

SAISD INITIATIVES

PROPOSED 2017-2018

April 17, 2017



Proposed 2017-2018 Initiatives Around 5 Pillars

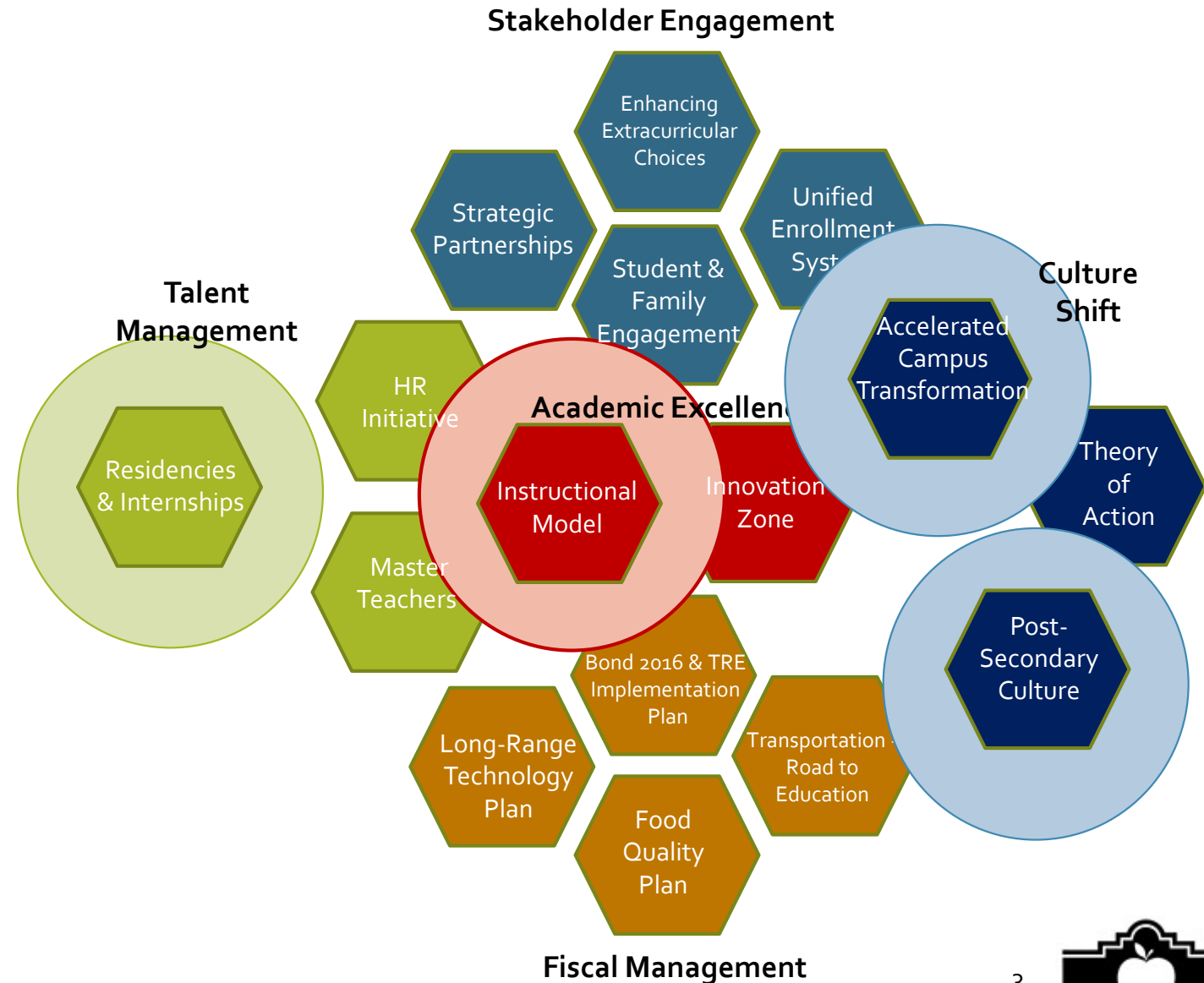


Proposed 2017-2018 Initiatives

1. Instructional Model Wrap-up

2. Review

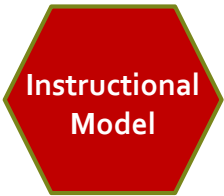
- a. Residencies & Internships
- b. Post-Secondary Culture
- c. Accelerated Campus Transformation



