



# Great Schools in Every Neighborhood: The Next 5 Years



with **Superintendent Pedro Martinez** and **Key District Leadership**  
Tuesday, April 27, 2021

Presented by:



Our Partners:



**SAN ANTONIO INDEPENDENT SCHOOL DISTRICT**

# 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*

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**Welcome**

**SAISD Highlights**

**COVID Response: A Collective Effort**

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**Meet and Greet**





# Texas Education Commissioner **MIKE MORATH**

*At Schenck Elementary, rated at A, On August 15, 2019*



“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...”



Texas Education Commissioner  
**MIKE MORATH**

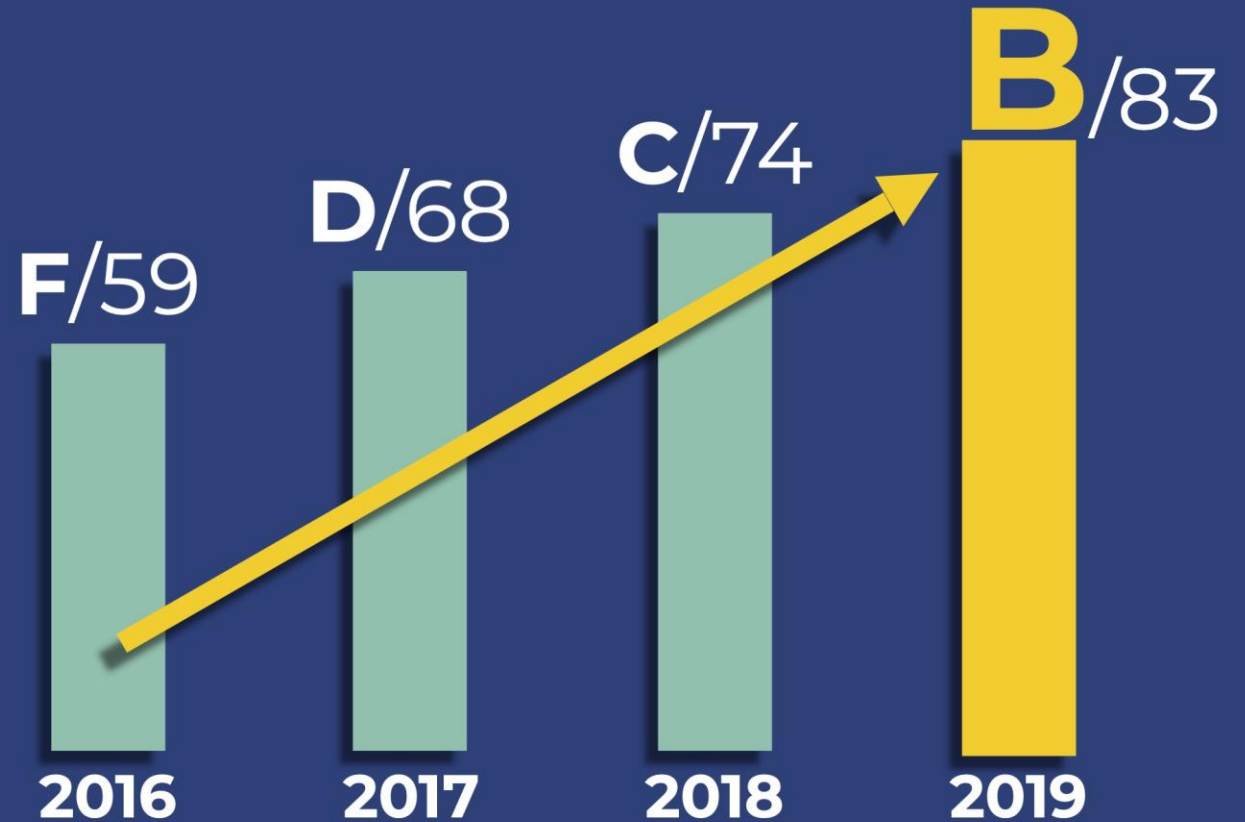
*At Schenck Elementary, rated at A, On August 15, 2019*

“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.

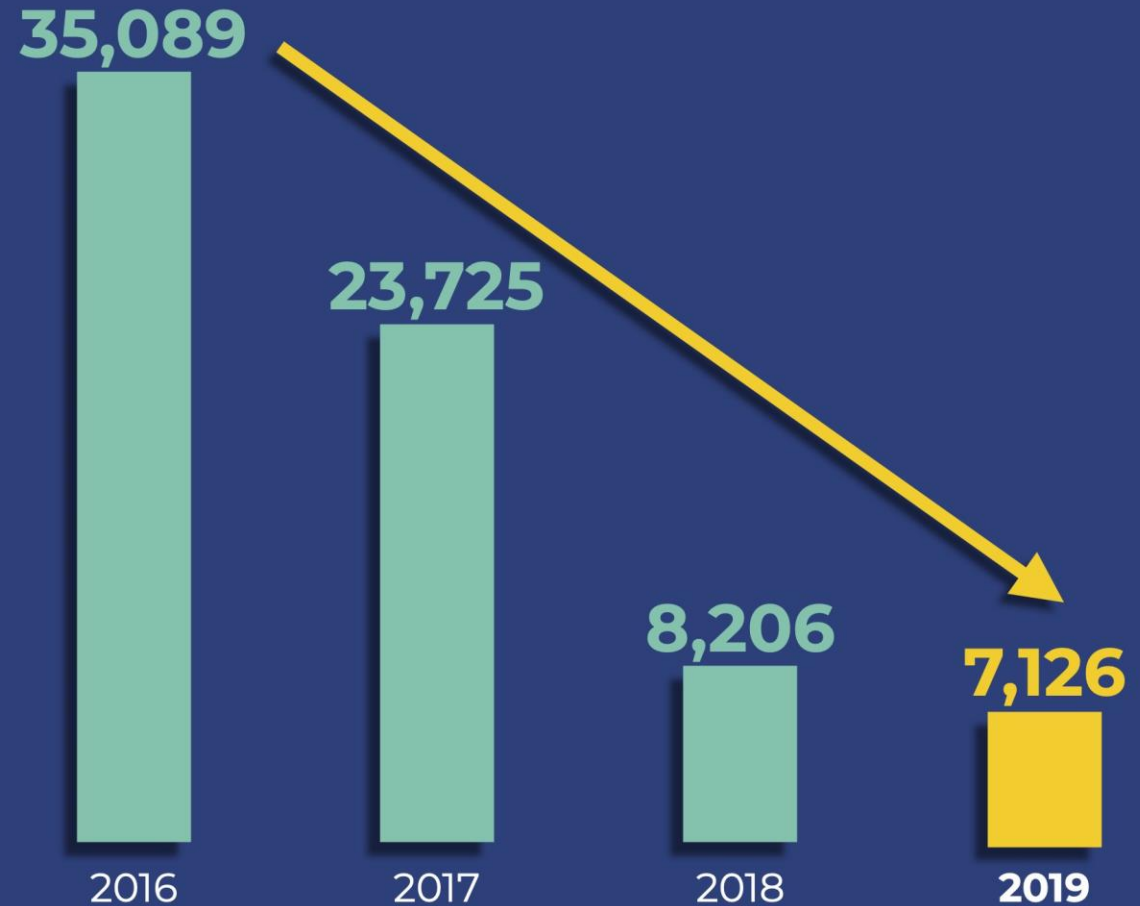
The results we see today, at Schenck Elementary,  
in San Antonio, is proof positive that  
**poverty is not destiny.”**

