



Children's Cabinet

Quarter 4

April 24, 2025

8:00 – 10:00 am





Today's Agenda



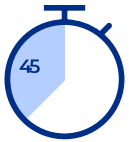
Old Business

- ▶ Feedback Recap from February
- ▶ Housekeeping & Dates for 2025-2026



New Business

- ▶ *Always Learning* Quarterly Updates
 - ∞ Components V, VI, XI, XII



Timely Topic

- ▶ Operations & Bond Update Activity



Old Business

Next Year Dates & February Feedback



2024-2025 Children's Cabinet

September

9/11/2024

- Annual Report
- All Components & Summer Updates



November

11/21/2024

- Our Students, Our Future
- Components I, II, III, IV



February

2/20/2025

- Our Organization, Our Heartbeat
- Components VII, VIII, IX, X



April

4/24/2025

- Our Employees, Our Strength
- Our Community, Our Familia
- Components V, VI, XI, XII



2025 – 2026 Children's Cabinet



September

Thu 9/18/2025
10:30-12:30

- Annual Report
- All Components & Summer Updates

November

Thu 11/13/2025
10:30-12:30

- Our Students, Our Future
- Components I, II, III, IV

February

Fri 2/13/2026
10:30-12:30

Potentially @Campus

- Our Organization, Our Heartbeat
- Components VII, VIII, IX, X

April

Thu 4/23/2026
10:30-12:30

- Our Employees, Our Strength
- Our Community, Our Familia
- Components V, VI, XI, XII

Your survey responses in February indicated openness to a site visit with purpose, and to a new time to include more student voices.



Your February Feedback



VII



VIII



IX



X





Your February Feedback

VII



Component VII – Financial Services

The Cabinet acknowledged the district's strong fiscal strategies, including setting aside funds and using ESSER for reserves, and appreciated the clear communication about the budget.

Concerns were raised about long-term financial sustainability and balancing financial planning with immediate needs. Overall, the feedback is cautiously optimistic, with strong appreciation for the district's fiscal responsibility tempered by underlying concerns about long-term sustainability balancing strategic planning with immediate needs.

"Great job working miracles on turning ESSER \$ into reserve."

Your February Feedback



VIII



Component VIII – Operations Services

The Cabinet expressed enthusiasm for the Bond projects and the new Work Order Management System, which improves transparency. Recommendations focused on expanding student opportunities in operations-related fields and increasing community engagement. Concerns included ensuring equity in resource allocation and stakeholder inclusion in planning. The sentiment is largely enthusiastic and positive, driven by excitement for the Bond projects and the new Work Order Management System, though there are some reservations and questions about implementation details.

"The updates (and signage) in our communities show our bond dollars at work matter. Great idea."

Your February Feedback



IX



Component IX – Information Technology

The Cabinet recognized the district's progress in ensuring technology access and praised the comprehensive approach to IT implementation. Recommendations included strategies for staff adoption of new systems and professional development related to AI. Considerations centered on AI's potential and responsible use, as well as technology ownership and literacy. The feedback is generally positive and appreciative with a forward-looking orientation, recognizing the progress in technology access and implementation, and emphasizing future-oriented suggestions.

"Great job of ensuring access to technology for all."

Your February Feedback



X



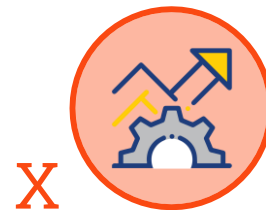
Component X – Continuous Improvement

The Cabinet noted progress in rightsizing and collaboration, and appreciated the School Performance Framework. Recommendations emphasized simplifying information presentation and ensuring staff buy-in. Considerations included early childhood measures, district adaptability, and sharing progress with external partners. The sentiment is mixed and somewhat critical, reflecting appreciation for the district's efforts but with concerns about communication clarity, staff buy-in, and the imperative for a human-centered approach.

"I deeply appreciate your orientation towards accountability and transparency, while using data as a spotlight, and not a hammer."



Your February Feedback



The Component Owners are incorporating your feedback as they work on the plan refresh.

