. We have had 5 Assistant Principals in our Aspiring Principals program. We have cohorts with people getting their master’s degree in 18 months. We have had strong relationships with Trinity, and A&M with new cohorts in master’s programs. We have grants for people to get mid management certification. We have also had a partnership with UTSA with the Urban School Leaders Collaborative that provide strong leaders and strong instructional leaders.

Doug Sellers – Tell me what your opinion is of why we have high retention rates and correlate it to the benefits that can come from this.

Dr. Weber – We are changing the culture and we’re seeing a big change. Retention rates have dopped dramatically in the last three years. Yet, unfortunately, we may have had situations where we think of retentions as an intervention. The master teacher will be in play to address these needs.

Pedro Martinez – the majority of our children came in at the lowest level economically. These are issues created outside of the classroom. Our teachers are working very hard and have skill sets to raise and grow these children.

**Dr. Weber Post-Secondary Culture** – With Naviance, a college and career management pathway system to track students from 6<sup>th</sup>-grade to college and even post-secondary. With spring break college trips, we have been excited to hear back from students who took these trips. We had students walk on campuses and where they could see kids their age on campuses being successful to change their mindset. We are looking and what we need to do to support our kids and to see where they are coming from.

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

#### **Agenda #3 Introduction of Chief Innovation Officer**

Mr. Mohammed Choudhury was introduced to DLT members. He started with SAISD nine days ago. He grew up in Los Angeles and has worked in LA and in Dallas. His core background is in middle school and in turning around schools. He said his job is to operationalize that process.

He looks forward to sharing his framework with DLT in the fall.

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

#### **Agenda #4 Announcements/Adjournment**

Next month is our last meeting. It is the end of a two-year term.

**Next Meeting:** With no other business, a motion to adjourn was made by Doug Sellers and seconded by Clarissa Cepeda Motion to adjourn was approved and the DLT meeting ended at 6:05pm

**Attendance Report for April 20, 2017**

**Present**

Arredondo, Jenny  
Calejo, Giselle  
Carreon, Dorothy  
Castano, Brian  
Cepeda, Clarisa  
Elizondo, Miguel  
Flake, Natalie  
Garza, Larry  
Greimel, Andrea  
Grimes, Jennifer  
Gutierrez, René  
Martinez, Pedro  
Meza, Alice  
Orozco, Nicole  
Palacios, Siomara  
Parker, Shelby  
Rivers, Gregory  
Sellers, Doug

Smith, JoAnn  
Stevenson, Cynthia  
Stoks, Barbara  
Vázquez-González, Carmen  
Villalpando, Ralph  
Weber, Matthew

**Others Present**

Choudhury, Mohammed  
Flores, Irene  
Guardia, John  
Prado, Cynthia  
Uribe, Sandra

**Excused Absence**

Barnhouse, Lisa  
Boris, Ann  
Gonzales, Tanya

**Absent**

Cruz, Maria  
Ehlke, Cherin  
Garza, Steven  
Hardaway, Brenda  
Hernandez, Olivia  
McClung, Cassie  
McKevitt, Larry  
Mendoza, Gabriel  
Moreno, Bianca  
Orta, Ernest  
Pastrano, Jason  
Rodriguez, Guadalupe  
Sanchez, Tillie  
Solis, Cynthia  
Stamper, Elizabeth  
Thomas, Brian  
Thompson, Toni