



APPROVED

March 5, 2020  
S. Uribe

**Meeting:** San Antonio Independent School District - District Leadership Team  
**Date:** Thursday, February 06, 2020  
**Location:** Caf college, 131 El Paso St., San Antonio, TX 78204 Room 2  
**Chairperson:** Pedro Martinez, Superintendent of Schools  
**Co-Chairman:** Ms. Kristina Johnson, DLT Co-Chairman

**Members Present/Absent:** Please see information at the end of the minutes.

**Call to order:**

DLT Meeting was called to order by Kristina Johnson, at 4:50 pm.

- A motion to approve the January 09, 2020 meeting minutes was made by Kristina Johnson; minutes were approved by acclamation.

**Agenda Item 1 Superintendent's Update, Mr. Pedro Martinez, Superintendent of Schools**

- First of all, we are going to be have several committee meetings this month. The normal event is February 19<sup>th</sup>, this is an event that is sponsored by chambers and our foundation together. Before that event we will have two community meetings, one in the east side and one in the Jefferson area. We video the chamber event and put it on our website.
- I will be working on the East side and Jefferson and I can see us doing something on the west side and the south side as well.
- What I am going to share with the community is that when you see our results, the progress is very strong. There has been a lot of challenges but for me, I am proud because of our staff and our students, last year was the one strongest academic year we have had. There is nothing that is telling that we are not going to be stronger next year.
- When we look at our overall targets and goals for the district, one of the areas we always look at is the re-testers in our high schools. When they take their end of year exam, if they don't pass the first time; they have to take it a second time and for some of our students they take it a third and fourth time.
- English 1 and English 2 are the toughest subjects for our students, Mrs. Salzman is putting together a strong literacy initiative in the earlier grades. Over time, I think we are going to see improvements. Four years ago, when we looked at our incoming Kinder 60% of our students using our national math diagnostic, they were coming in at the lowest level they could. We are closer to the 40's which is a big improvement. That diagnostic is looking at comprehension, phonics and everything they should be coming into Kindergarten. We are making gains but again it's our biggest challenge.
- Every time I would look at the data for re-testers we were not making any movement, students were retaking the exam and not making big gains but what I did see the number of students passing it on the first try and the number of re-testers was going down; maybe that is the answer.
- Mrs. Salzman and her team, working with high school principals; they develop strong intervention working. We got the scores and we had double digits gains across the board in every single high school; those were significant changes.



- There is a probability that none of the high schools will be lower than a B. In terms of accountability the high schools drive our numbers. As our high schools are getting stronger, our team is getting stronger as a district.
- The reason children come in so low, is because of poverty. The poorer you are you are you are on average two grades level below.
- Somebody referenced something to me that caught my eye, it referenced "60 minutes 1968". It's a story that was made in the late 60s. It's a 60-minute video that focus on hunger. They focus on 3 cities and San Antonio is one of them. It is hard to watch; the footage they have is our district in the west side. It gave me more context to what is going on in our community. There is reminisce of that today. You'll see some county leaders making some comments that they make about our families. When I talk to the chamber I think, that is what we are trying to change. This is work that has not been accomplished anywhere in the country.
- We are checking on our high school students. I go out with trustees and talk to the top 10 percent students. I met with Highland students and it was fascinating because the principal has been meeting with seniors all year long and talk to them on what do they think about college. They had the mariachi playing for them.
- When I look at the video of "1968", the racism that you could see so visible in the video and looking down on our families. Then for me walking into Highlands and seeing the top 10% with the mariachi children singing to them, this is San Antonio. We are almost doing the opposite we are unreeling all these things that were going on for decades.
- When we look at our initiative, our extension of the Dual language program that focuses on culture, language on all these things that for so many decades it was the opposite. I feel proud of the fact that its working that is one of the reasons we are making gains. By the way I don't forget about African American children and I don't forget about our other ethnicities. Regardless of ethnic background when a child lives in poverty, they live in doubt their whole life.
- My hope is our community meetings continue to push the message. We want to show our community what is possible. Our academics are showing what our children can do.
- When you talk to these children about the college that they are going to those are aspirations that are being built.
- The other things that are happening this month, we are meeting with principals. We are looking at enrollment projections. Our struggles we are having is with special education. We added 4 million dollars in investment. We started with 5,800 children but today we are 6,100, with the referrals in the pipeline means that we can be at 7,000 by the end of the year. That is really hard for us to factor. What I am really asking the team is to look at what is happening with our special ed. Referrals and what are the trends. We cannot pinpoint what the services are going to be because it is based on evaluation. We have a lot of parents complaining their child is not getting the services, again we have an influx on referrals. By the way this is an issue we are having statewide, the numbers are off the charts.
- We are just trying to find psychologists and therapists. Those are challenges that we are experiencing. Be patient with us.
- A conversation that we have started having is about Master teacher initiative. This is now the 3<sup>rd</sup> year for the Master teacher initiative. We started with a TIFF grant from the government and we supplement it with the TRE in 2016 for schools that were not part of the TIFF grant. We are looking at the states initiative that we were able to help pass something to make it sustainable for the future. One of the goals that we have, there is 12,000 school districts. They are going to have different cohorts and they will have 3 different levels, masters being the highest. Based on the poverty of the school they will make with benefits from 3,000-32,000. Out of 12,000 districts, 8 districts will apply in the first cohort.
- One of the things I want to make sure we are trying to get as much background info what the rules are going to be. We are trying to see how we can get into the 1<sup>st</sup> cohort; the main reason I don't want anyone else to set up the rules for us. Our goal is to get invited to the party so we can set the rules.