**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%**

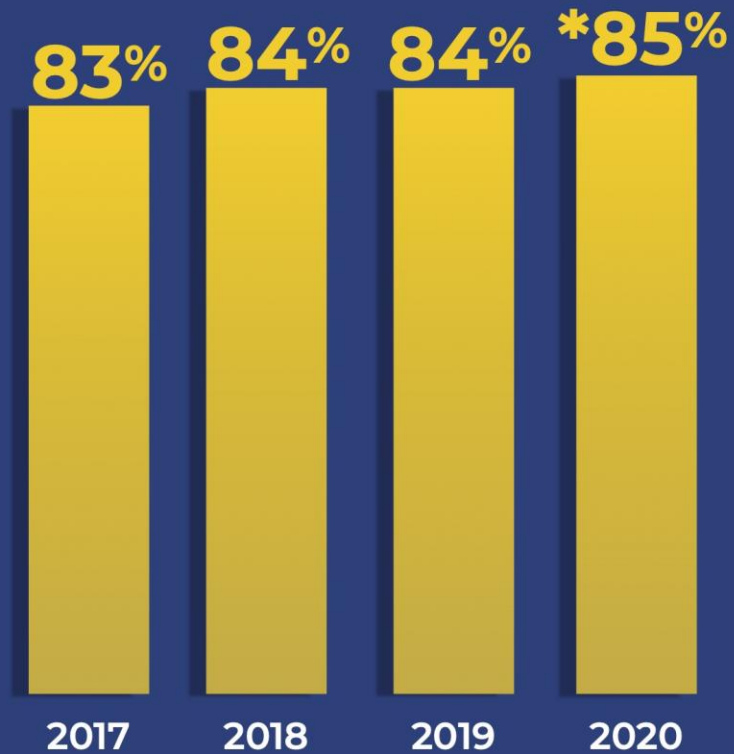




# GRADUATION RATES CONTINUE TO RISE & DROPOUT RATES ARE DROPPING

*\* 2020 Projected Percentage*

## SAISD 4-Year Graduation



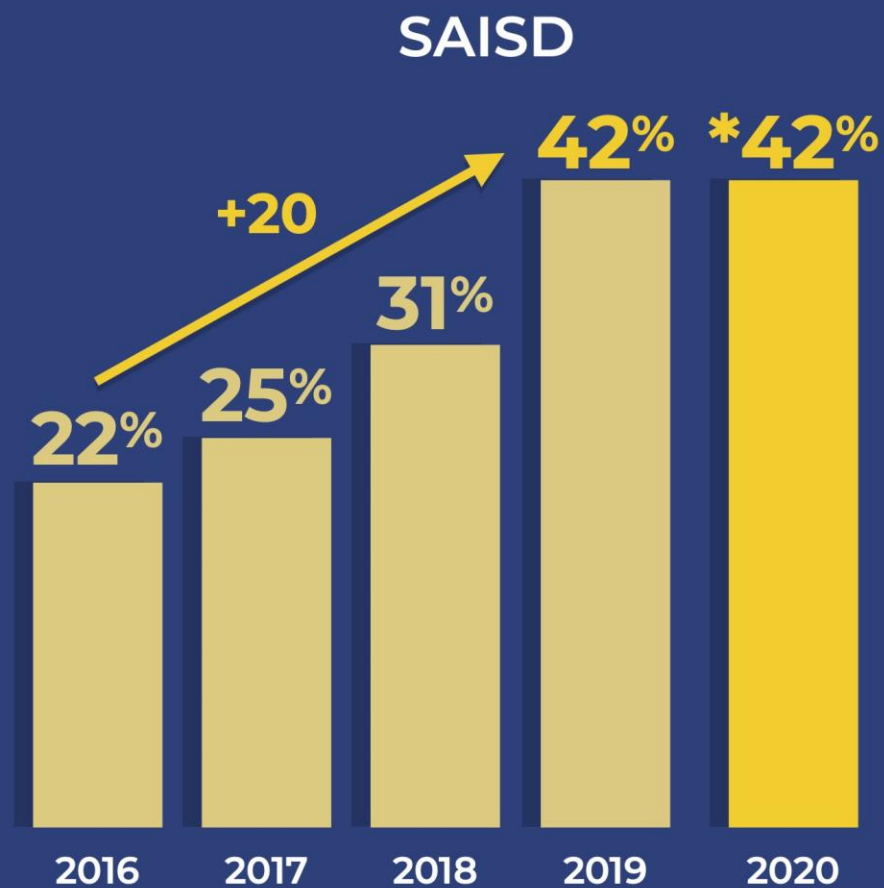
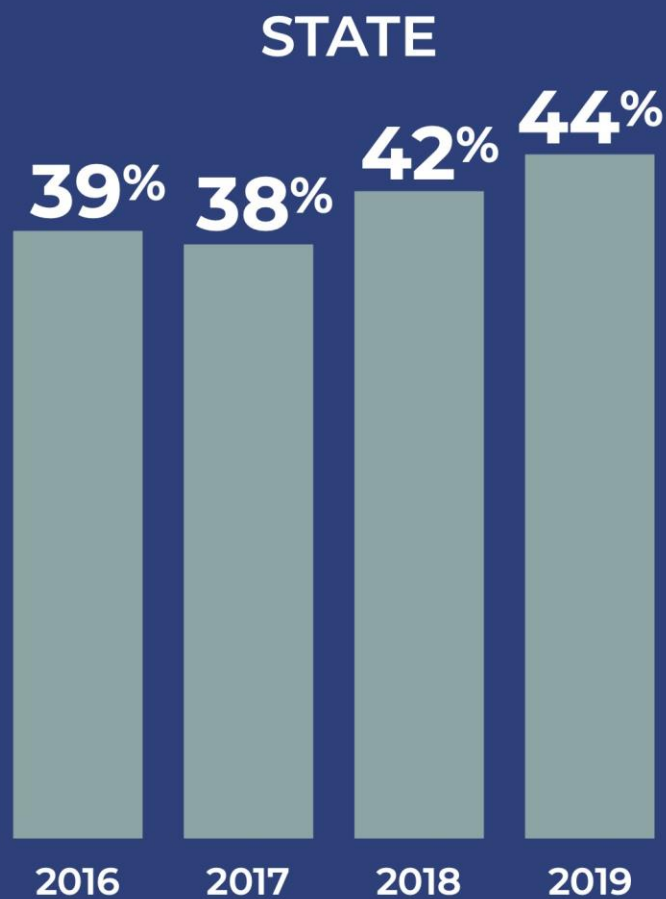
**State:** 90% from 2017-2019

