



DISTRICT LEADERSHIP MEETING

Dr. Eduardo Hernández
December 1, 2022

Congratulations & Welcome Trustees!



James Hernandez
Place 1
Term 2026



Frank Espinosa
Place 2
Term 2026



Luis Gomez
Place 3
Term 2026



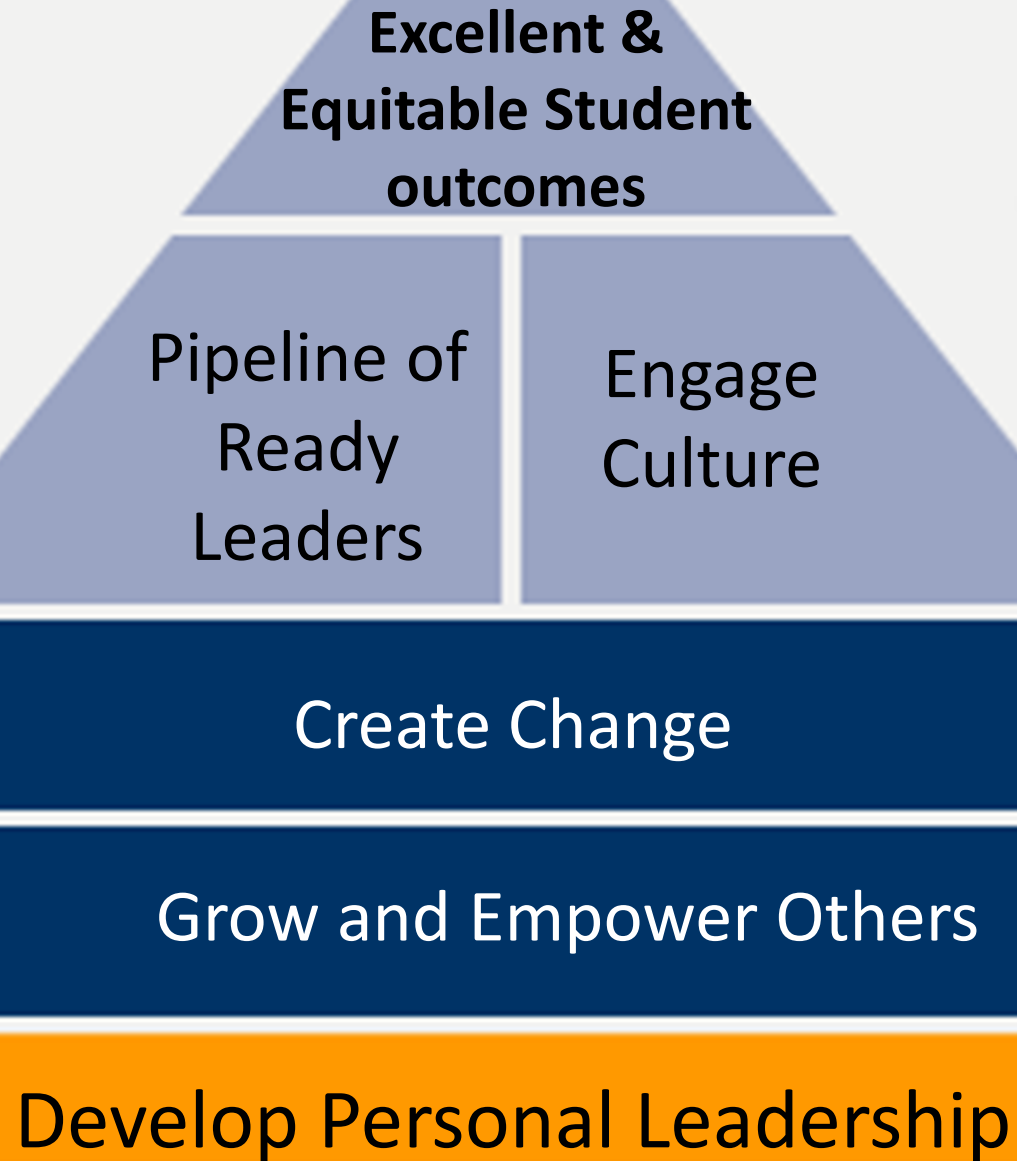
Michael Valdez
Place 6
Term 2026



H·E·B
EXCELLENCE
IN EDUCATION
— AWARDS —



President, Martha Castillo
Vice-President, James Hernandez
Secretary, Joseph Guerra



A stack of coins is positioned on the left side of the image. A vernier caliper is placed diagonally across the center. In the bottom foreground, a portion of a black calculator is visible. The background is a budget spreadsheet with various numbers and dates. The text "BUDGET SEASON" is overlaid in the center in a large, bold, black font.