Proposed 2017-2018 Initiatives

Instructional Model Wrap-up





Instructional Model

| GOAL | CURRENT | 2017 | 2018 | 2019 | 2020 | 2021 |
|-------------------------------|---------|------|------|------|------|------|
| GOAL 1: STUDENT ACHIEVEMENT | 75% | 78% | 80% | 82% | 84% | 86% |
| GOAL 2: STUDENT ENGAGEMENT | 65% | 68% | 70% | 72% | 74% | 76% |
| GOAL 3: TEACHER EFFECTIVENESS | 55% | 58% | 60% | 62% | 64% | 66% |
| GOAL 4: SCHOOL CLIMATE | 45% | 48% | 50% | 52% | 54% | 56% |
| GOAL 5: COMMUNITY ENGAGEMENT | 35% | 38% | 40% | 42% | 44% | 46% |

Elements

- Gradual Release of Responsibility (GRR)
- Learning at All Levels
- TEKS Resource System
- Implementation Specialists
- Balanced Literacy
- Advanced Academics
(AP, IB, GATE, World Languages, Dual Credit)
- Digital & Online Learning
- Assessments*
- Grants
- Bilingual/ESL/Dual Language**
- Special Education & Dyslexia**
- Fine Arts
- Social Emotional Learning (SEL)**
- Summer School & Extended Day

Purpose

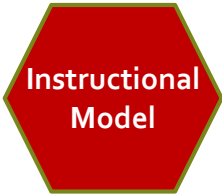
SAISD is improving lives through a quality education by developing an instructional model to organize our vision into a high-level plan that is testable and periodically revisited. Bringing this to life requires rethinking our current curricula and organizing it into an instructional model that embodies what we want for our students in the future and what that looks like today in each and every SAISD classroom. This initiative will build collaboration across departments for a united instructional vision.

Proposed Metrics

- 5 Year Goal Dashboard with Student Achievement Data (MAP, STAAR, Domains, Fountas & Pinnell)
- Classroom Observations/Walkthrough Data
- Training: Attendance & Resulting Product Usage
- Feedback from principals and teachers (formal and informal)