- For next year, nothing changes our current program is a bridge to get into this program. We call it master teacher 2.0. Master teachers 3.0 is what we want to accomplish in the next 3 years. Is that every teacher has the ability to get into the system? Our system right now is far from perfect. It our way to get started. This is the time when we can look at this and ask how can we improve it?
- As we look at the state system, it's a billion dollars in the state's budget; it part of our foundations and it's going to be sustainable. The exciting part for us is to engage all the teachers. How do we define our Mariachi teachers, band teachers, ROTC teachers, how do we do that together? We want to make our rules.
- Just know I want to leverage our current initiative and make it a bridge; we are going to the department of education to get a no cost extension on the TIFF grant. I want to create a bridge with our current funding now. We are asking principals to have these conversations with teachers. We have a head start let's take advantage of that.
- Unidentified speaker: The MTSS component it automatically changes the student's tiers right after we tested Map in the middle of the years so there is not really a report that shows you what the begging of the year results were, it is really hard to track unless you do it manually and manually that will take you hours. I am just wondering if there is a way to keep it from not updating automatically. We want to look at holistic data not just one assessment and it is very difficult. I had students that were in Tier 3 and all of the sudden they are in Tier 2 so then it's very difficult to move forward with either dyslexia referral or Spec referral.
- Pedro Martinez: We will definitely send it to our accountability department that's Theresa Urrabazo department. We'll tackle this can you send me an email. MTSS are the children we look at before they become Special Ed. referral and those numbers are very high. I wasn't surprised by those numbers again because many of those children are below poverty level and they are usually the younger children.

**Agenda Item 2: Office of Academics & School Leadership- Johnny Vahalik, Senior Executive Director College Career and Military Readiness**

- When we talk about College Career readiness, that is big bucket right now. Everything falls in the bucket everything from the standards that we teach, are they college standards; it is part of accountability. I am going to tell you where we are at today and where we are going.
- Thinking about your career college class going back to high school. When you thought about those classes you thought of them as electives. That is changing, everything has become more program based. Everything is about a pathway to college and career, everything is a 'Program of Study' POS. Why is all that is connecting, is that right now our high school kids are being provided more and more opportunities to take college classes to be able to access pathway that lead to high demand jobs. We have been transitioning and killing programs that are not in high demand trolls and the reason for that is the funding from the state and even our local business industry partners are telling us, we want you to offer programs where kids can actually get a job and make a living wage.
- What you are seeing in the last couple of years, lots of kids are graduating college and they are not working in their career fields.
- What we have, we high demand high wage jobs areas.
- In San Antonio what are the areas with high demand? There is a high demand medical, Cyber security, nurses, engineers, skill trades.
- Our role in our department is to create a system that allows everyone to have a choice in that.
- We have been starting that and be have been adding programs. Some of the programs that we added to the program across the district.
  - The phoenix program- 11<sup>th</sup>-12<sup>th</sup> grade program, students can go to St. Philip's Middle College and stay there and take courses in Airplane mechanics, refrigeration technology, welding, technology, they actually leave their campus and go to that