BUDGET SEASON

23
24
25
26
27
28
29

2011.12.31
2012.03.31
2012.06.30
2012.09.30

301
91 501
3 022

4 110 750
4 417 484
4 634 530
4 580 179

9 000 000
8 000 000
7 000 000

+
-
=
+
9
3
2
0

*ATTENDANCE INCENTIVE – TO BEGIN IN
JANUARY 2023*

- Longevity Pay
- Buy Back Program



November 2022

- *Staffing Status Meeting
- **November 1** - Board Workshop (21-22 Audit Status Discussion)
- **November 15** - Regular Board Meeting: 21-22 Audit Approval

December 2022

- **December 9** - Board Performance Planning Meetings

January 2023

- Budget Discussion/Frontline Training
- Provide campuses with budget allocations
- Staffing Status Meetings
- January 13 - Board Performance Planning Meeting

February 2023

- Campus Staffing Allocations
- Budget Meetings with departments, campuses and Operation Partners
- **February 7** - Board Study Session #1 - Budget Considerations
- **February 17** - Board Performance Planning Meeting

March 2023

- Finalize 2023-2024 Campus Staffing Allocations
- **March 10** - Last day to enter budgets in Frontline

April 2023

- **April 4** - Board Study Session #2 - Preliminary Budget & Compensation Plan Review
- **April 25** - Regular Board Meeting: Discuss preliminary budget/review compensation plan
- **April 30** - Chief appraisers prepare and certify the estimate of the taxable property values

May 2023

- **May 2** - Board Study Session #3 - Proposed Budget and Proposal Tax Rate Review
- **May 16** - Regular Board Meeting:
- **May 26** - Publish Notices - newspaper and districts' website Last Day to advertise for the public hearing

June 2023

- Regular Board Meeting: Public hearing on the 2023 -2024 Proposed budget and proposed tax rate
- Board approval of 2023-2024 Proposed Budget and proposed tax rate

July 2023

- Chief appraisers certify the approved appraisal roll to taxing units

August 2023

- Maximum Compressed Tax Rate (MCR) due to TEA (Texas Education Agency)
- Approve final tax roll. (The Board must adopt a tax rate before September 30th or 60 days after receiving the appraisal roll whichever date is later - only if the rate exceeds the original proposed rate or the district's voter-approval tax rate based on the certified appraisal roll.)