## SAISD Dropout Rate



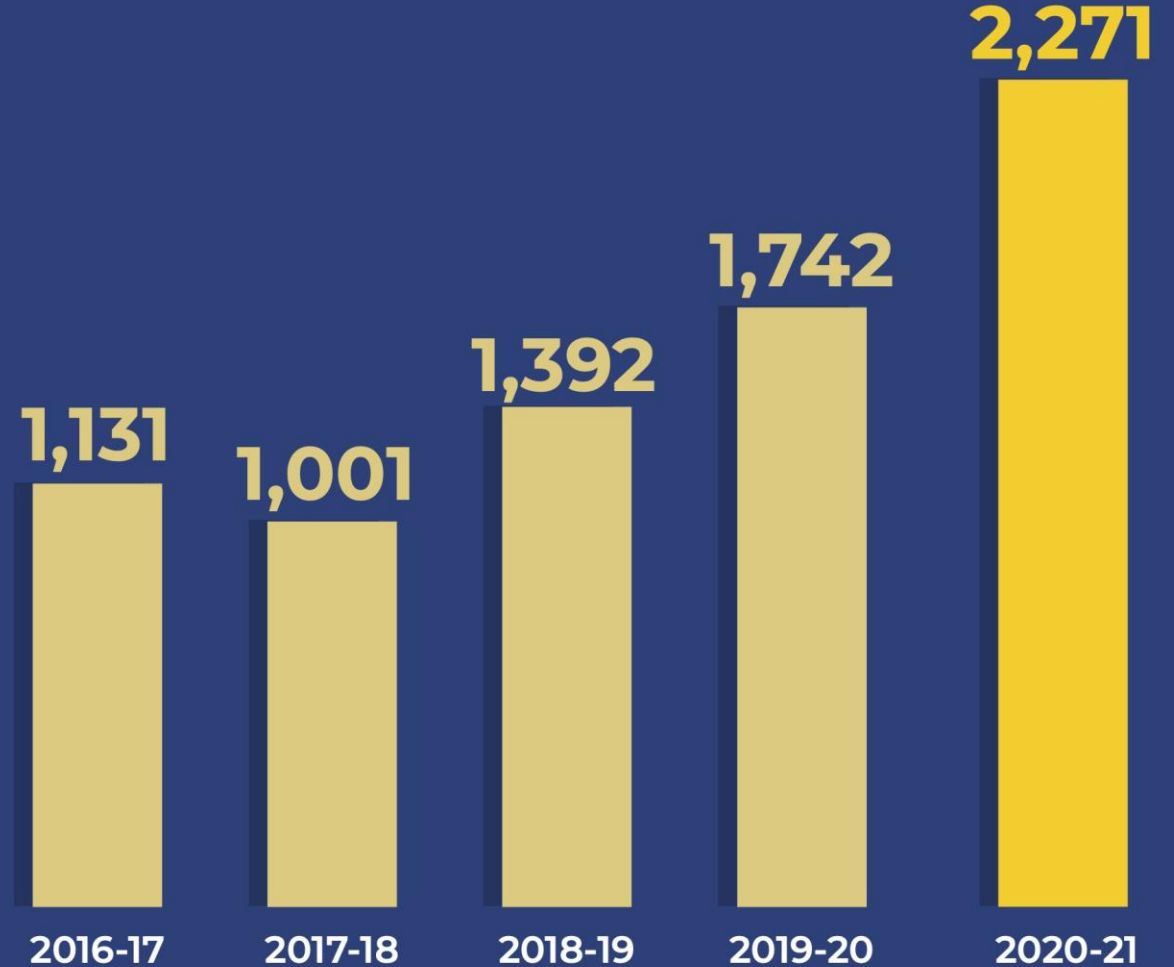
**State:** 6% from 2017-2019

# SAISD MATCHES STATE COLLEGE-READY PERFORMANCE LEVEL - TSI / SAT / ACT



*\*Source: SAISD 5-Year Goals, Preliminary Data*

# **INCREASING DUAL CREDIT ENROLLMENT AT TRADITIONAL HIGH SCHOOLS**



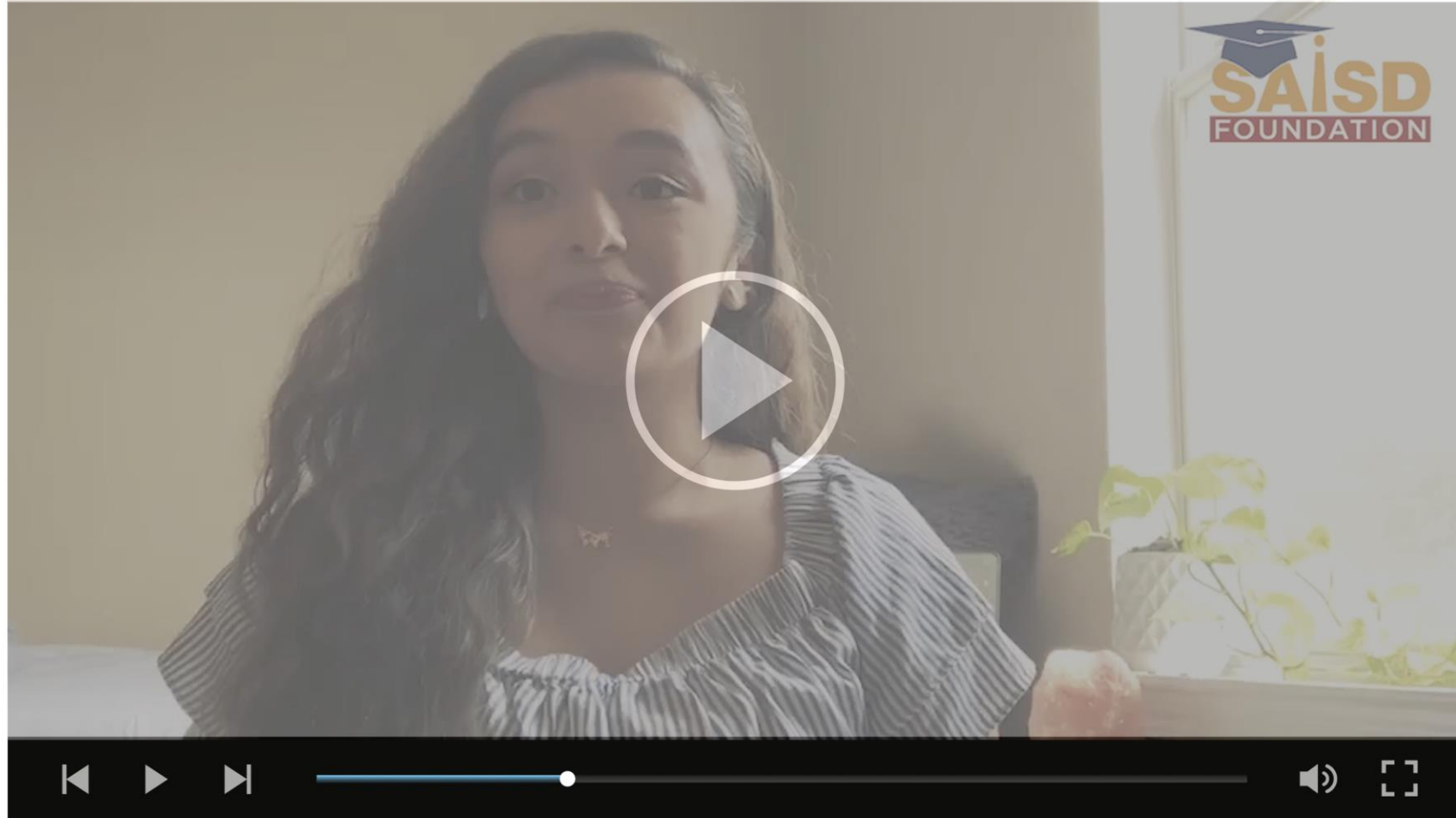
NUMBER OF STUDENTS ENROLLED IN DC

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



# Student Spotlight

Jennifer Fuentes



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# Growing Partnerships

## Texas College & University Partnerships



Comprehensive High Schools, Fox Tech and YWLA are **guaranteed tuition and fees**