* Components & Departments outside Office of Academics
4/17/2017





Instructional Model - Detail

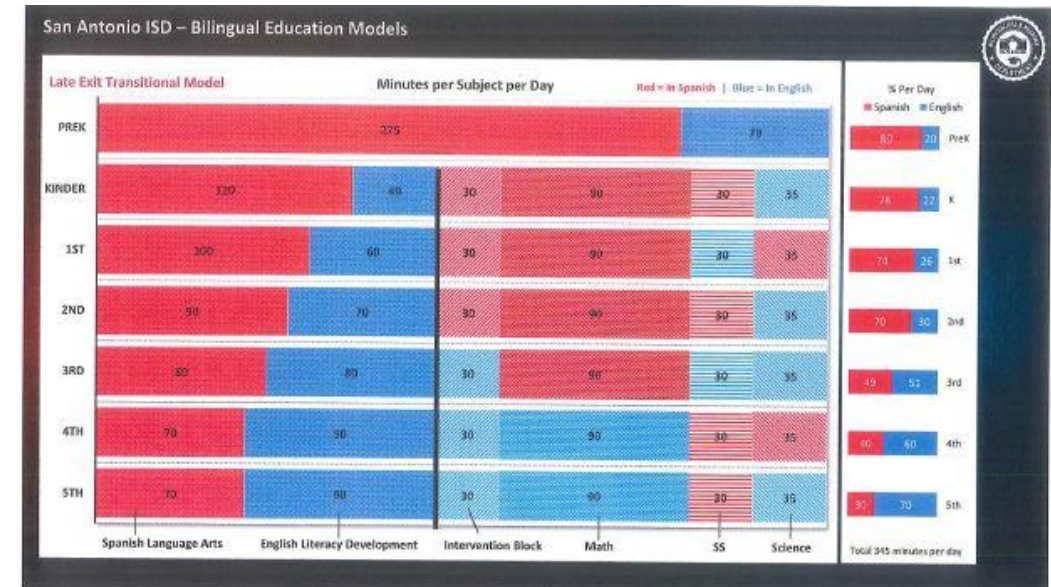
Bilingual Programs

| GOAL | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 |
|--|-----------|-----------|-----------|-----------|-----------|
| IMPROVE PROFESSIONAL LEADERSHIP AND A PERSONALIZED EDUCATION PLAN | | | | | |
| 1. Increase the number of teachers who are certified in both English and Spanish. | 100% | 100% | 100% | 100% | 100% |
| 2. Increase the number of teachers who are certified in both English and Spanish. | 100% | 100% | 100% | 100% | 100% |
| 3. Increase the number of teachers who are certified in both English and Spanish. | 100% | 100% | 100% | 100% | 100% |
| IMPROVE STUDENT LEARNING OUTCOMES | | | | | |
| 4. Increase the number of students who are proficient in both English and Spanish. | 100% | 100% | 100% | 100% | 100% |
| 5. Increase the number of students who are proficient in both English and Spanish. | 100% | 100% | 100% | 100% | 100% |
| 6. Increase the number of students who are proficient in both English and Spanish. | 100% | 100% | 100% | 100% | 100% |
| IMPROVE COMMUNITY ENGAGEMENT | | | | | |
| 7. Increase the number of community members who are involved in the school. | 100% | 100% | 100% | 100% | 100% |
| 8. Increase the number of community members who are involved in the school. | 100% | 100% | 100% | 100% | 100% |
| 9. Increase the number of community members who are involved in the school. | 100% | 100% | 100% | 100% | 100% |

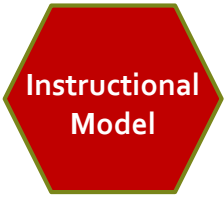
- SAISD Bilingual Redesign Committee - Established to refine SAISD's following programs:
 - Bilingual Late-Exit Model**
 - ESL/Content Based Program, and**
 - Dual Language Model**
- Hiring Bilingual Implementation Specialists for 2017/2018
- Professional Development on bi-literacy, dual language, and sheltered instruction scheduled for the Spring, Summer, and Fall 2017

2016-2017 Budget: Staffing - \$256,595; On-line Curriculum - \$182,000 ; Professional Development - \$148,000

Bilingual Late Exit Transitional Model



- Provides primary language instruction through 5th grade
- Supports academic excellence in two languages



Instructional Model – Detail



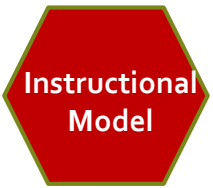
Twain Dual Language Academy & Dual Language Rollout Districtwide

5-YEAR GOALS

| GOAL | CURRENT STATUS | 1-YEAR TARGET | 2-YEAR TARGET | 3-YEAR TARGET | 4-YEAR TARGET | 5-YEAR TARGET |
|---|----------------|---------------|---------------|---------------|---------------|---------------|
| STRATEGIC GOALS AND PERFORMANCE INDICATORS | | | | | | |
| 1. Increase student achievement in reading and mathematics. | | | | | | |
| 2. Increase student attendance and reduce chronic absenteeism. | | | | | | |
| 3. Increase student graduation rate. | | | | | | |
| CULTURAL AND COMMUNITY ENGAGEMENT | | | | | | |
| 4. Increase student participation in extracurricular activities. | | | | | | |
| 5. Increase student participation in community service projects. | | | | | | |
| DEVELOPMENT OF THE DISTRICT'S FUTURE | | | | | | |
| 6. Increase student participation in career and technical education programs. | | | | | | |
| 7. Increase student participation in leadership programs. | | | | | | |

