Great Schools in Every Neighborhood: The Next 5 Years

with Superintendent Pedro Martinez and Key District Leadership
Tuesday, April 27, 2021
VIRTUAL CHATS WITH CHIEFS

Willie Burroughs, Chief Operations Officer
Excellence in K-12 Operations: Integrating Innovation in Child Nutrition, Facilities, Procurement & Transportation

Mohammed Choudhury, Associate Superintendent of Strategy, Talent and Innovation
Attracting & Retaining Top Talent: Compensation, Career Pathways & Continued Education

Patti Salzmann, Deputy Superintendent – Office of Academics and School Leadership
Continuing to S.O.A.R.: Socioemotional Support, Options for Learning, Academic Readiness & Reopening Plans

Dr. Kenneth Thompson, Chief Technology Officer
Closing the Digital Divide while Ensuring Digital Inclusion

Toni Thompson, Associate Superintendent of Human Resources
SAISD’s Response to COVID-19: Safety, Testing & Vaccination (The Trifecta)

Johnny Vahalik, Senior Executive Director of College, Military Readiness, Career and Technical Education
Expanding Student Horizons through Industry Integration & Engagement: College, Career & Real-world Experience
Contents

- Welcome
- SAISD Highlights
- COVID Response: A Collective Effort
- Back Better, Safer, Stronger
- Q&A
- Meet and Greet
“San Antonio [ISD] gained the most in student achievement of every single large school district in Texas...

In school progress, San Antonio gained the second most...

In terms of overall performance, gained the second most...”
“This is no mean feat for a district where as a whole, 90 percent of the kids in San Antonio ISD come from households that struggle with basic necessities.

San Antonio, in fact, is the third highest rated district in terms of student poverty of all the big districts in the state of Texas.

The results we see today, at Schenck Elementary, in San Antonio, is proof positive that poverty is not destiny.”
SAISD RECEIVED B RATING FROM THE TEXAS EDUCATION AGENCY (TEA)

Note: 2016 & 2017 did not use letter grade system, F & D would have been assigned utilizing the new TEA ratings.
DECREASED # OF STUDENTS ENROLLED IN A LOW PERFORMING SCHOOL BY ABOUT 80%
GRADUATION RATES CONTINUE TO RISE & DROPOUT RATES ARE DROPPING

SAISD 4-Year Graduation

2017: 83%
2018: 84%
2019: 84%
2020: *85%

SAISD Dropout Rate

2017: 12%
2018: 11%
2019: 10%
2020: *9%

State: 6% from 2017-2019

* 2020 Projected Percentage
SAISD MATCHES STATE COLLEGE-READY PERFORMANCE LEVEL - TSI / SAT / ACT

STATE

2016: 39%
2017: 38%
2018: 42%
2019: 44%

SAISD

2016: 22%
2017: 25%
2018: 31%
2019: 42%
2020: *42%

*Source: SAISD 5-Year Goals, Preliminary Data
INCREASING DUAL CREDIT ENROLLMENT AT TRADITIONAL HIGH SCHOOLS

NUMBER OF STUDENTS ENROLLED IN DC

Neighborhood High Schools only, early college high school students not included in data set.
Growing Partnerships

Texas College & University Partnerships

ALAMO COLLEGES DISTRICT

- Comprehensive High Schools, Fox Tech and YWLA are **guaranteed tuition and fees**
- Meets Full Need

AUSTIN COLLEGE

- 15 Students
- Guaranteed Tuition and Fees

UHV

- 15 Students

PRAIRIE VIEW A&M UNIVERSITY

- 8 Students
- SAISD Specific Scholarships

Note: Listed enrollment target, not actual
Growing Partnerships
Texas College & University Partnerships

15 Students
Meets Full Need

50 Students
Guaranteed Tuition and Fees

300 Students
Guaranteed Tuition and Fees

Note: Listed enrollment target, not actual
MORE STUDENTS APPLYING FOR COLLEGE

61% of all seniors accepted to college, with 42% accepted to 4-Year university or college

$89,429,029 in scholarship awards, $12M more than this time last year
Total Scholarships Earned in Millions
Combined Total Per Graduating Class Year

$100+ Million in Scholarships projected for Class of 2021

2015: $51
2019: $70
2020: $99
2021: $100+

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
Student Spotlight

Maria Theresa
QuestBridge Scholars

3 Matched Scholars
2018-19

1 Matched Scholar
2019-20

6 Matched Scholars
2020-21

Angel Issac
2021 QuestBridge Scholar
Edison High School

I MATCHED TO AMHERST
THANK YOU QUESTBRIDGE

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
Dell Scholars

6 Scholars
2018-19

15 Scholars
2019-20

20 Scholars
2020-21

Katherine Infante
2021 Dell Scholar
Highlands High School

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
In-demand, high-wage programs for Cybersecurity and Health Science have been added to all neighborhood high schools.

Over 1,300 Middle School Students enrolled in CTE high school credit courses in SY 2020-21.
CTE: Industry Certifications

More Seniors Graduating with Certifications

17
2017

49
2018

272
2019

645
2020

Note: In 2019, the state expanded the list of possible certifications from approximately 70 to 200.
DUAL LANGUAGE

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
Began with **two schools in 2016-17** and will expand to **61 schools by 2021-22**.