**15**  
**Students**

Meets Full Need



**15**  
**Students**

Guaranteed Tuition and Fees



**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**

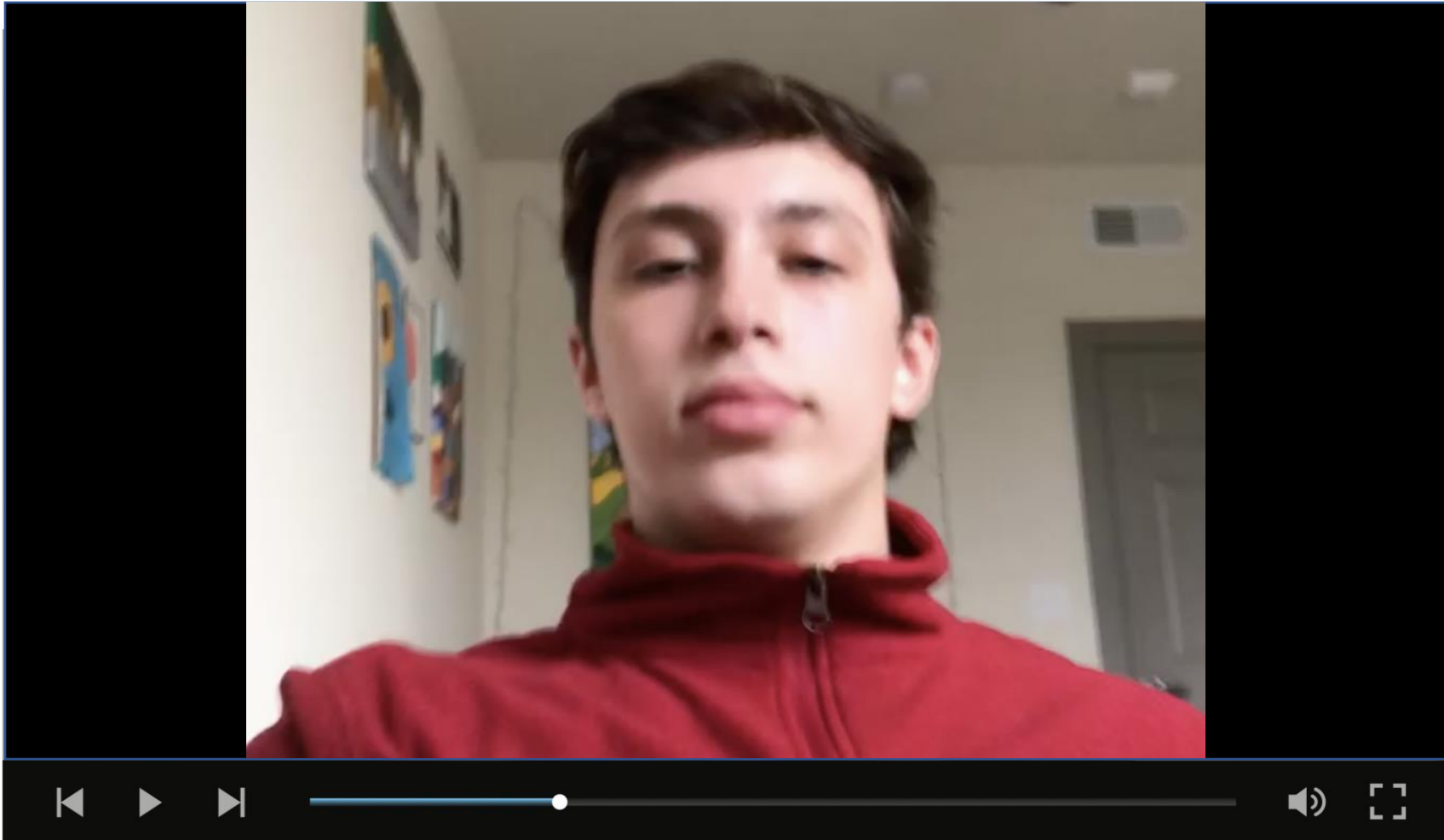
Guaranteed Tuition  
and Fees

*Note: Listed enrollment target, not actual*



# Student Spotlight

Miguel Esparza



# MORE STUDENTS APPLYING FOR COLLEGE



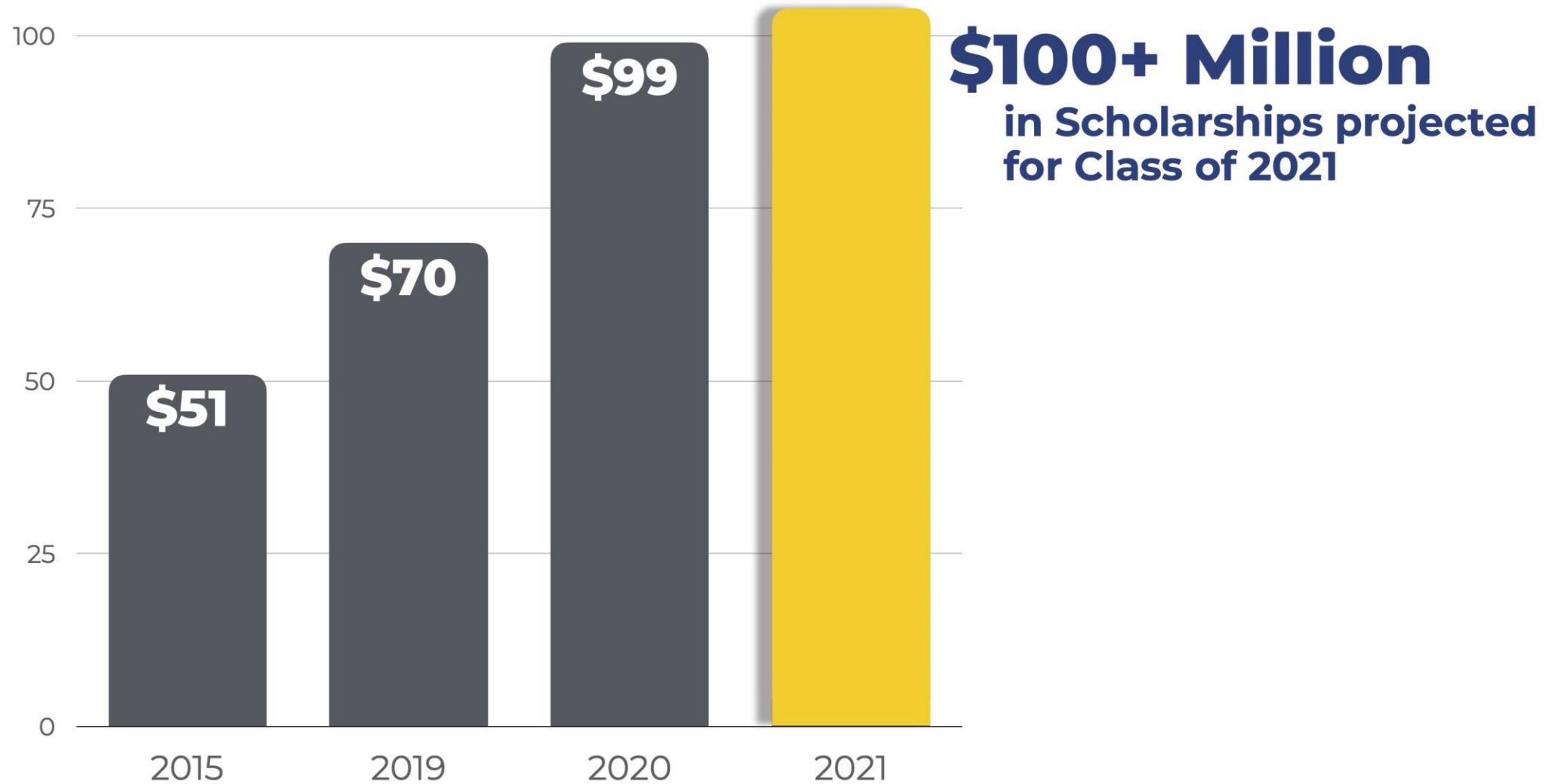
# 61%

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

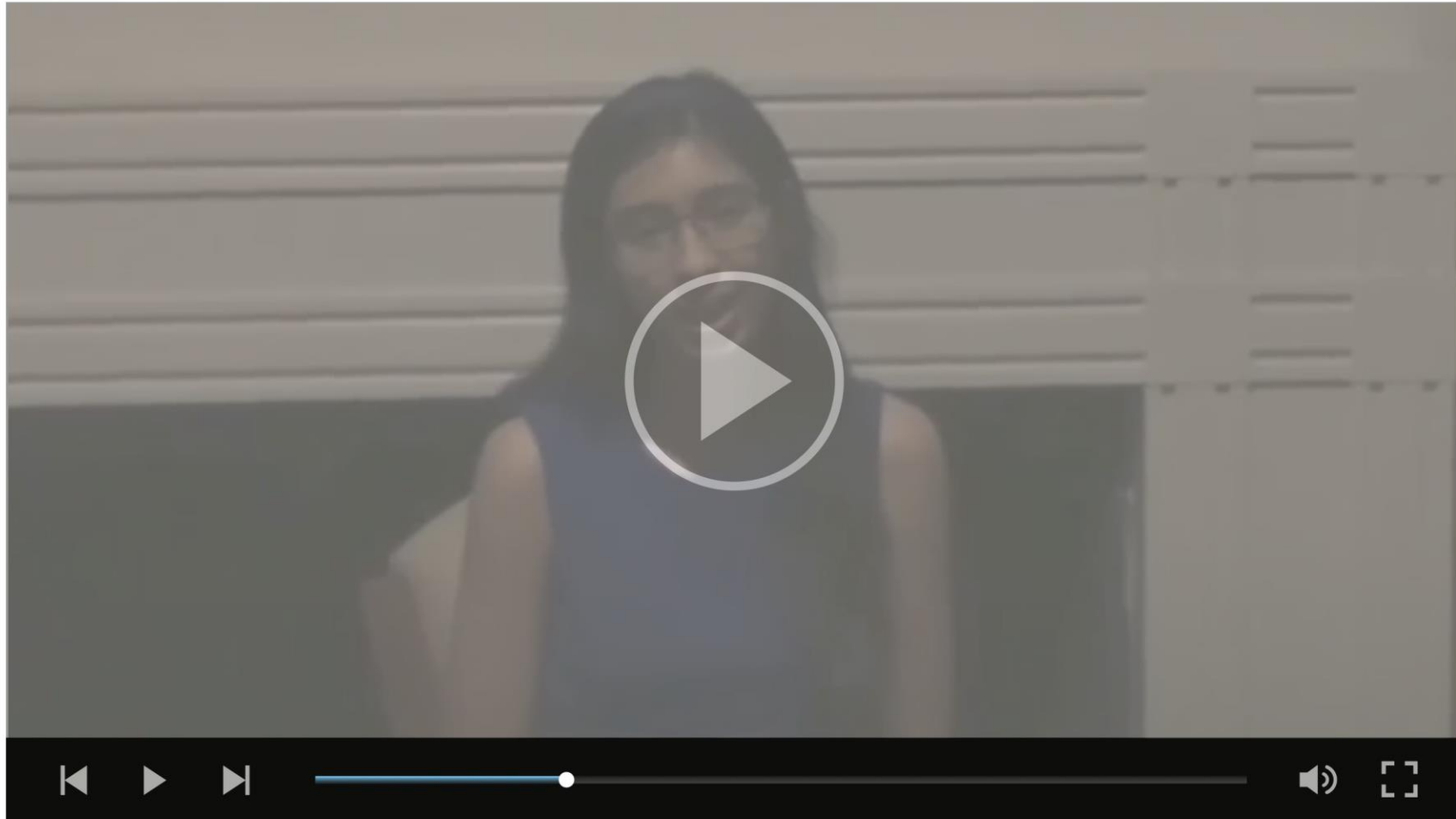


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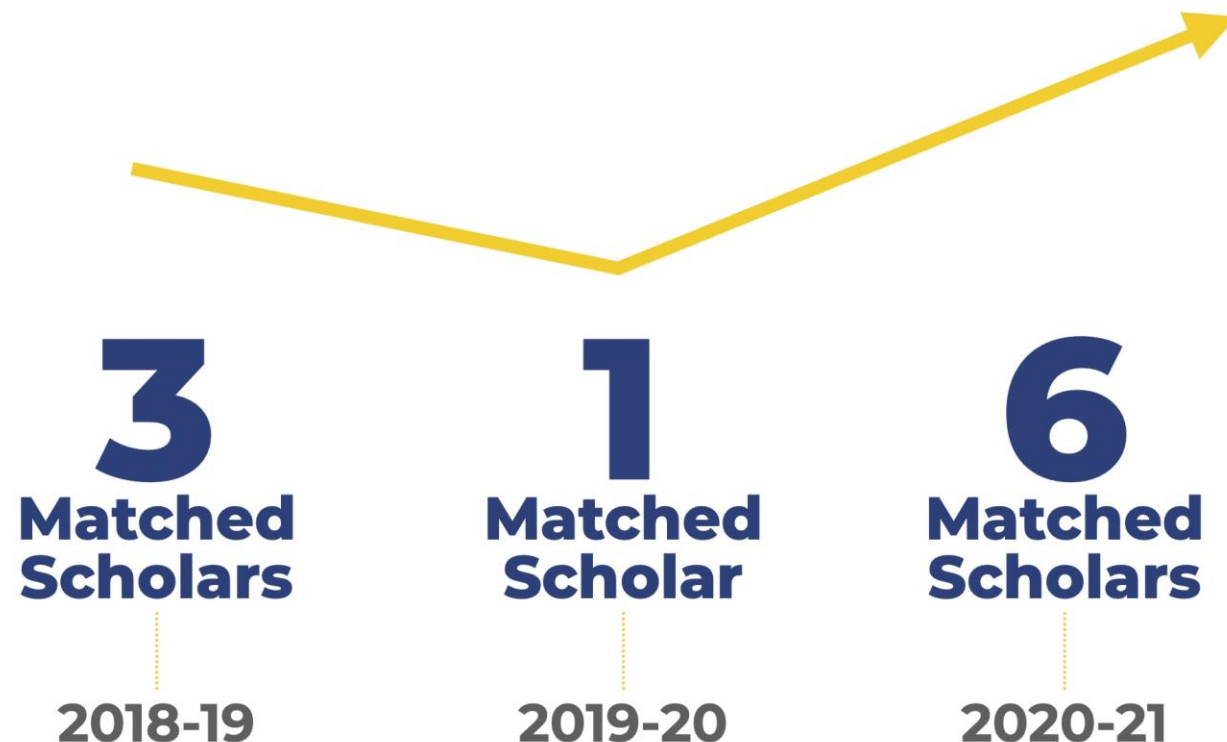
# Student Spotlight

Maria Theresa



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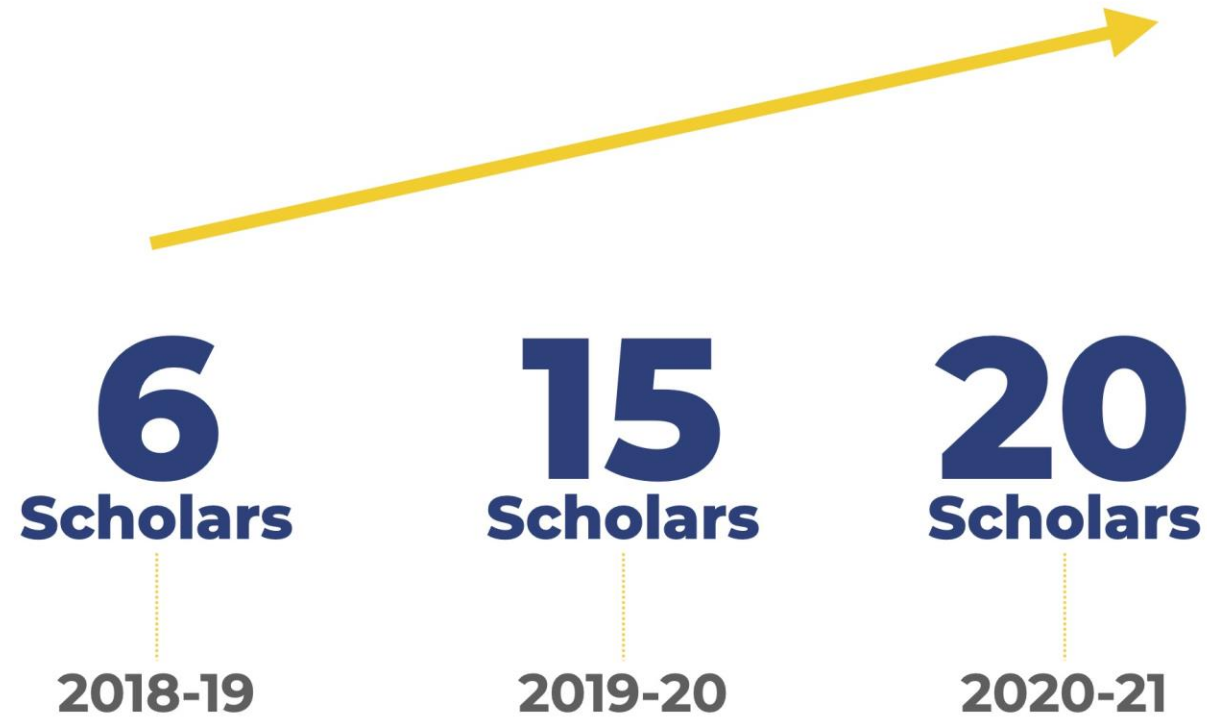
# QuestBridge Scholars



