

2023 Administrators Retreat

July 17-18, 2023

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



#peoplematter

Dr. Eduardo Hernández, Superintendent of Schools

NORMS



- **Be Engaged**
- **Assume Positive Intent from your Colleagues**
- **Be Perpetually Curious and Authentic**
- **Share the Air**
- **Remember Your "Why"**

EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

#ThinkPlayWinEISD

#tellyourstory

VACATION



Travel

**PLAN
AHEAD**

**88th
Legislative
Session
2023**

**ADOPTED
BUDGET**

**WE ARE A
COMMUNITY
OF
CHAMPIONS**

**Intended
Learning
Outcomes**



WE ARE A COMMUNITY OF CHAMPIONS

2023 Administrators Retreat

#ThinkPlayWinEISD

Dr. Eduardo Hernández, Superintendent of Schools

COMMUNITY OF CHAMPIONS



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#ThinkPlayWinEISD

Edgewood Today



Signing Day



 **learn4life**[®]
CHANGE YOUR STORY



STEAM
School of Innovation



Our Why?

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The bottom line is about them

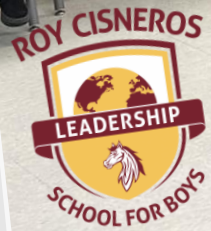


#ThinkPlayWinEISD

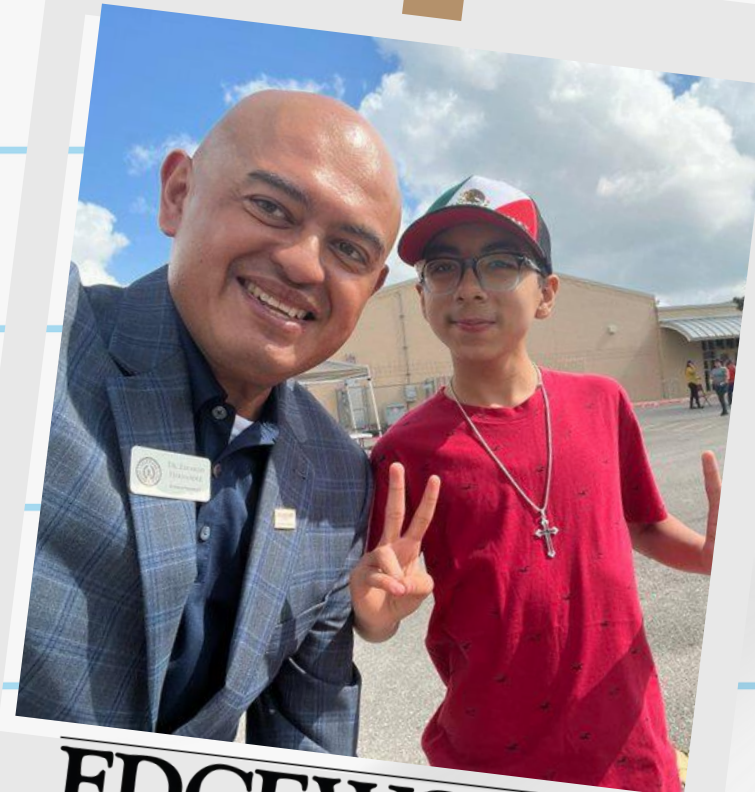


and getting them here.