October 2023

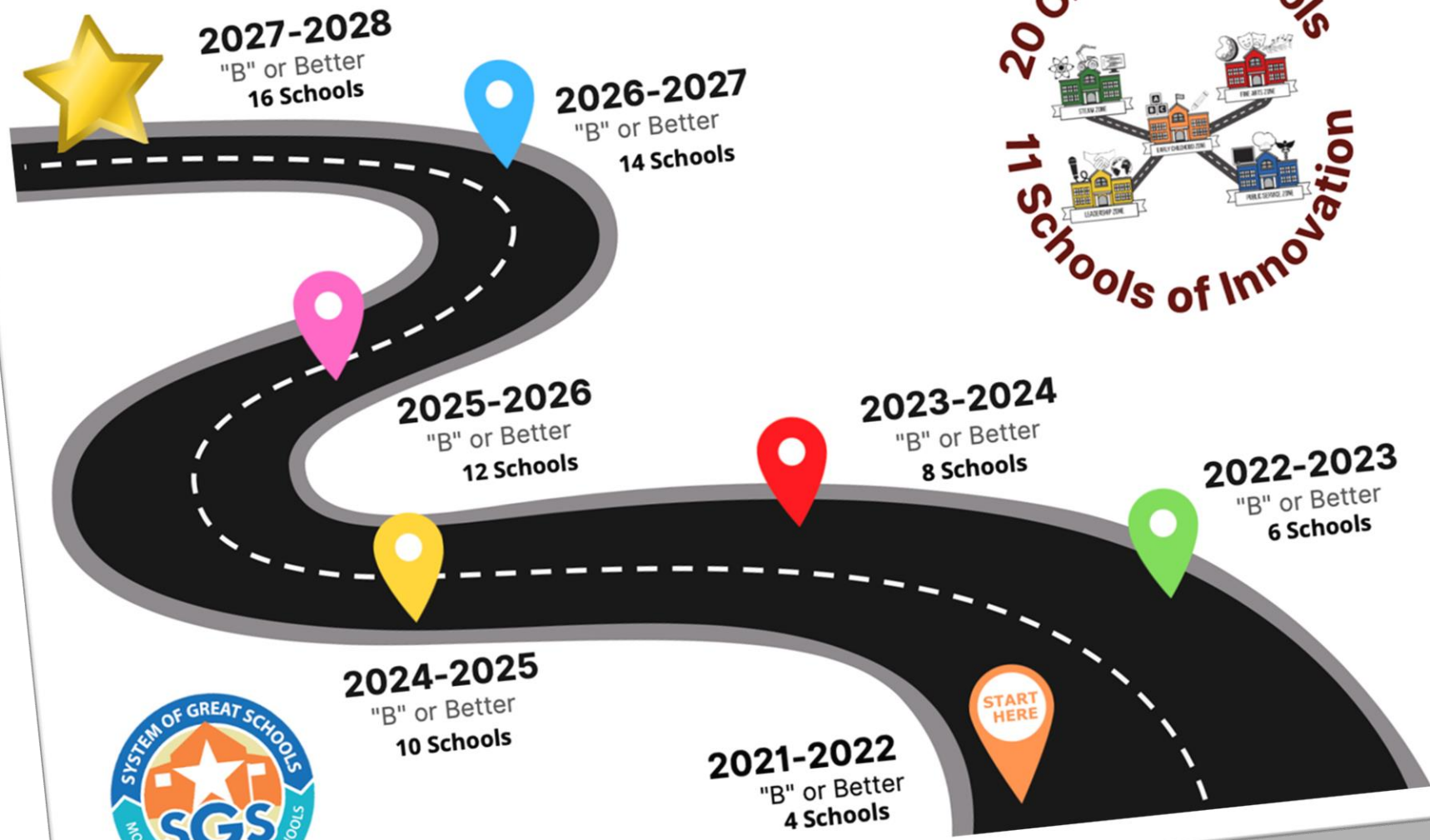
- FIRST Report Public Hearing

November 2023

- Board Workshop: 2022-2023 Preliminary Audit Status Presentation
- Regular Board Meeting: 2022-2023 Audit Approval

Budget Calendar 2023-2024

Edgewood ISD System of Great Schools North Star Goal June 2028 all STAAR accountable campuses will be rated "A" or "B"



Clifton Strengths

Significance

Futuristic

Individualization

Focus

Maximizer

Strategic

Arranger

Input

Self-Assurance

Connectedness



Podcast Thursdays



Significance™

I want to have a positive effect on other people. I want to know that I make a difference in their lives.

PRIORITIES AND ALIGNED INITIATIVES/STRATEGIES

Priority 1 Guaranteed & Viable Curriculum

PLCs

TEKS
Resource
System

Assessment
Strategy

Rigor &
STAAR
Redesign

Evidence
Based
Practices

Priority 2 Tier 1 Instruction

Culture of Learning

- *Classroom Culture Expectations*
- *Learning Objectives & Exit Tickets*

Language Development

- *Student Discourse*
- *Writing Across Content*

Strategic Planning



Analysis of Data & Understand Needs

- Focus group & 1-1 feedback sessions
- Analysis of stakeholder feedback & student data



Making Key Decisions

- Determine the strategies that align to the needs
- Prioritize content and strategies



Identify Leadership Action Steps

- Weekly collaboration meetings to identify immediate actions
 - OSL & Academics
 - RSSP Support
- Redesign systems and resources