- Number of student applicants for Mark Twain Dual Language Academy exceeded expectations
 - PreK 100% enrollment met
 - Additional PreK classroom has been added
 - Kinder, 90% enrollment met
 - 1st grade, 40% of enrollment met
 - 2nd grade, 40% enrollment met
- Additional campuses have expressed interest in 2017/2018 DL programs
- Research-based, Two-way Dual Language Program Model selected by Bilingual Redesign Committee
 - Program designed for native and non-native English speaker

2016-2017 Budget: Staffing - \$256,595; On-line Curriculum - \$182,000 ; Professional Development - \$148,000; **(Twain)** None



Instructional Model – Detail

| 5-YEAR GOALS | | | | | |
|--|----------------|------------------|------------------|------------------|------------------|
| GOAL | CURRENT STATUS | 2017-2018 TARGET | 2019-2020 TARGET | 2021-2022 TARGET | 2023-2024 TARGET |
| STRATEGIC GOAL 1: INCREASE STUDENT ACHIEVEMENT | | | | | |
| 1.1 Increase student achievement in English Language Arts | 75% | 78% | 80% | 82% | 84% |
| 1.2 Increase student achievement in Mathematics | 70% | 73% | 75% | 77% | 79% |
| STRATEGIC GOAL 2: INCREASE STUDENT ENGAGEMENT | | | | | |
| 2.1 Increase student attendance | 90% | 91% | 92% | 93% | 94% |
| 2.2 Increase student participation in extracurricular activities | 85% | 86% | 87% | 88% | 89% |
| STRATEGIC GOAL 3: INCREASE COMMUNITY ENGAGEMENT | | | | | |
| 3.1 Increase parent participation in school events | 70% | 72% | 74% | 76% | 78% |
| 3.2 Increase community participation in school events | 60% | 62% | 64% | 66% | 68% |

Special Education Department

- SAT and EOC analysis completed and planned with campus leaders
- Implemented co-teach model at secondary schools
- Reduced disproportionate suspensions to a rate of 50 or lower (alternatives to suspension training provided)
- Improved staff morale with weekly standing meetings, regular contact between department leaders and staff
- Improvement of quality and rigor of the full range of curriculum by continual walkthroughs and feedback to teachers and campus leaders

2016-2017 Budget: \$35,830, 160 (includes salaries for all SPED teachers, IA's and SPED staff, contracts, and programming)

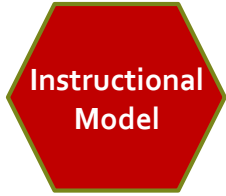
4/17/2017

Dyslexia/504

- Dyslexia program evaluation complete (Neuhaus Ed. Ctr.)
- Hiring Specialists for 2017/2018
- 122 teachers trained in the "Really Great Reading Program"
- Campus Parent Awareness Sessions complete
- Dyslexia referral system revised

2016-2017 Budget: \$942,954 Program Cost (Including Salaries for Director, Coordinator, and Secretary)

8



Instructional Model



Social Emotional Learning

| 5-YEAR GOALS | | | | |
|--|-----------|-----------|-----------|-----------|
| GOAL | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
| 1. Increase student achievement in reading and math. | 85% | 88% | 90% | 92% |
| 2. Increase student attendance. | 90% | 92% | 94% | 96% |
| 3. Increase student social and emotional learning skills. | 80% | 82% | 84% | 86% |
| 4. Increase student participation in extracurricular activities. | 75% | 78% | 80% | 82% |
| 5. Increase student graduation rate. | 95% | 96% | 97% | 98% |

- SEL Committee
 - Student Support, Special Education, Academics, District Instruction, and Grants
- Sanford Harmony
- Focus on PK- 2
 - Participating Schools:
 - Storm, J.T. Brackenridge, De Zavala, Hirsch, Pershing, Baskin, PF Stewart, Will Rogers and Hillcrest
- Investigating future additional grant opportunities

A social and emotional learning curriculum will improve positive outcomes such as attendance, positive self-esteem, communication skills and an increase in academic grades and performance on STARR.