Thank you for contributing your voice to the ongoing improvement of San Antonio ISD.

New Business

Always Learning Components V, VI, XI, XII Update



Syllabus and Routines

3 quarterly updates + 1 annual report

- ▶ This will form the backbone of the Cabinet's efforts to keep the Board and community informed on progress towards the promises within *Always Learning*

Data from routine district participants

- ▶ Based on the components for that quarter, the Cabinet will receive data related to Key Performance Indicators identified for each of the twelve, and have access to data showing objective completion metrics

Report

- ▶ The Cabinet will then provide feedback that will be compiled and drafted into a report by the Steering Committee for publication



Reporting Format

Feedback will be organized in three primary categories:

- ▶ **Commendations** - *what went well or is going well; keep doing these*
- ▶ **Recommendations** - *what didn't go as well, or isn't working; consider changing in some way*
- ▶ **Considerations** - *questions, open ended feedback, new ideas, etc. for the district's staff*



Key staff implementing the component, along with District Leaders, will be at each table to hear feedback and take that back for immediate consideration, not waiting for the final report to act



Component Updates

Stay at your tables for this activity

- ▶ Distribute the packets
- ▶ You have two different items:
 - One-pager Component updates
 - Note catchers for each Component



The Component experts will rotate to you. For each:

- ▶ We'll announce timing switches
- ▶ Engage in discussion while also writing your thoughts

New this time: You'll hear about two of the four components, to allow more time for engaged discussion; 25 minutes for each of your two

Capture Your Feedback

Always Learning | Children's Cabinet

Component | Quarterly Update

Communicating a Vision for Potential: SAISD will communicate a clear vision of thriving people and learning spaces where students and staff succeed to their fullest potential.

Key Performance Indicator: By spring 2025, the District will be collecting student, family and staff data from surveys aligned with its Thriving Studies.

Commendations what went well or is going well, keep doing these	
Recommendations what didn't go as well, or isn't working, consider changing in some way	
Considerations questions, open-ended feedback, new ideas, etc. for the district's staff	

November 14, 2024 SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Component

Ensure you're using the correct note catcher for the component

Commendations

Capture what's going well related to the update you're provided

Recommendations

Capture what could be changed in this Component, to improve the work

Considerations

Capture any other feedback and thoughts you want us to know

Turn In When Done

We will collect your feedback, transcribe, share back to you, and use right away for adjustments

KPIs for Today's Components

25:00



V

SAISD will be a sought after, rewarding place to work where our employees come and stay to perfect their craft as educators, school and district staff, and leaders.

Executive: Patti Salzman

Owner: Angelica Romero

Key Performance Indicator

Decrease the number of vacancies filled by substitute teachers | Decrease the number of teachers resigning/annual rate of turnover.



VI

SAISD is a destination district where all members of the SAISD familia come and stay to cultivate their knowledge, skills, and abilities to provide exemplary, equity-centered leadership that is results-oriented with an unwavering belief in the ability of every child to achieve at high levels.

Executive: Shawn Bird

Owner: Angelica Romero

Key Performance Indicator

By May 2025, we will have completed our first cohort of LEAD academies in order to develop our bench of talent for future administrative openings.



XI

SAISD will establish real connections between families, staff, and community partners that sustain their humanity and are grounded in respect and acknowledgement of the community, families, cultures, and voices.

Executive: Laura Short

Owner: Jackie Navar

Key Performance Indicator

By August 2025, community engagement for SY 2024-25 will be demonstrated by the number and channels of outreach that occurred during the school year, the number of individuals/entities targeted, and the relationship of the individuals to the district.



XII

All SAISD families will have equal access to high-quality school options, including open enrollment and neighborhood schools, aligned to family demand and in close proximity to their homes.

Executive: Shawn & Patti

Owner: Instructional Supts.

Key Performance Indicator

Each year, the percentage of schools, and students in those schools, determined as high-quality by the District's School Performance Framework will increase.

Timely Topic

Operations & Bond

Operations & Bond Feedback





SAN ANTONIO ISD

Children's Cabinet

SPRING 2025