- campus. Kids are getting jobs out of it and are knocking as many as 30 hours of college credit and great opportunity for kids.
- St. Philip's Early College High School- Students can take multiple pathways, anything from automotive, culinary, associates in science, LVN pathways, pharmacy techs. we had students graduating out that program with associate degree.
  - Brackenridge High School- Its actually located in the Brackenridge campus there is a program inside the campus. Kids can get an associate in arts in that area.
  - Travis College- located next to San Antonio College. They accept 150 students a year.
  - ALA has a partnership with Trinity University, their partnership is more focused in Pre-k thru 12<sup>th</sup> grade program.
  - Alamo Academies program- we have had this program since 2001. Does not matter what high school you are at. Students enter their Junior Year and take classes in advanced manufacturing, aerospace academy, diesel technology academy, health professions academy and information technology and security academy.
  - Aerospace College Headstart Institute- where we partnered with Hallmark University.
  - Cast Tech and Cast Med- they do a lot of advertising and they have different partners. They are great programs.
  - Cyber P-Tech USA- 84 students that started this past year. They could have an associate degree in cybersecurity.
  - P-TECH model- Pathway in Technology Early college high school and has a partnership with business industry and a college.
  - H-TECH- brand new program. They will focus in getting their nursing degree.
  - Thomas Edison High School, - we submitted last month to start international business, finance and marketing. Frost bank has signed up as a partner. There is big demand for these jobs.
  - Sidney Lanier High school- We are going back to the woodshop. We are looking at construction pathway.
  - Highlands High School- We are looking at Manufacturing, Engineering and Aerospace.
  - Manufacturing back up – it's a mixed signal we have a huge they are seeking people that build robots. Programs that are using a little of IT. Our partners are Toyota, CPS, 8 partners there, also HEB, that come together and support that.
  - One of the initiatives, Mr. Martinez wanted a P-TECH program at every high school, and he wanted children to have access to these programs. What we have been trying to do is proving a lot of options that lead to high demand roles. Outcome based measures, it's a little different that current TECH has been measure on. Now we are getting measure on how many hours are getting for college.
  - Our accountability system was measuring CCMR, in that bucket we need to have kids pass TSI, SAT and obtain certifications, obtain dual credit. We are getting measure on how many seniors actually accomplish that. They are not only comparing to other school district and across the state, they want our students to be way more prepared to exit high school.
  - When we look at Burbank and Jefferson the only 2 campuses, we do not have a plan for. What we are looking at is what we would do. Some of the ideas we have is agriculture, energy and logistics, computer science, game design, data analytics, architecture.
  - We have other programs; we have a partnership with the culinary institute of America. It is an amazing partnership. We really like the program. Those teachers go thru training the CIA comes and visits our sites.
  - We are partnering with UTSA. They got aggressive we are looking at a partnership with construction management. When a person graduates, they will have 100 percent hiring rate.
  - We are also working with Baptist Health System- partnership with San Antonio College and Baptist Health System to develop Surgical Technician Program.



**Agenda Item 3: As appropriate, provide written comments on request for Waivers submitted to TEA attendance waivers- Dr. Judith Solis, Assistant Superintendent Office of School Leadership**

- The district is going to apply for a waiver for staff development for 2021 just in case we need to have any type of waiver on staff development. The minutes just in case we need to let the kids leave early, especially when we have staff development.
- DLT the calendar, 1700 teachers responded and 70% voted for the calendar A2.
- I am here to talk to you about attendance, originally, I was told that I was going to talk about attendance updated but last time there was really good questions. I want to introduce the retention team.
- Their focus is to work with the high schools and then to support the middle schools and elementary. I am very proud of the work that we have done.
- We are the only ones that meet their goals of lowering dropout rates, we are not a less than 10%. Every week we send out to school's information about attendance. We had an attendance contest and any ideas that you might have, let us know.
- We leave at student's homes, information about this is what you should know about attendance. Part of the work that we do I am very proud of the profile sheets.
- The profile sheet goes out to your schools, this is excellent source of information to know how many students are withdrawing and it also has how many calls were being made thru the constituent office.
- It keeps schools in sync on how are they doing with potential graduation and potential dropouts? Even though dropouts don't count for elementary.
- These are my retention specialists. Holly works with them Burbank. Dr. Briones works with Edison. We have Norma Rodriguez who is working with Lanier, Roy who is working with Highland. Aisha who works on Houston and we have Tina that works with Brackenridge.
- We have the handouts, when a student has 3 unexcused absences, no notes has been brought by parent. Warning letter gets send out, its mailed to the district. At that time the school should initiate an IAP.
- Plan of action that you are going to have for your student. What kind of intervention you want to put into place? We want to help the families; we want to remove an obstacle we don't want to create an obstacle. IAP is a white form that tells you, this is how we are going to handle those issues. Follow up after 2 weeks and if child continues to have unexcused absences then we figure out the next step is. They are very strict on the timelines. It is important with an IAP that somebody follows up with them.
- Two new documents that have been created, you have an example of a high school student and an elementary student, and so what depending on what grade level they are at when you are getting ready to talk to your families about attendance. The attendance profile is going to show their current attendance rate. Students should be in school 90 percent of the time. Breakdown of the types of absences that they have, are they excused or unexcused?
- For the elementary it will also have their past 3 years' attendance rate, so you can see if this is this a trend. The same info for the high school and t will also have their schedule and what their first semester grades are and seat time or credit denial as well as any intervention that has been completed as well as an IAP.
- Perfect tool for each campus to use and it found on BI attendance intervention folder.
- We move on for the 6- 7 un-excused absences. That is when the retention specialist starts getting more and more involved. There is only 6 of us and we have the whole district. The campus has to do the bulk of the work. The last page is a referral, so there is 6 of us and there is 50 thousand plus students. We want to help every student, what we rely on is the school when they get to 6-7 un-excused absences to send us a referral. The referral gives us all the details; what interventions have been in place for the student. At that point we take the referral and do a home visit. The next step is to take them to court mediation and it's not punitive. The last step is when we go punitive.