**Angel Issac**  
2021 QuestBridge Scholar  
Edison High School



# Dell Scholars

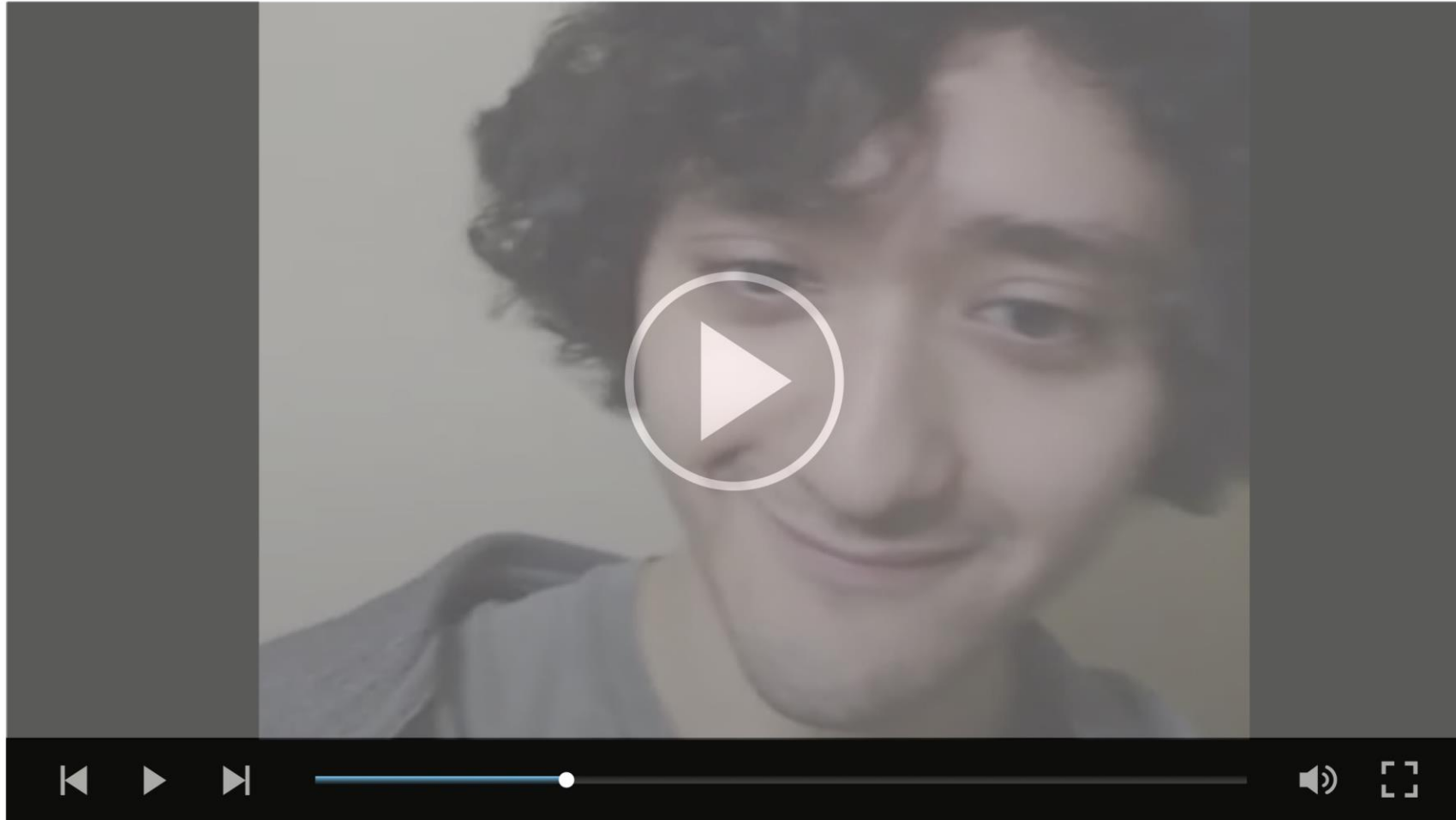


**Katherine Infante**  
2021 Dell Scholar  
Highlands High School



# Student Spotlight

Isaiah Guzman



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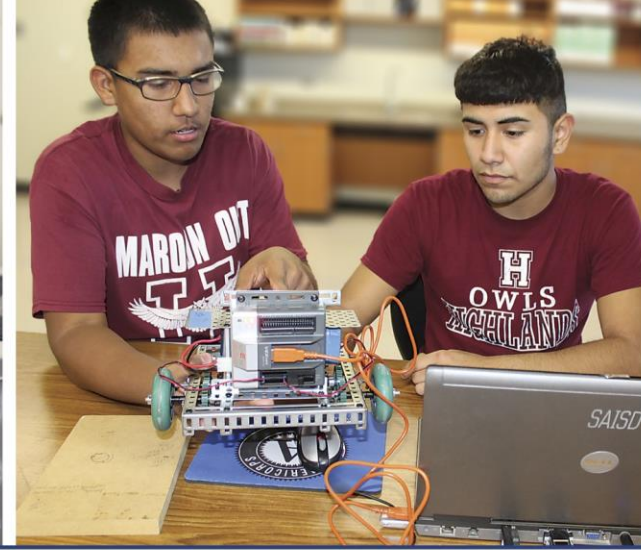
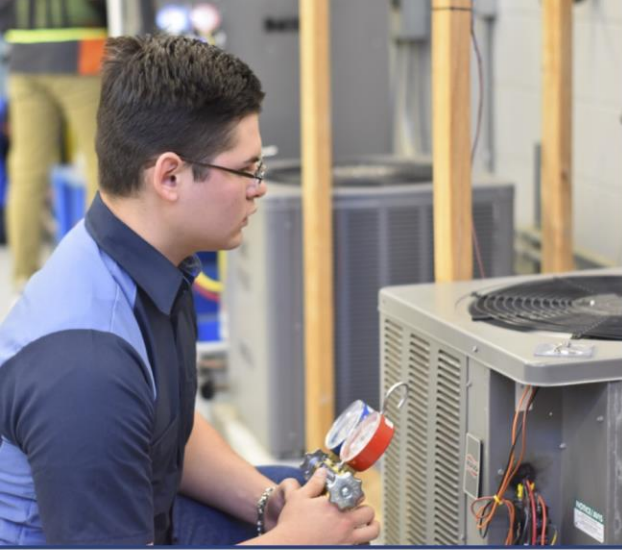


# PROGRAM HIGHLIGHTS



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# CAREER & TECHNICAL



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# CTE: Career and Technical Education

## Highlights

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.

Students can earn as many as 45 college hours or an associate degree.

