

## DISTRICT LEADERSHIP MEETING

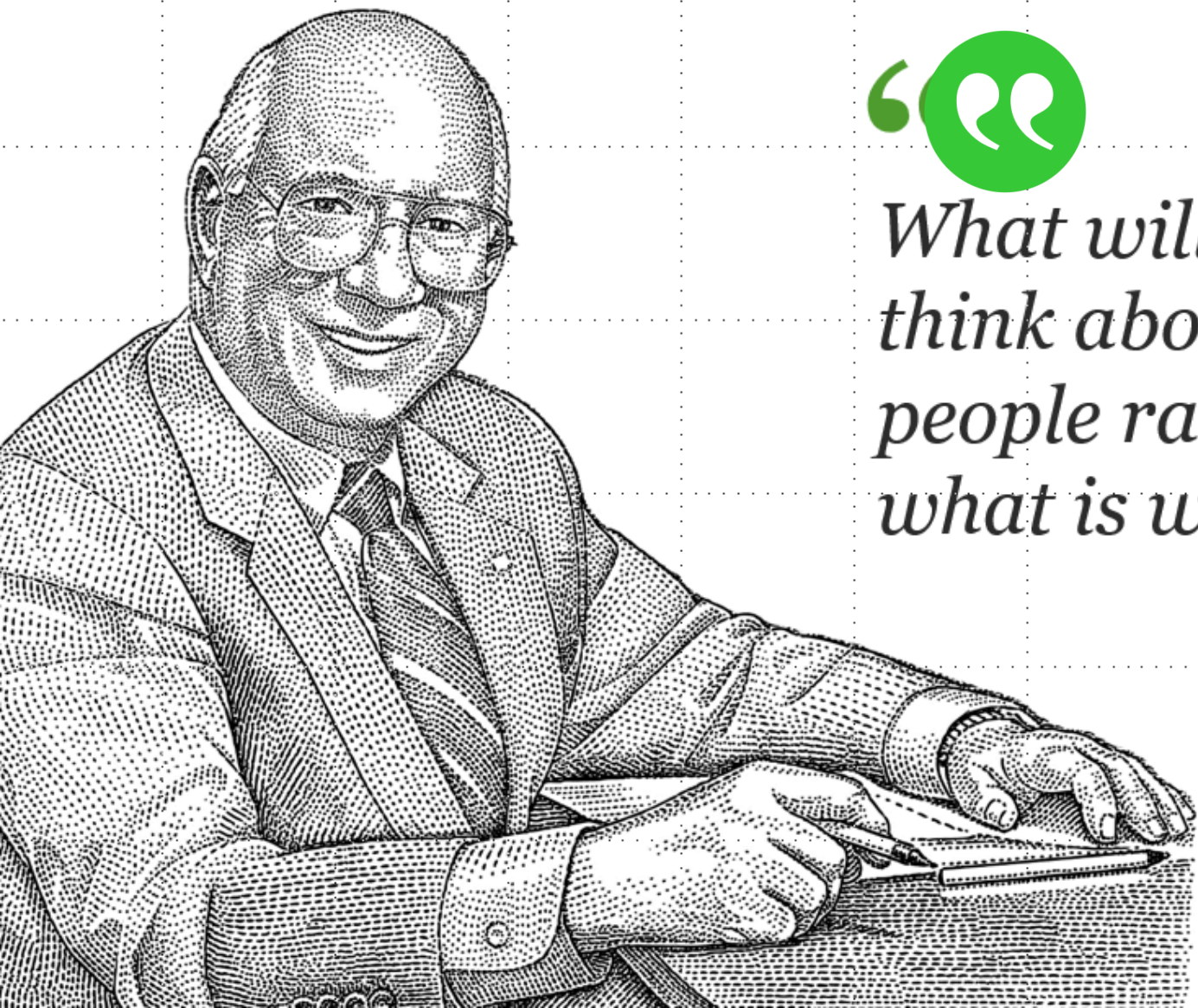
Dr. Eduardo Hernandez  
November 3, 2022

# P A C

PROFESSIONALISM  
ACCOUNTABILITY  
COMMUNICATION



TEXAS A&M UNIVERSITY  
SAN ANTONIO



*What will happen when we think about what is right with people rather than fixating on what is wrong with them?*



DON CLIFTON | (1924-2003)



# CliftonStrengths®

The science of maximizing human potential by developing people to become great at what they're naturally good at.



## *MY STRENGTHS*

1. *SIGNIFICANCE*
2. *FUTURISTIC*
3. *INDIVIDUALIZATION*
4. *FOCUS*
5. *MAXIMIZER*

**CHECK YOUR  
BLIND SPOTS**

**KNOW YOUR IMPACT**



**EDGEWOOD**  
INDEPENDENT SCHOOL DISTRICT  
*Supreme*  
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION



# So, What are Strengths?

- Talents are like “diamonds in the rough,” whereas strengths are like diamonds that show brilliance after they have been carefully cut and polished.
- Your greatest area of talent, your most likely source of potential strength, are identified by the CliftonStrengths Finder.
- Strengths are developed talents. A strength is the ability to consistently perform a specific task at a nearly perfect level.