- The responsibility lays on the school and we are there to support. I wanted to provide the tools to the schools and its easy access, so I hope you find it useful.
- 7,8,9 and 10 absences, we pretty much involve the juvenile court manager. They come into play and we work with them. They are able to contact families as well.
- It is very important that we get documentation because it is time sensitive, so we turn in to the courts.
- Unidentified speaker: How are the absences recorded in the middle schools and high schools, is it 2<sup>nd</sup> period?
- Everything is 10 am.

### **Agenda Item 3: External Relations Updates- Dr. Judith Solis, Assistant Superintendent Office of School Leadership**

- We are gearing up for the bond for Nov 3<sup>rd</sup>, 2020. I want to make sure that you know we are forming a blue-ribbon task force and there are 24 members of that task force; there is an application on the website. Employees cannot be in the task force but if you have friends and neighbors please encourage them to apply.
- Blue ribbon task force application, that group will be going out and look at all of the projects, talk about what the needs are for the district and ultimately make a recommendation to the board of trustees.
- The district is trying to survey every single family, to see how we are doing, how do you want to hear from us and what can we do better. We are going to take this feedback very seriously.
- 20 percent of the schools rating is going to be based on how the culture and climate is at the school. So, we really want to make sure that we are emphasizing that it is not enough to have an A, if everyone hates coming to school and hates the environment. We really need to ask ourselves are we really doing enough for our students and our teachers.
- Family survey is coming up.
- What are we asking about in the survey? School climate. Asking how they feel about safety. How involved do you feel as a parent? What can we do better?
- Our goal is that we want to get 50 percent response rate. 15% is the national average so we are working hard to make it easy. Every family has a unique code. We are really going to encourage participation.
- Timeline, January 27- February 28: paper and online. We are trying to get everything done by the 28, paper and online. 50 percent being done via paper.
- After that between February 28- March 20, we will do phone surveys. We have to encourage our families to do online or paper.
- One of the things I love the moral clarity that this district has. Decision are made based on the best interest of kids and not adults. Our survey data is going to give us a lot of important information. Please encourage your families to participate.

### **Questions/Concerns**

Unidentified Member: No concerns.

**Announcements/Adjourn Meeting**, Kristina Johnson - There being no other announcements, and no concerns the meeting was adjourned at 6:17 p.m.

**Minutes submitted by DLT Secretary, Ms. Ana Valeria Gonzalez**

## Attendance Report for February 06, 2020

### **Present**

Arizmendi, Graciela  
Arredondo, Jenny  
Balog, Steffanie  
Barnhouse, Elizabeth  
Casanova, Jennifer  
Diaz, Johnny  
Doyle, Kendra  
Fears, Isabel  
Garcia, Gabrielle  
Garcia, Frank  
Garza, Larry  
Gonzalez, Ana Valeria  
Hanovice, Kathryne  
Hurd, Vanessa  
Johnson, Kristina  
Martinez, Diana  
Martinez, Pedro  
Mosley, Amanda  
Pegues, Lloyd  
Ramos-Coto, Claudia

Rodriguez, Tabatha  
Rogers, Carla  
Stetz, Jenalyn  
Trueblood, Jessica  
Wyckoff, Erika

### **Excused Absence**

Elder, Elizabeth  
Grant, Tiffany  
Green, Christopher  
Molloy, Amy  
Rodriguez, Nancy  
Thompson, Toni  
Trejo, Cecilia

### **Absent**

Cantu, Amelia  
Castillo, Gloria  
Coley, Katherine  
Delahaya, Sara  
Delgado, Michelle

Espinoza, Manuel  
Estrada, Grace  
Halderman, Ralf  
Lucio, Cathy  
Miller, Danielle  
Rodriguez, Lilyjo  
Sandoval, Anna  
Sledge, Sharita

### **Other Present**

Bordes, Mary  
Briones, Tina  
Brummett, Holly  
Gonzales, Ray  
Neri, Giovanni  
Rose, Tina  
Solis, Dr. Judith  
Uribe, Sandra  
Vahalik, Johnny