Align to Other Work

- Consider how the strategies align to other priorities to determine coherence

Focus on Learning



**Observation and
Feedback**

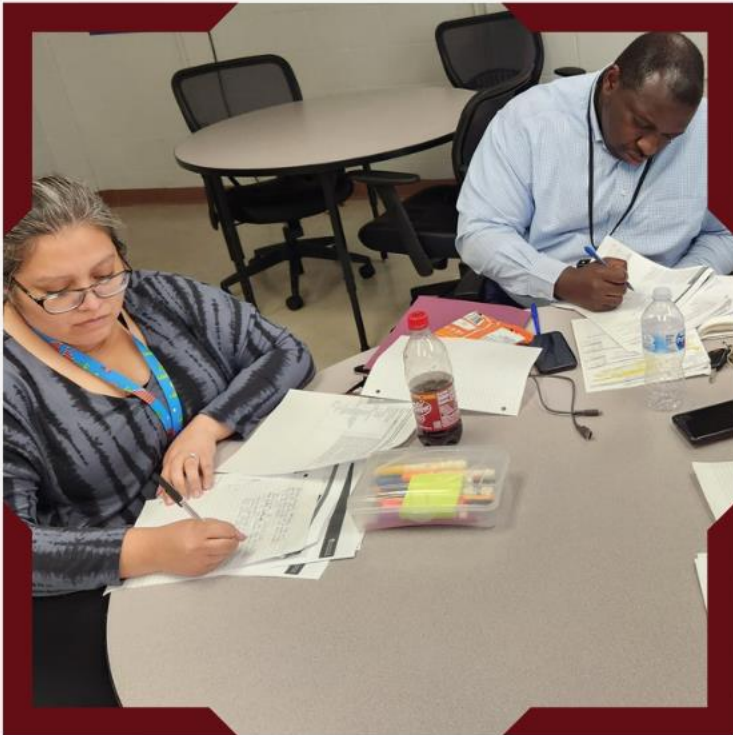


**Visiting Exemplar
Classrooms**