SANFORD
HARMONY[™]
AT
NATIONAL UNIVERSITY

2016-2017 Budget:

\$40,000 Includes PT SEL Coordinator

4/17/2017

Proposed 2017-2018 Initiatives

Residencies & Internships



Residencies & Internships

5-YEAR GOALS

| GOAL | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 |
|---|---------|---------|---------|---------|---------|
| 1. Increase the number of staff successfully completing and/or graduating from the programs | 15 | 15 | 15 | 15 | 15 |
| 2. Increase the number of quality staff retained at SAISD | 15 | 15 | 15 | 15 | 15 |
| 3. Increase the number of student success | 15 | 15 | 15 | 15 | 15 |

Elements

Aspiring Principals *with New Leaders*

new Emerging Leaders *with New Leaders*

Relay Graduate School of Education

Relay – Ogden Lab School

Texas A&M-San Antonio Masters in Reading

new TIFF Campus potential internships
(Stewart, Rodriguez, and Miller)

Trinity Resident Implementation Specialist
and Master of Arts in Teaching

new Trinity Administrative Intern Graduate
program

Southern Regional PREP

McNeil Foundation

UTSA Urban School Leaders Collaborative

Purpose

Building capacity to attract and retain talented human capital through a comprehensive plan to ensure a pipeline for instructional aides, teachers and instructional leaders.

| | 15-16 | 16-17 | 17-18 |
|---------------------------|-------|---------------------|---|
| Aspiring Principals | n/a | 5 Asst. Principals | 5-6 slots |
| Emerging Leaders | n/a | n/a | 30 slots |
| Relay GSE | n/a | 13 Reading Teachers | 25 slots in Reading, Math, Science and SS |
| Relay @ Ogden | n/a | n/a | 25 interns |
| A&M-SA | n/a | 20 Reading Teachers | 20 Reading Teachers |
| Trinity | n/a | 18 interns | 16 interns |
| Southern Regional PREP | 5 | 4 | TBD |
| McNeil Foundation | n/a | 7-10 teachers | TBD |
| UTSA Urban School Leaders | 19 | 30 | TBD |

Proposed Metrics

- Metrics measured by the number of staff successfully completing and/or graduating from the programs
- Number of quality staff retained at SAISD
- Student success

Proposed 2017-2018 Initiatives



Proposed 2017-2018 Initiatives

Accelerated Campus Transformation



Accelerated Campus Transformation

5-YEAR GOALS

| GOAL | CURRENT | 1 YEAR | 2 YEAR | 3 YEAR | 4 YEAR | 5 YEAR |
|--|---------|--------|--------|--------|--------|--------|
| IMPROVE STUDENT ACHIEVEMENT AND COLLEGE/CAREER READINESS | | | | | | |
| IMPROVE STUDENT ATTENDANCE AND ENGAGEMENT | | | | | | |
| IMPROVE STUDENT SOCIAL-EMOTIONAL LEARNING | | | | | | |
| IMPROVE STUDENT LEADERSHIP AND COMMUNITY ENGAGEMENT | | | | | | |
| IMPROVE STUDENT SAFETY AND WELL-BEING | | | | | | |
| IMPROVE STUDENT FINANCIAL LITERACY AND ECONOMIC OPPORTUNITIES | | | | | | |
| IMPROVE STUDENT ENVIRONMENTAL AWARENESS AND ACTION | | | | | | |
| IMPROVE STUDENT CULTURAL AWARENESS AND APPRECIATION | | | | | | |
| IMPROVE STUDENT GLOBAL CITIZENSHIP AND INTERNATIONAL UNDERSTANDING | | | | | | |
| IMPROVE STUDENT TECHNOLOGY SKILLS AND DIGITAL CITIZENSHIP | | | | | | |
| IMPROVE STUDENT ARTS AND PERFORMING ARTS EDUCATION | | | | | | |
| IMPROVE STUDENT PHYSICAL EDUCATION AND HEALTHY LIFESTYLES | | | | | | |
| IMPROVE STUDENT CAREER AND TECHNICAL EDUCATION | | | | | | |
| IMPROVE STUDENT COMMUNITY SERVICE AND CIVIC ENGAGEMENT | | | | | | |
| IMPROVE STUDENT ENVIRONMENTAL ACTION AND SUSTAINABILITY | | | | | | |
| IMPROVE STUDENT FINANCIAL LITERACY AND ECONOMIC OPPORTUNITIES | | | | | | |
| IMPROVE STUDENT ENVIRONMENTAL AWARENESS AND ACTION | | | | | | |
| IMPROVE STUDENT CULTURAL AWARENESS AND APPRECIATION | | | | | | |
| IMPROVE STUDENT GLOBAL CITIZENSHIP AND INTERNATIONAL UNDERSTANDING | | | | | | |
| IMPROVE STUDENT TECHNOLOGY SKILLS AND DIGITAL CITIZENSHIP | | | | | | |
| IMPROVE STUDENT ARTS AND PERFORMING ARTS EDUCATION | | | | | | |
| IMPROVE STUDENT PHYSICAL EDUCATION AND HEALTHY LIFESTYLES | | | | | | |
| IMPROVE STUDENT CAREER AND TECHNICAL EDUCATION | | | | | | |
| IMPROVE STUDENT COMMUNITY SERVICE AND CIVIC ENGAGEMENT | | | | | | |
| IMPROVE STUDENT ENVIRONMENTAL ACTION AND SUSTAINABILITY | | | | | | |