### P-TECH: PATHWAYS IN TECHNOLOGY EARLY COLLEGE HIGH SCHOOL



Cybersecurity



Health/RN



Business



Construction  
Science



Aerospace, Engineering,  
Manufacturing and  
Welding

### ECHS: EARLY COLLEGE HIGH SCHOOL



### IB: INTERNATIONAL BACCALAUREATE



# CTE: Industry Certifications

More Seniors Graduating with Certifications

17



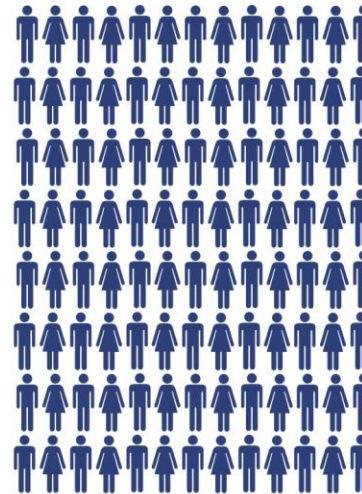
2017

49



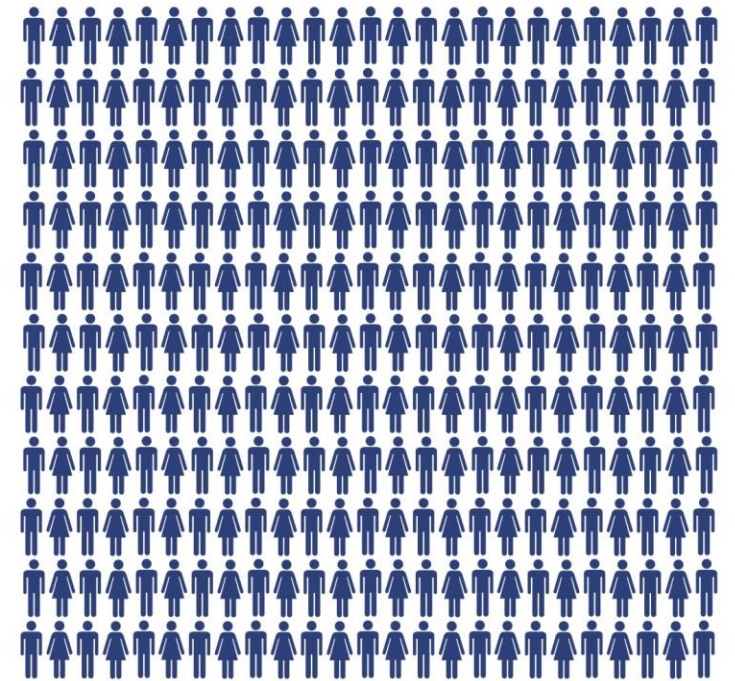
2018

272



2019

645

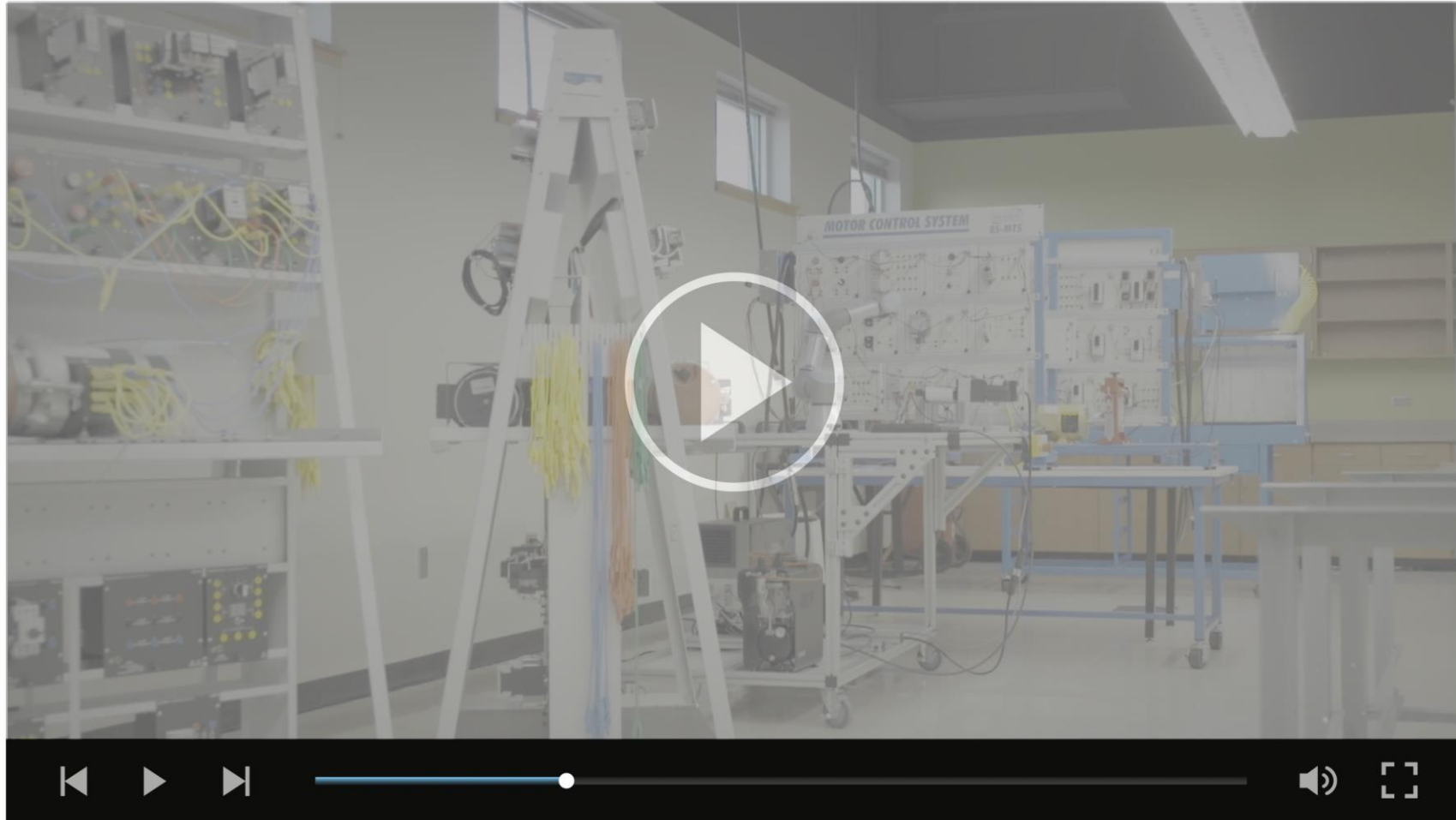


2020

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



# P-TECH Overview





# FINE ARTS



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# Fine Arts







# DUAL LANGUAGE



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# Dual Language

## Highlights

Began with **two schools in 2016-17** and will expand to **61 schools by 2021-22.**