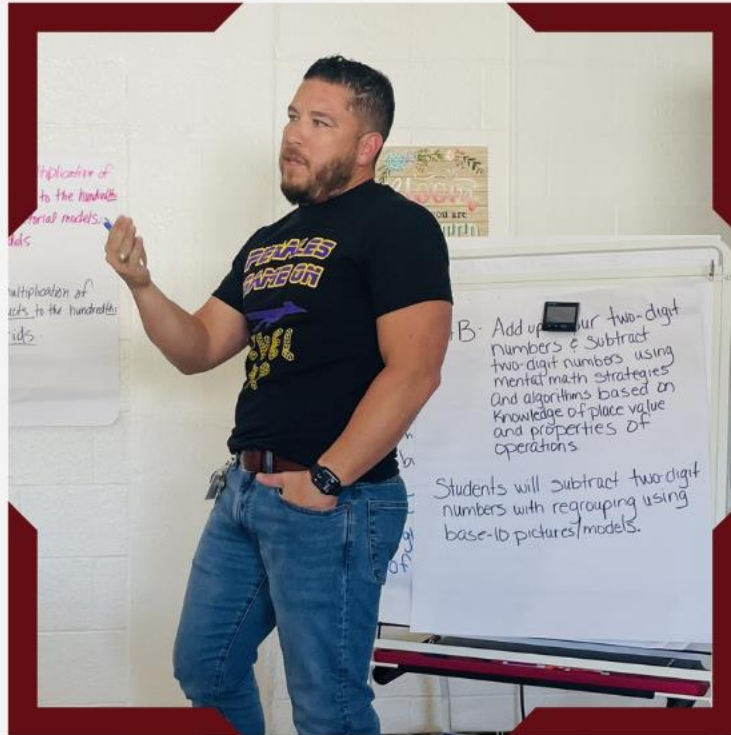


**Implementation of
Resources**

Collaborate



**Scripting the I
Do**

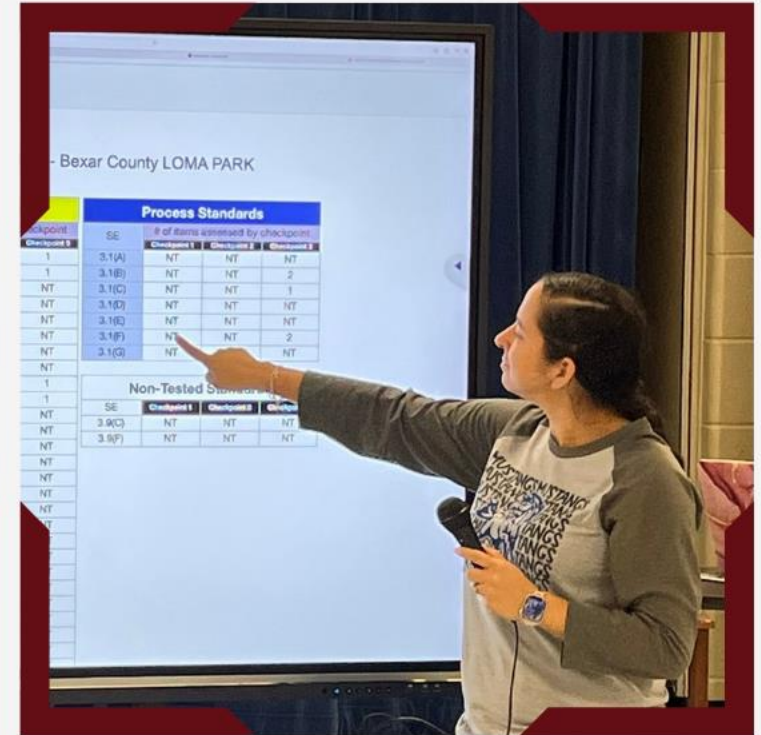
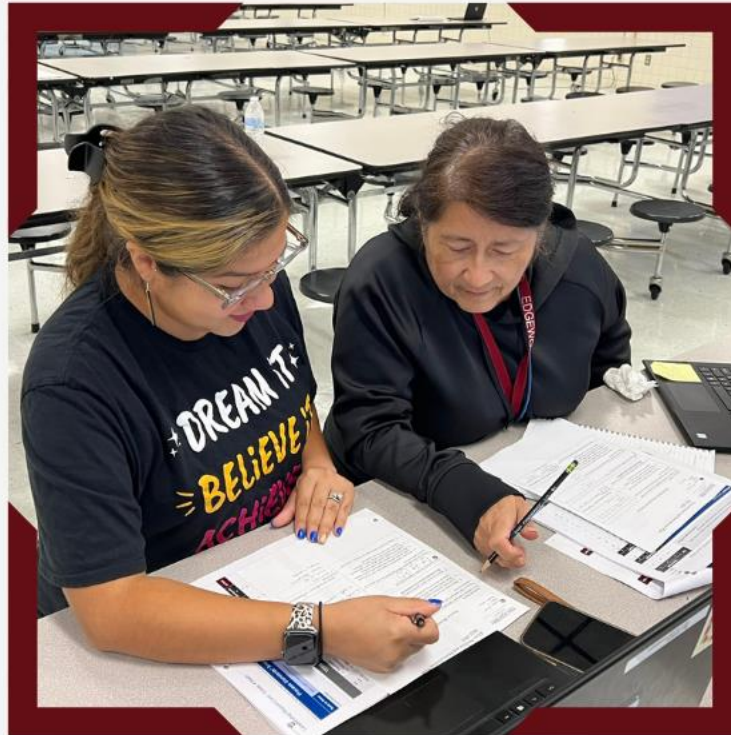
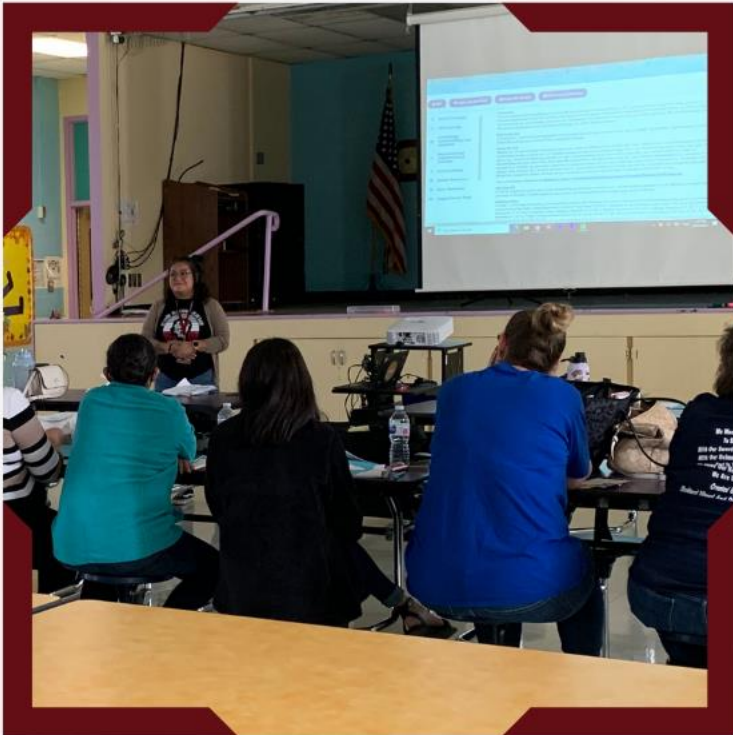