## Four Domains of Team Strength

EXECUTING	INFLUENCING	RELATIONSHIP BUILDING	STRATEGIC THINKING
People with dominant Executing themes know how to make things happen.	People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.	People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.	People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.
Achiever Arranger Belief Consistency Deliberative Discipline Focus Responsibility Restorative	Activator Command Communication Competition Maximizer Self-Assurance Significance Woo	Adaptability Connectedness Developer Empathy Harmony Includer Individualization Positivity Relator	Analytical Context Futuristic Ideation Input Intellection Learner Strategic



How do your strengths  
show up when you lead?



**Communicate?** How do you see your strengths come out when you communicate a message?

**Making Decisions?** How do you see your strengths at work in the way you make decisions? Do you make them quick or slow? With lots of information, or as little as possible?

**Relate to Others?** Who were the last five people you interacted with? However brief, can you see how your themes played out in those interactions? How?



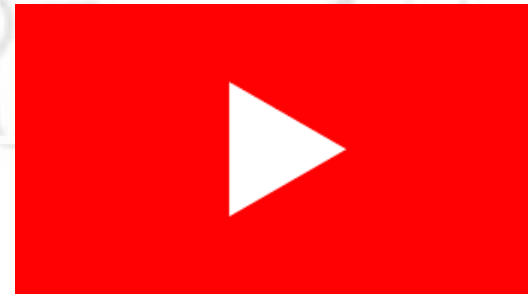
# Intentional Leadership

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# Theme Thursday

PODCAST

Pod Cast

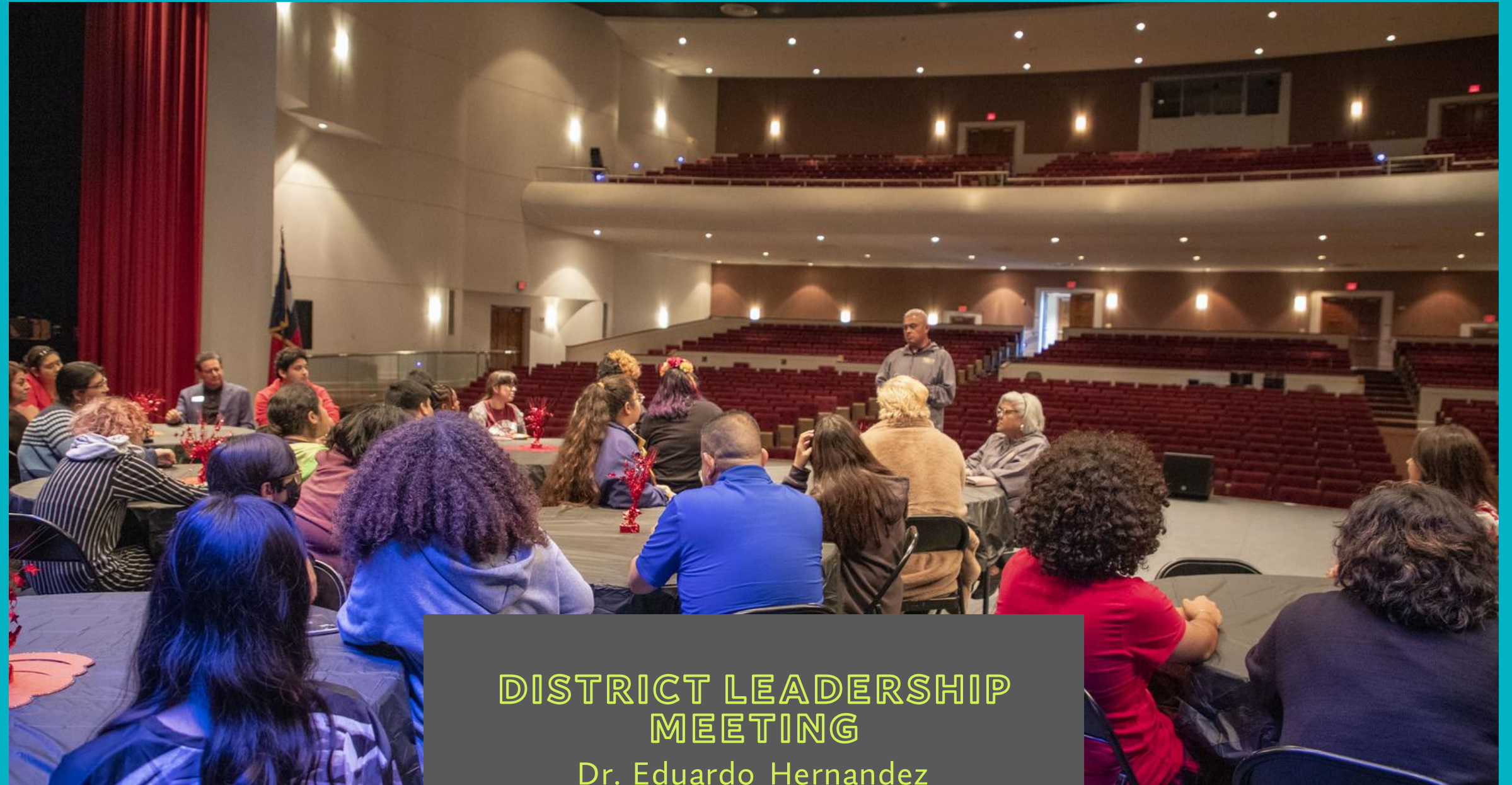






C O N G R A T U L A T I O N S

*La Doctoras*



## DISTRICT LEADERSHIP MEETING

Dr. Eduardo Hernandez  
November 3, 2022



## DUAL CREDIT TEACHER **INCENTIVE**

DUAL CREDIT TEACHERS  
CAN EARN UP TO **\$72,923**

**\$58,000**  
STARTING TEACHER  
SALARY

**\$5,000**  
DUAL CREDIT  
STIPEND

**\$1,523**  
MASTER'S DEGREE  
STIPEND

**UP TO  
\$8,400**  
\$600 PER CLASS, PER  
SEMESTER



# WE'RE ON THE LOOKOUT FOR A NEW TEAM MEMBER

WE ARE HIRING FOR A  
PARENT AND FAMILY  
ENGAGEMENT LIAISON

**New Starting Pay  
\$18.24 an hour**



Interested applicants  
should visit [www.eisd.net](http://www.eisd.net)  
to view and apply for the  
position



Exceptional learning experience that engages, empowers, and prepares students to compete and reach their highest potential in an ever-changing World.

Vision Statement  
For every child, success in life.  
Edgewood Proud!

**Goal 1: Focus on Student Success**

- The Superintendent will provide the board with a comprehensive plan to develop and implement choice and innovative schools that follow a performance framework for Edgewood ISD.

**Goal 2: Focus on Students, Families and Community**

- The Superintendent will increase communication and visibility between parents, students, teachers, and community regarding the educational process, school, events, and a comprehensive plan that addresses family/resource and social services.