Elements

Office of Academics:

Advanced Academics

Response to Intervention

Organizational Learning

Grants

21st Century Learning

Core Content Departments

Assistant Superintendents

Research and Evaluation

Office of Innovation

Purpose

Accelerated Campus Transformation (ACT) is an initiative for Improvement Required (IR) campuses that will develop, promote, and manage an effective, comprehensive, uniform process for SAISD's school turnaround model established on research-based systems that align with federal, state, and local education agency requirements.

Proposed Metrics

- # of Campuses removed from Improvement Required (IR) status
- 5 Year Goal Dashboard with Student Achievement Data (MAP, STAAR, Domains, Fountas & Pinnell)
- Training: Attendance & Resulting Product Usage



Accelerated Campus Transformation

| GOAL | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 |
|---|---------|---------|---------|---------|---------|
| STRATEGIC GOAL 1: IMPROVE STUDENT ACHIEVEMENT | | | | | |
| GOAL 1.1: Increase the percentage of students meeting or exceeding state standards in reading and mathematics. | 75% | 78% | 80% | 82% | 85% |
| GOAL 1.2: Increase the percentage of students meeting or exceeding state standards in science. | 65% | 68% | 70% | 72% | 75% |
| GOAL 1.3: Increase the percentage of students meeting or exceeding state standards in social studies. | 60% | 63% | 65% | 68% | 70% |
| GOAL 1.4: Increase the percentage of students meeting or exceeding state standards in English language arts. | 70% | 73% | 75% | 78% | 80% |
| GOAL 1.5: Increase the percentage of students meeting or exceeding state standards in physical education. | 60% | 63% | 65% | 68% | 70% |
| GOAL 1.6: Increase the percentage of students meeting or exceeding state standards in art. | 55% | 58% | 60% | 63% | 65% |
| GOAL 1.7: Increase the percentage of students meeting or exceeding state standards in music. | 50% | 53% | 55% | 58% | 60% |
| GOAL 1.8: Increase the percentage of students meeting or exceeding state standards in career and technical education. | 45% | 48% | 50% | 53% | 55% |
| GOAL 1.9: Increase the percentage of students meeting or exceeding state standards in health and physical education. | 40% | 43% | 45% | 48% | 50% |
| GOAL 1.10: Increase the percentage of students meeting or exceeding state standards in foreign language. | 35% | 38% | 40% | 43% | 45% |
| GOAL 1.11: Increase the percentage of students meeting or exceeding state standards in computer science. | 30% | 33% | 35% | 38% | 40% |
| GOAL 1.12: Increase the percentage of students meeting or exceeding state standards in engineering. | 25% | 28% | 30% | 33% | 35% |
| GOAL 1.13: Increase the percentage of students meeting or exceeding state standards in environmental science. | 20% | 23% | 25% | 28% | 30% |
| GOAL 1.14: Increase the percentage of students meeting or exceeding state standards in agriculture. | 15% | 18% | 20% | 23% | 25% |
| GOAL 1.15: Increase the percentage of students meeting or exceeding state standards in business. | 10% | 13% | 15% | 18% | 20% |
| GOAL 1.16: Increase the percentage of students meeting or exceeding state standards in law. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.17: Increase the percentage of students meeting or exceeding state standards in government. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.18: Increase the percentage of students meeting or exceeding state standards in history. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.19: Increase the percentage of students meeting or exceeding state standards in civics. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.20: Increase the percentage of students meeting or exceeding state standards in economics. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.21: Increase the percentage of students meeting or exceeding state standards in geography. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.22: Increase the percentage of students meeting or exceeding state standards in science. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.23: Increase the percentage of students meeting or exceeding state standards in mathematics. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.24: Increase the percentage of students meeting or exceeding state standards in reading. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.25: Increase the percentage of students meeting or exceeding state standards in writing. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.26: Increase the percentage of students meeting or exceeding state standards in speaking. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.27: Increase the percentage of students meeting or exceeding state standards in listening. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.28: Increase the percentage of students meeting or exceeding state standards in thinking. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.29: Increase the percentage of students meeting or exceeding state standards in feeling. | 5% | 8% | 10% | 13% | 15% |
| GOAL 1.30: Increase the percentage of students meeting or exceeding state standards in doing. | 5% | 8% | 10% | 13% | 15% |