PLCs

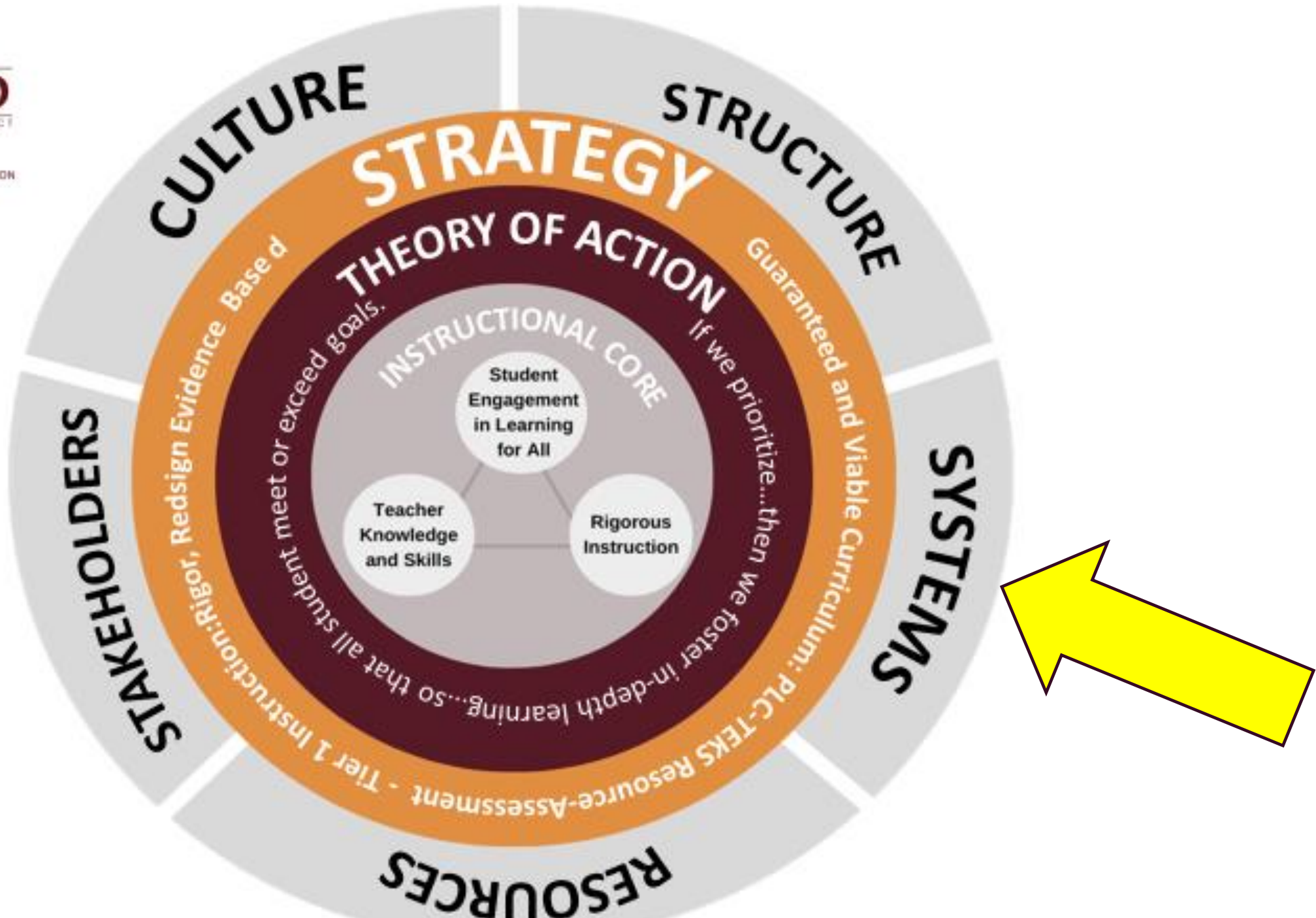


Daily Planning

Focus on Results



Data-Driven Instruction





LBJ Elementary Support Visit

November 10, 2022

**Office of School Leadership
& Academics**

Implementation Plan

Key Questions	Notes
<ul style="list-style-type: none"> What needs to be adjusted? 	<ul style="list-style-type: none"> Direct instruction Accountability – using ipads/ structures/ teacher clarity/ monitoring/ admin and IC Behavior/ classroom management Scheduling of walk throughs/ intentional of time/ see specific pieces of lesson Looking at PLC are set up and planned
<ul style="list-style-type: none"> Are there any key actions missing? 	<ul style="list-style-type: none"> Small group instruction Follow up with teachers/ suggest strategies Looking at teacher daily schedules Real time feedback/ in the moment feedback (build culture of transparency)
<ul style="list-style-type: none"> Are these the right goals and implementation actions to move us forward for the remainder of the cycle? 	<p>YES!</p>
<ul style="list-style-type: none"> How does this impact the big picture? 	<ul style="list-style-type: none"> Overall, accountability as leadership team to teachers to students
<ul style="list-style-type: none"> Who will do what? Update the plan as needed. 	

Planning Coaching Cycles

Logistics First: We'll break out into pairs (collaborators together) to calendar out our coaching.

District Staff Liaison	School Leaders
Nathaly Batista-Morales	Itzamara Canales, Principal
Austin Hawk	Phillip Arriola, Admin Intern
Christian K. Parra, Elementary Math	Lindsey Saldana, Assistant Principal
Marissa Perez, Elementary Literacy	Raquel Rodriguez, Literacy/SS Coach