\* No more than "0", "1", or "2" absences in a school year.

- Excused absences include:
  - Professional Development
  - Jury Duty or Compliance with a Subpoena
  - School Business
  - Non-Duty Days as Described in DEC Local
- *Employees who separate before the end of their work calendar shall be ineligible.*

**Perfect Attendance Stipend:**

- After the end of the Spring semester, all employees with "0" absences will receive their stipend (see table below) on their July paycheck.

**"Near" Perfect Attendance Stipend:**

- After the end of the Spring Semester, all employees with "1 or 2" absences will receive a stipend (see table below) on their July paycheck.

	Spring Semester	Total
Attendance Incentive	0 days = \$500.00	\$500.00
Stipend	1 day = \$300.00	\$300.00
	2 days = \$100.00	\$100.00

Share message ...



EDGEWOOD ISD POLICE DEPARTMENT  
invites you to a

# PICNIC

with the *police*

**EDGEWOOD**  
INDEPENDENT SCHOOLS & DISTRICT  
*San Antonio*  
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

**09**  
**NOV**

5:30pm-7:00pm

**ALL**  
**AGES**

**VENDORS • MUSIC • DRINKS • FOOD**

EDGEWOOD THEATER OF PERFORMING ARTS | 402 LANCE ST. SAN ANTONIO, TX 78237

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

# SALSA BOWL XIV



# EVENTS

## Board Superintendent Strategic Goals

### System of Great Schools North Star Goal ★

The number of STAAR accountable campuses rated "A" or "B" will increase from 4 campuses in 2022 to 16 campuses by June 2028 (Baseline measure in June 2022).

#### Lone Star Governance Goal 1



The percentage of students in 3rd grade who score at "meets" or above on STAAR Reading will increase from 26 percent to 60 percent by June 2027 (Baseline Grade 3 STAAR Reading measure June 2022).

#### Lone Star Governance Goal 2



The percentage of students in 3rd grade who score at "meets" or above on STAAR Mathematics will increase from 20 percent to 50 percent by June 2027 (Baseline Grade 3 STAAR Mathematics measure June 2022).

#### Lone Star Governance Goal 3



The College and Career Readiness raw score (% of graduates who met the CCR standard) will increase from 43 percent to 85 percent by June 2027 (Baseline CCMR measure June 2022).

#### Locally Developed Goal 1



Edgewood ISD will improve its two-way communication and parent engagement as indicated by improving its net promoter score from negative net promoter score to a positive net promoter score by 2028 (Baseline net promoter score measure May 2022).

#### Locally Developed Goal 2



Edgewood ISD will improve student life readiness skills for students in grades 6-12 by increasing our satisfactory rate from 0% in September 2022 to 85% by May 2028 as indicated in the College, Career, and Life Readiness Framework Six Competencies.