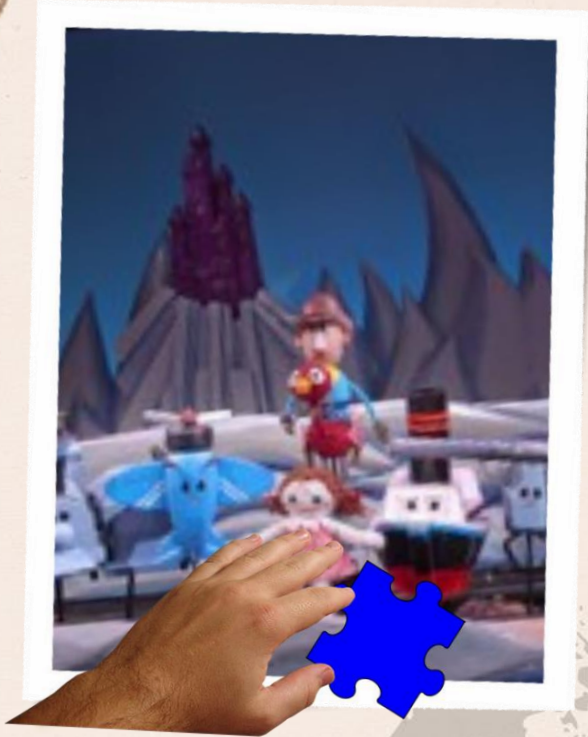


#tellyourstory



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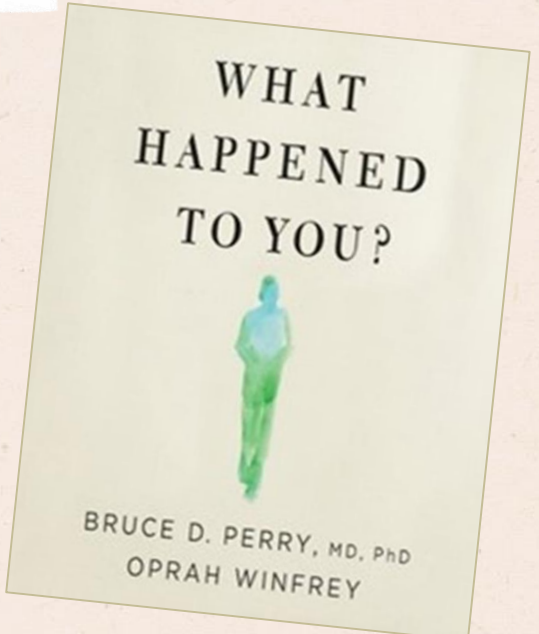
Dr. H's Journey



1st
Generation
Scholars



Yale SCHOOL OF
MANAGEMENT



#ThinkPlayWinEISD



Let's frame the conversation



Engage in the Work

Intentional Approach



WE ARE A
COMMUNITY
OF
CHAMPIONS

10	10,90	0,00	109,39	118,90
11	18,72	16,00	132,63	427,84
12	9,41	11,60	168,07	102,48
13	46,02	22,95	253,20	209,26
14	295,87	54,04	30,03	8,10
15	288,80	60,97	35,07	29,87
16	348,46	54,18	29,49	28,81
17	366,20	59,12	32,34	33,88
18	329,36	52,83	33,90	43,38
19	315,87	29,11	34,59	39,09



Total	3043,55	473,92	375,79	337,71	51,84	54,39	4337,20
Payments	400,00	300,69	302,00	50,00	1,84		
Balance	73,92	75,10	35,71				