Sandra Castilleja, Elementary Social Studies	Esther Casias, Math/Science Coach
Rebecca Barrientos	Hugo Hernandez

Get to know your Collaborator: What strengths will you each be bringing to coaching cycles?

Make a copy of [the Google Template](#):

- Between December 5-16, what 2-3 days can you commit to being on campus together at HBG?
- Day 1: Using teacher master schedules, what time will you meet with each teacher on your caseload to pre-plan with them?
- Day 2: When will you observe each teacher on your caseload?
- Day 2 or 3: When will you debrief the classroom visit with each teacher?

What are our next steps?

The Principal's / Leaders First 30 Minutes

Elementary Principal

8:00– 8:30 AM

Secondary Principal

8:15–8:45 AM

Classroom Walks to Look For:

- Teacher Presence
- Classrooms are prepared for learning.
Learning Objective is posted.
- Students are ready to learn.

Elementary Principal

- Morning Meeting
- Literacy Block (whole group)
 - Heggerty Phonological Awareness
 - Phonics
- Math Block (whole group)
 - Number Sense Routine
 - Problem Solving Routine

Edgewood ISD

1ST 30 MINUTE PRINCIPAL WALKS



What should the elementary principal do during the first 30 minutes of the school day (8:00-8:30 AM)

Look for:

1. **Teacher presence.** The teacher is actively engaged with students and engaged in a daily routine to start the instructional day.
2. **Classrooms are prepared for today's learning.** The correct date is posted along with the **Learning Objective** for the day.
3. **Students are ready to learn.** Students are engaged in a **Morning Meeting**. Students are following the teacher's directions and know what they should be doing.

Elementary (K-5)