- **7** - High Schools
- **7** - Middle Schools
- **30** - Elementary Schools
- **12** - Academies
- **5** - Early Childhood Centers
COVID Response
Back Better, Safer, Stronger

COVID Tests
- 158,261 tests among students and staff since Nov 2020
- 0.5% positivity rate

Vaccinations
- 4954 SAISD staff and partners vaccinated
- 2139 (43%) teachers
- 600 and growing number of students
COVID Response

Transportation, Technology, and Child Nutrition
History of Wage Increases

Entry Rate Change

2016-17 Budget: $10
2017-18 Budget: $12
2018-19 Budget: $13
2019-20 Budget: $13.25

2020-21 Budget:
- No Compensation Change due to COVID
- Only Longevity Stipend

2021-22 Budget:
- Planning to Propose $15 to $16

SAN ANTONIO INDEPENDENT SCHOOL DISTRICT
MTI 2.0 is a teacher designation system to recognize STAAR/EOC teachers who have demonstrated strong student growth and pedagogical excellence.

- 3 designation levels: Master, Exemplary, and Recognized
  - Teacher designations are valid for 5 years
  - Teachers are rewarded with additional compensation each of those years, based on their designation level and the socioeconomic need of their school
  - National Board Certified Teachers are designated as Recognized
- Designations determined by the Classroom Observation and Performance, Student Achievement, and Teacher Leadership and Collaboration domains
- MTI 2.0 teacher designation system has been approved by TEA to receive funding from the Teacher Incentive Allotment (TIA) under House Bill 3
- Nominations for designated teachers beginning in school year 2020-21 were submitted to TEA.
Socioeconomic Blocks and Tiers

SAISD 4-Block SES Measure

TEA 5-Tier SES Measure

Districts receive $3,000 - $32,000 per teacher depending on designation level, school's socioeconomic status (SES), and school's location (urban vs rural).
### Current Teacher Compensation Comparison

<table>
<thead>
<tr>
<th>Districts</th>
<th>Average Years of Experience</th>
<th>Average Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Houston ISD</td>
<td>10.8</td>
<td>$56,340</td>
</tr>
<tr>
<td>Dallas ISD</td>
<td>10.0</td>
<td>$60,146</td>
</tr>
<tr>
<td>Austin ISD</td>
<td>10.0</td>
<td>$54,707</td>
</tr>
<tr>
<td>Northside ISD</td>
<td>11.6</td>
<td>$60,091</td>
</tr>
<tr>
<td>North East ISD</td>
<td>12.4</td>
<td>$57,721</td>
</tr>
<tr>
<td>All SAISD Teachers</td>
<td>10.5</td>
<td>$57,081</td>
</tr>
<tr>
<td>SAISD MTI 2.0 Designated Teachers</td>
<td>13.8</td>
<td>$59,059</td>
</tr>
</tbody>
</table>

Salary figures for other districts are from the 2019-20 Texas Academic Performance Report (TAPR)
## Total Compensation Ranges

### First Cohort of MTI 2.0 Designated Teachers

<table>
<thead>
<tr>
<th>School Funding Category</th>
<th># Schools</th>
<th>Total Compensation Range for MTI 2.0 Designated Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Recognized (#)</td>
</tr>
<tr>
<td>A (Highest SES)</td>
<td>25</td>
<td>$70,349 – $83,961</td>
</tr>
<tr>
<td>B</td>
<td>25</td>
<td>$71,349 – $87,360</td>
</tr>
<tr>
<td>C</td>
<td>25</td>
<td>$72,602 – $79,763</td>
</tr>
<tr>
<td>D (Lowest SES)</td>
<td>25</td>
<td>$72,188 – $81,409</td>
</tr>
</tbody>
</table>

- Teachers continue to be eligible to earn additional stipends based on their certifications or responsibilities.
  - Examples include Yearbook, Department Chair, Bilingual, Reading Specialist, etc.
- MTI 2.0 Designated Teachers will work an additional 20 days per year, as well as an extra 4 hours per week during the school year for years 2+ and will be rewarded with the $10,000 Additional Time Stipend.
- All MTI 2.0 stipends will count towards creditable compensation for TRS

*These compensation figures are the minimum and maximum projected total gross compensation per teacher for the 2021-22 school year, assuming no changes in job responsibilities or additional stipends that are currently being earned.*
Opportunities to Engage

Tell lawmakers to prioritize Texas students and send flexible funding to school districts now. Advocate for ESSER 3 funding by filling out the Raise Your Hand Texas Post Card at your table.

$18 billion of federal funding hangs in the balance, and Texas students deserve for these funds to be delivered immediately to begin addressing learning loss. The Department of Education has made it clear that they do not want states to use the stimulus funds to support the state budget. Texas students have not received any of the $18 billion allocated to the state.

More than 40 other states have already begun the process of distributing federal funds. Texas school leaders already have plans in place to address the impacts of COVID, they simply need the money to make these plans a reality.
Thank You to Our Partners!
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San Antonio Independent School District
Thank You to Our Partners!

[Logos of various organizations]