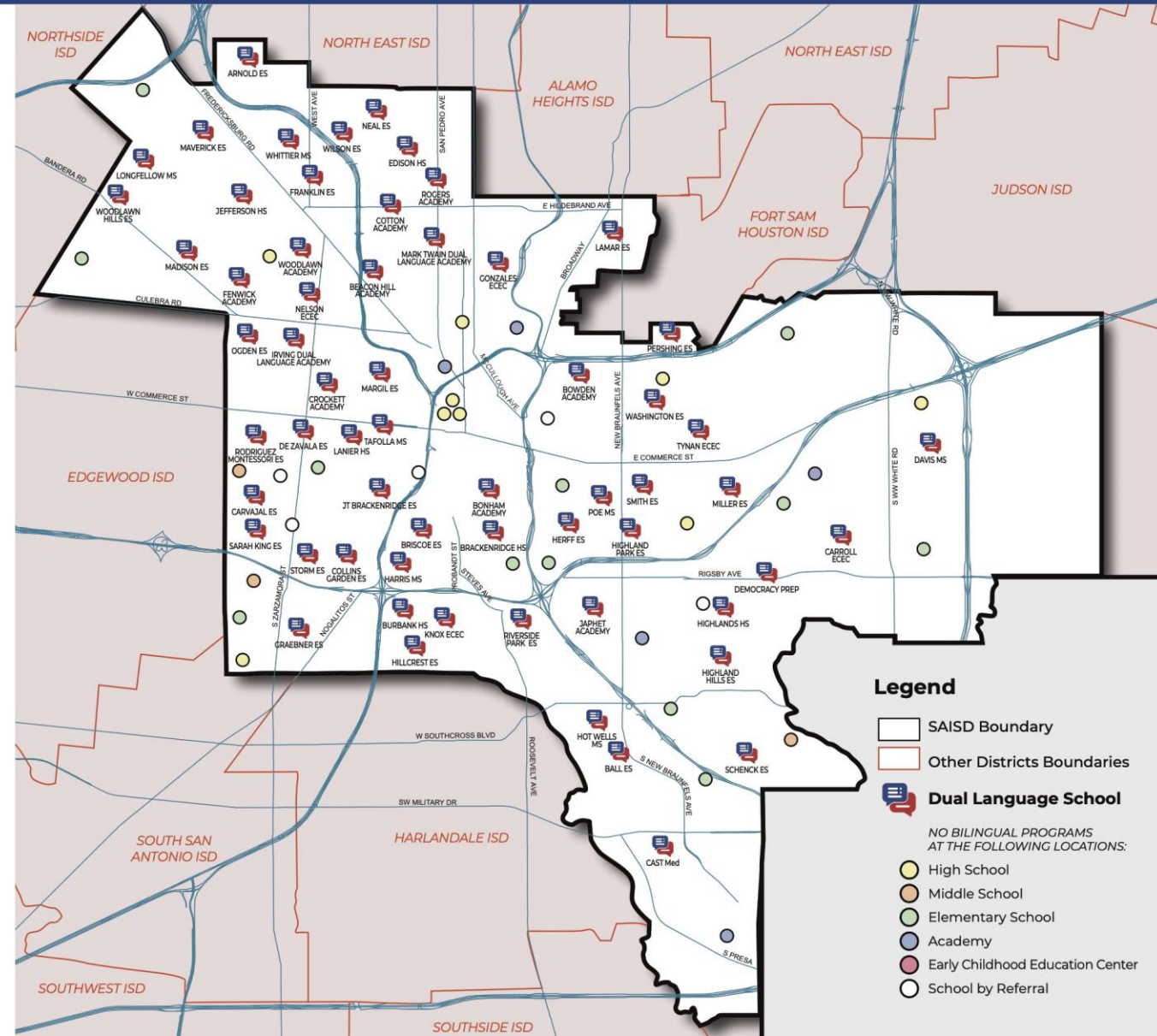
**7 - High Schools**

**7 - Middle Schools**

**30 - Elementary Schools**

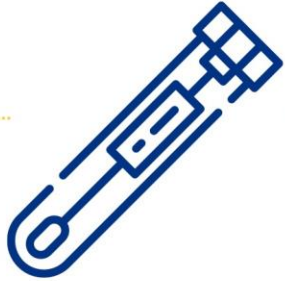
**12 - Academies**

**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

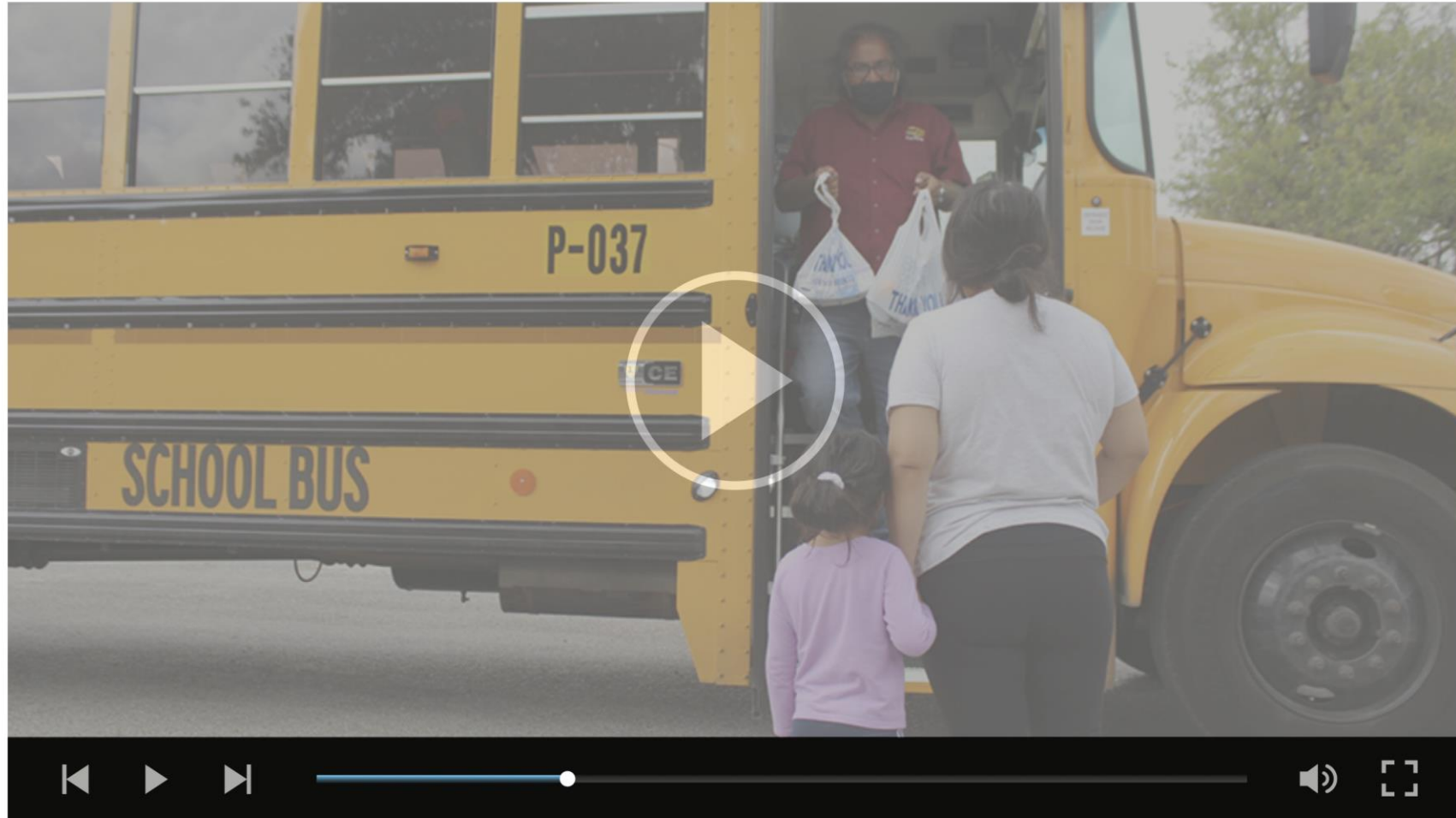


## Vaccinations

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

# COVID Response

Transportation, Technology, and Child Nutrition

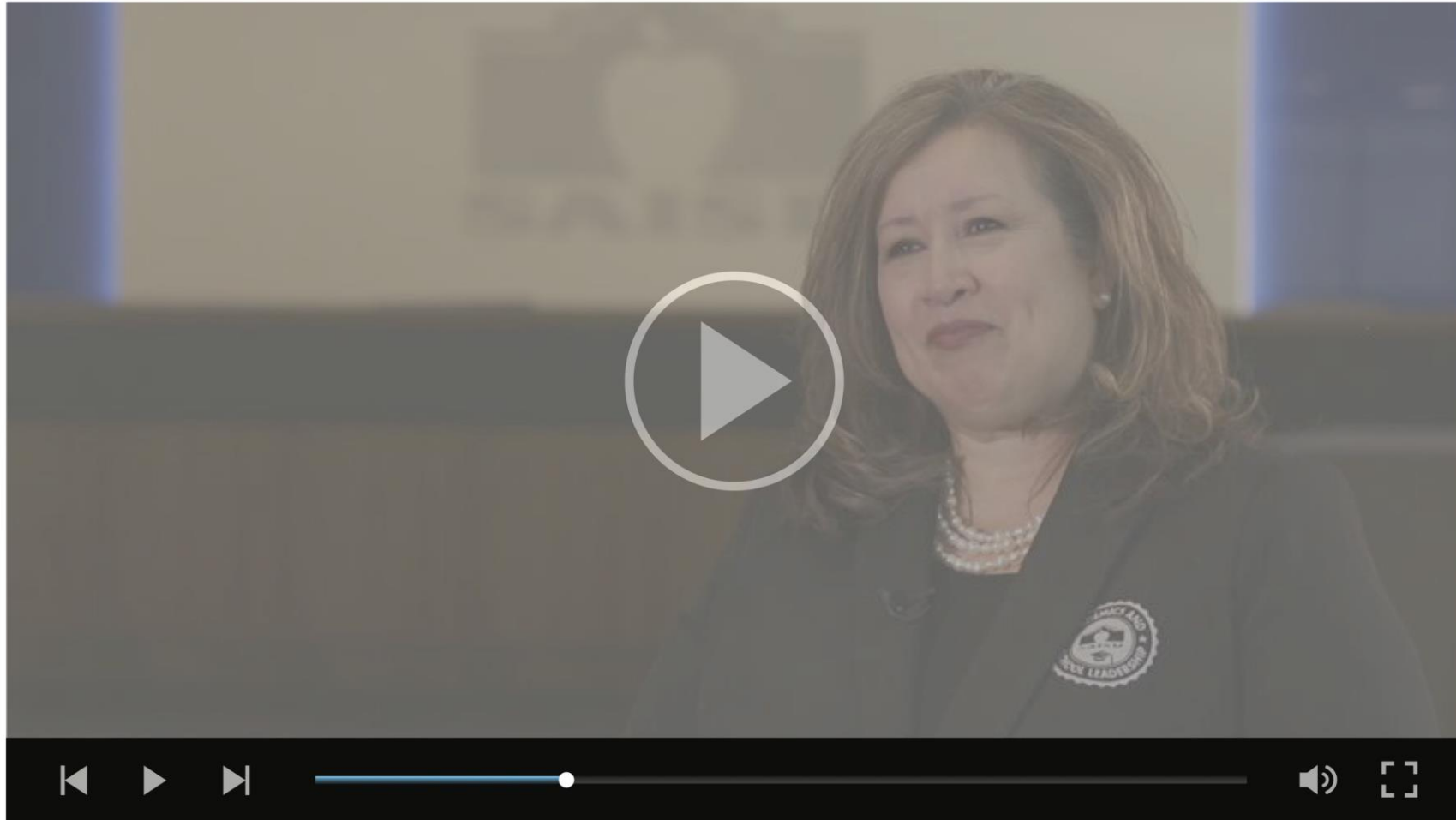


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# Back Better, Safer, Stronger

Socio-emotional and Academic Recovery



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# History of Wage Increases

## Entry Rate Change

**\$10**



**\$12**

2016-17  
Budget

**\$12**



**\$13**

2017-18  
Budget

**\$13**



**\$13.25**

2018-19  
Budget

**\$13.25**



**\$15**

(HB3)