Literacy Block

First 10 minutes

K-3 - Heggerty Phonological Awareness & Phonemic Awareness

4-5 - Phonics

Next 10 minutes

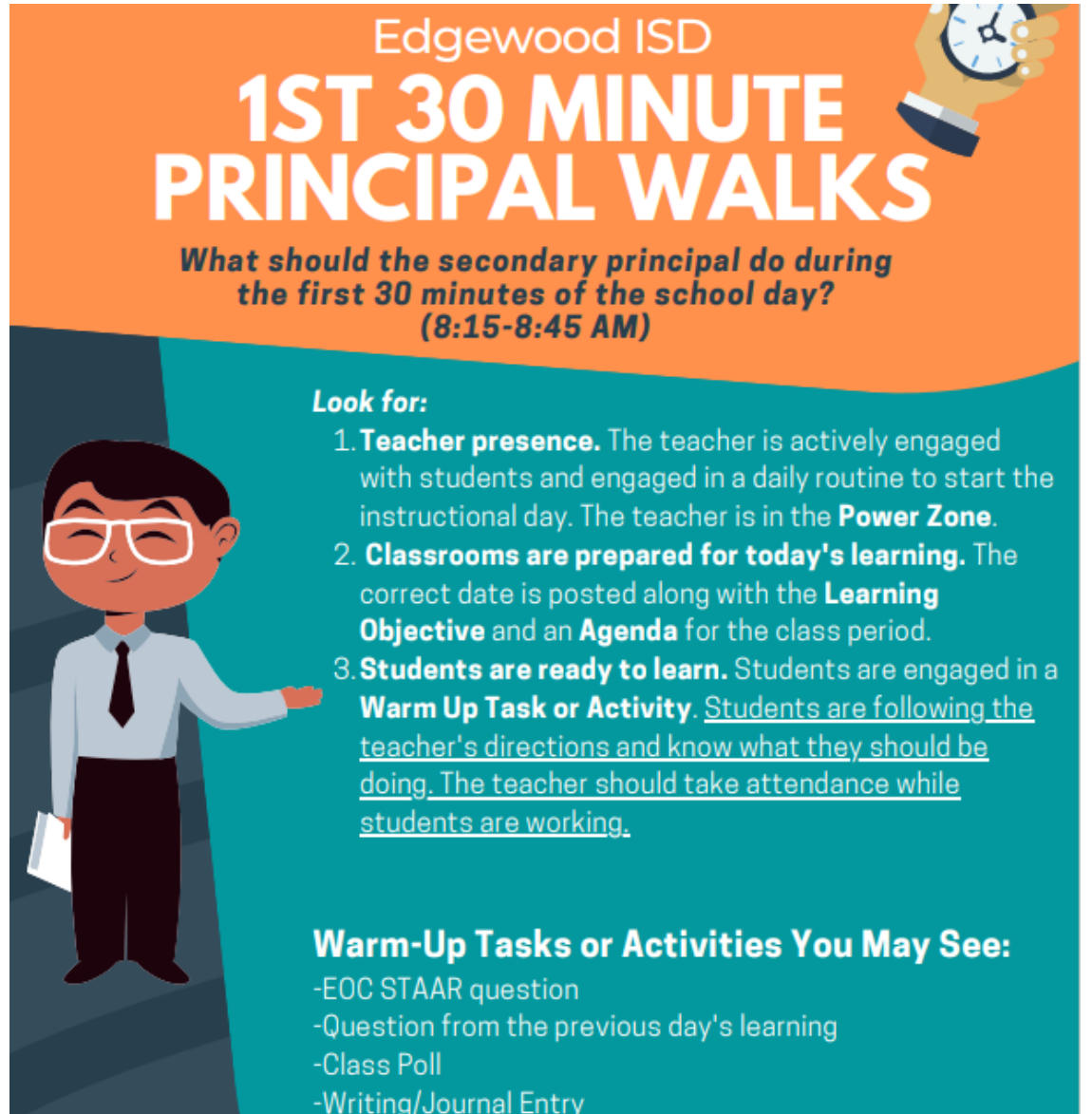
K-3 Phonics - HMH Daily Teaching Slides & Reading Academies

4-5 - Read Aloud/Vocabulary Instruction



Secondary Principal

- Learning Objective
- Agenda
- Warm-Up Activity



Edgewood ISD

1ST 30 MINUTE PRINCIPAL WALKS



What should the secondary principal do during the first 30 minutes of the school day?
(8:15-8:45 AM)

Look for:

1. **Teacher presence.** The teacher is actively engaged with students and engaged in a daily routine to start the instructional day. The teacher is in the **Power Zone**.
2. **Classrooms are prepared for today's learning.** The correct date is posted along with the **Learning Objective** and an **Agenda** for the class period.
3. **Students are ready to learn.** Students are engaged in a **Warm Up Task or Activity**. Students are following the teacher's directions and know what they should be doing. The teacher should take attendance while students are working.

Warm-Up Tasks or Activities You May See:

- EOC STAAR question
- Question from the previous day's learning
- Class Poll
- Writing/Journal Entry



The First 30 Minutes is SACRED.

Put this time on your
calendar

No phone calls

No discipline

No paperwork

No appointments or
meetings scheduled

"Tell your secretary "Do
Not Disturb" you unless it
is an emergency



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