To Date

- Implemented managed support to increased fund utilization
 - 2016/2017 utilization \$1.2 million compared to 2015/2016 \$235,000
- Increased engagement in the Texas Accountability Intervention System (TAIS) process

Moving Forward

- Develop streamlined campus turnaround system to further decrease the number of campuses
- Increase cross-departmental collaboration
- Host Leadership Stakeholder meetings to guide initiative development

2016-2017 Budget: Budget: \$1,767,062 Programing Needs (Includes: Staffing, Contracted Services, Supplies, Travel, and Technology)

Proposed 2017-2018 Initiatives

Post- Secondary Culture



Post-Secondary Culture

The image shows a '5-YEAR GOALS' dashboard for SAISD. It includes a table with columns for 'GOAL', 'CURRENT STATUS', '2017-2018', '2019-2020', '2021-2022', and '2023-2024'. The dashboard lists various goals related to student achievement, college readiness, and equity. The table is partially obscured by a yellow box, but the structure is clear.

Elements

College and Career Pathway Management System-Naviance

Spring Break College Trips

Top 10% College Chats

Texas Success Initiative (TSI)

Purpose

SAISD will create a culture that focuses on graduating students college ready and with some credits. This initiative will build a college-going culture in our schools with early and ongoing awareness that nurtures the confidence for all students to have success in college and their chosen careers.

Proposed Metrics

- 5 Year Goal Dashboard with Student Achievement Data (MAP, STAAR, Domains, Fountas & Pinnell)
- # of College or University Applications submitted
- # of College or University Admissions
- # of College Credits Earned
- Students graduating college ready

Post- Secondary Culture



Naviance, College Spring Break Trips, and



Top 10% College Chats

- Naviance
 - Optimizing students' readiness through dissemination of data

Naviance Preliminary District Findings- Application Data

| | |
|-------|---|
| 86.3% | 2,447 Students have applied to at least one College or University |
| 76.1% | 2,157 Students applied to at least one 4-year University |
| 43.5% | 1007 Out of the 2,447 students applied to a Tier-1 University |

Naviance Preliminary District Findings- Admissions

| | |
|-------|--|
| 42.0% | To date, 1,192 applicants have been accepted to a College or University (as entered in Naviance) |
| 9.8% | 278 have been accepted to at least one Tier-1 University |

2016-2017 Budget:

Naviance- * Contract with Naviance: 08/01/2016-07/31/2019 * Federal Funds- GEAR UP funds 2016-2017 only for 12th graders * YR 1- \$225,736 * YR 2- \$220,822 * YR 3- \$207,250

- Top 10% College Chats
- College Spring Break Trips
 - 79 students, 8 different trips



Post- Secondary Culture

Y Naviance, College Spring Break Trips, and **G** Top 10% College Chats



Questions