2019-20  
Budget

**2020-21  
Budget**

—

No Compensation  
Change due to COVID

—

Only Longevity Stipend

**2021-22  
Budget**

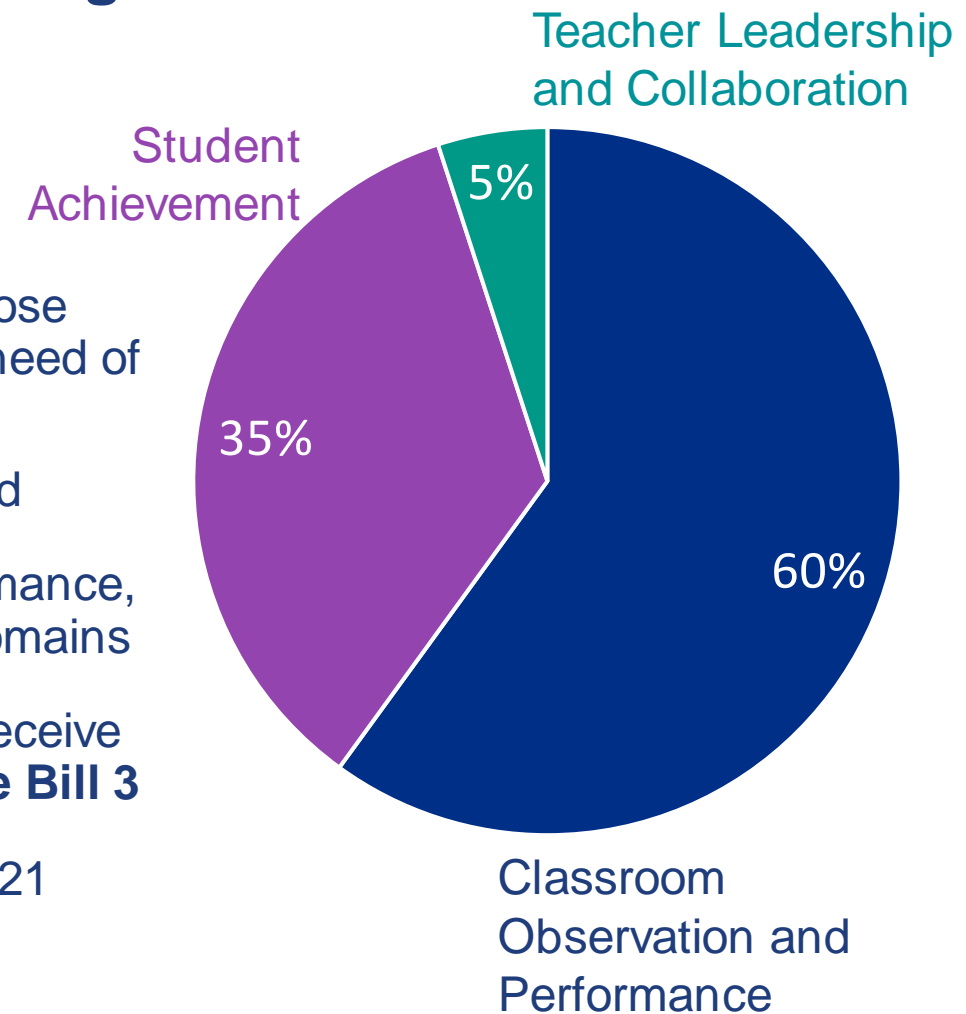
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Planning to Propose  
**\$15 to \$16**

# What is the Master Teacher Initiative 2.0?

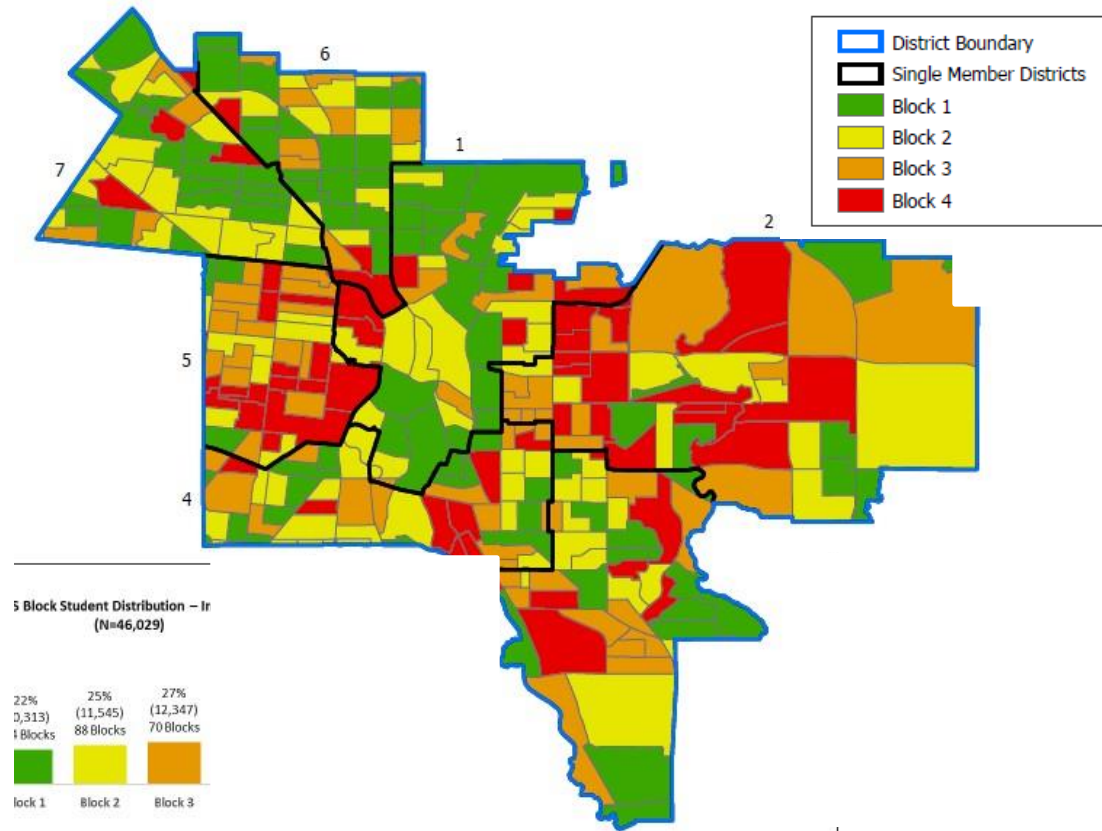
**MTI 2.0 is a teacher designation system to recognize STAAR/EOC teachers who have demonstrated strong student growth and pedagogical excellence.**

- 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.

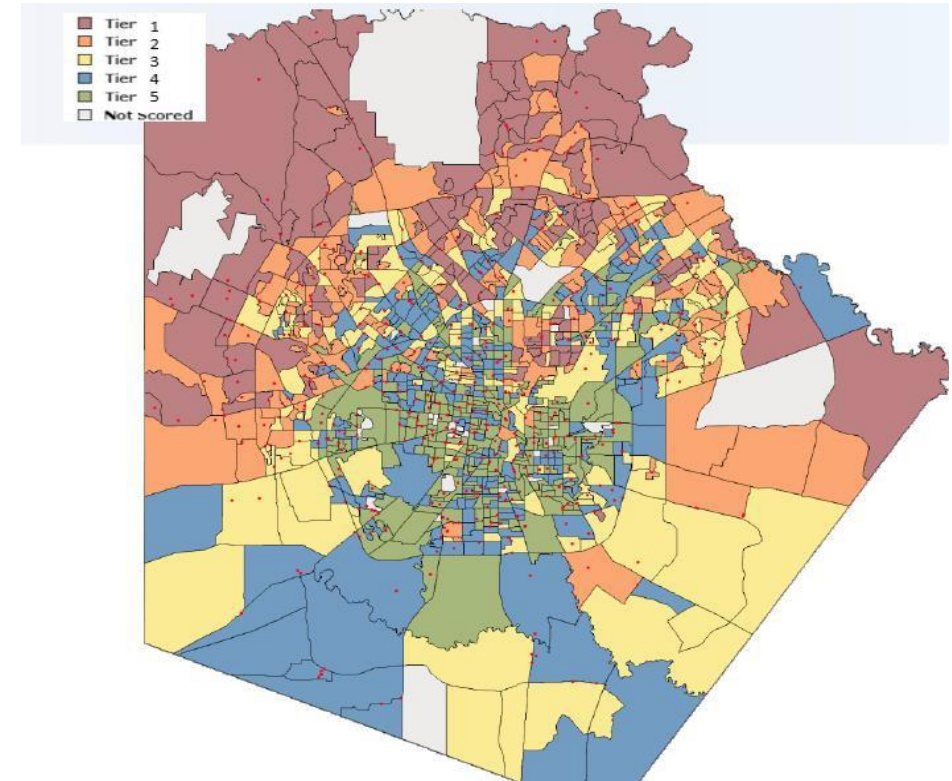


# Socioeconomic Blocks and Tiers

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

Districts	Average Years of Experience	Average Salary
Houston ISD	10.8	\$56,340
Dallas ISD	10.0	\$60,146
Austin ISD	10.0	\$54,707
Northside ISD	11.6	\$60,091
North East ISD	12.4	\$57,721
All SAISD Teachers	10.5	\$57,081
SAISD MTI 2.0 Designated Teachers	13.8	\$59,059

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

School Funding Category	# Schools	Total Compensation Range for MTI 2.0 Designated Teachers					
		Recognized	#	Exemplary	#	Master	#
A (Highest SES)	25	\$70,349 – \$83,961	20	\$75,188 – \$90,899	26	\$84,440 – \$105,945	19
B	25	\$71,349 – \$87,360	17	\$78,279 – \$100,739	21	\$88,440 – \$96,993	9
C	25	\$72,602 – \$79,763	18	\$78,688 – \$88,537	14	\$90,440 – \$97,360	7
D (Lowest SES)	25	\$72,188 – \$81,409	22	\$79,849 – \$97,649	16	\$91,849 – \$109,511	4

- **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.

# QUESTIONS & ANSWERS



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# Thank You to Our Partners!

**accenture**

**ALPHA**  
PARTNERS

**BARTLETT COCKE**  
GENERAL CONTRACTORS



**GALAN GRAPHIX**  
GRAPHIC DESIGN SERVICES

**Google Fiber**



**JOERIS**  
General Contractors



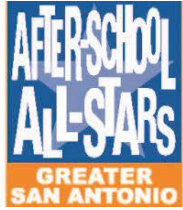
**TACIT GROWTH STRATEGIES**

**TECH BLOC**

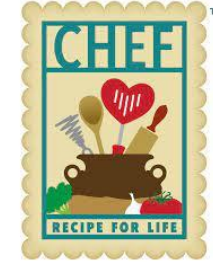
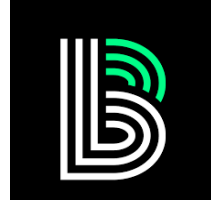


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ALAMO  
COLLEGES  
DISTRICT



RELAY/LAB SCHOOLS



SAN ANTONIO  
RIVER AUTHORITY



SAHA | SAN ANTONIO  
HOUSING AUTHORITY  
Opportunity Lives Here



SAN ANTONIO  
SYMPHONY



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