Attention to Detail

Present at Work

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P PROFESSIONALISM




Be Your Own Expert



Plan Ahead



Organized



How you Approach
the Job



Positive Attitude



Represent the District



Get the Job Done

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No Excuses



Deliver Results



Leaders Get the Behavior they Tolerate



ACCOUNTABILITY



It's Not Personal



Establish Clear Expectations



Address Under Performance

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C O M M U N I C A T I O N



Listen



Collaboration



Customer Service



Thought Partner



Communicate Early & Often



Be Flexible

RESULTS

#ThinkBigPlayBigWinBig

WE ARE A
COMMUNITY
OF
CHAMPIONS

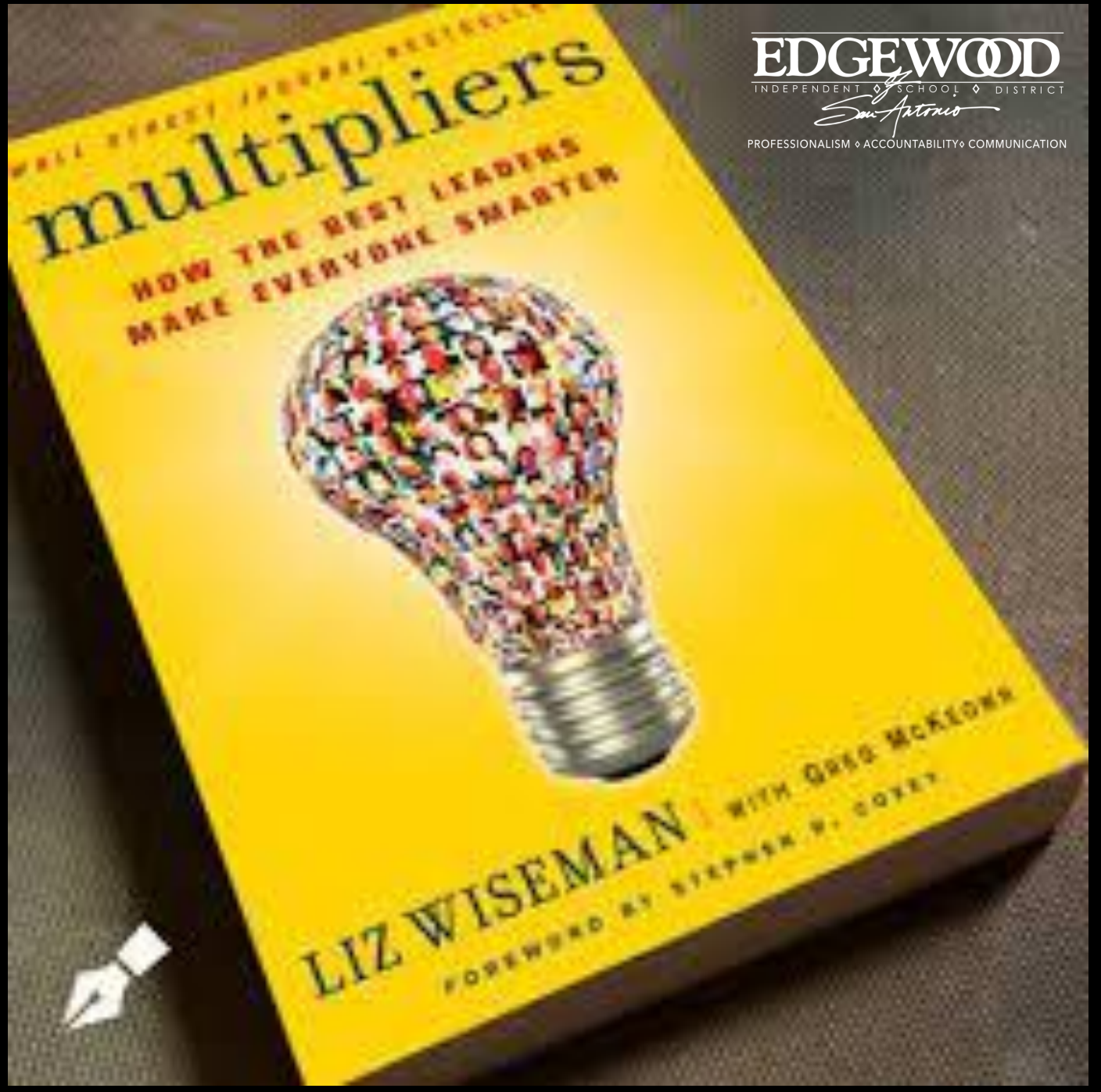
OWNERSHIP

CLARITY

KPI

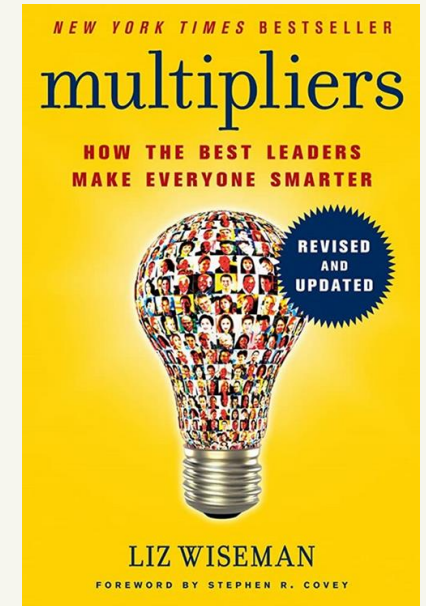
KEY PERFORMANCE INDICATOR





"Instead of achieving linear growth by adding new resources, leaders rooted in the logic of multiplication believe that you can more efficiently extract the capability of your people and watch growth skyrocket by multiplying the power of the resources you have."

Surround yourself with great leaders

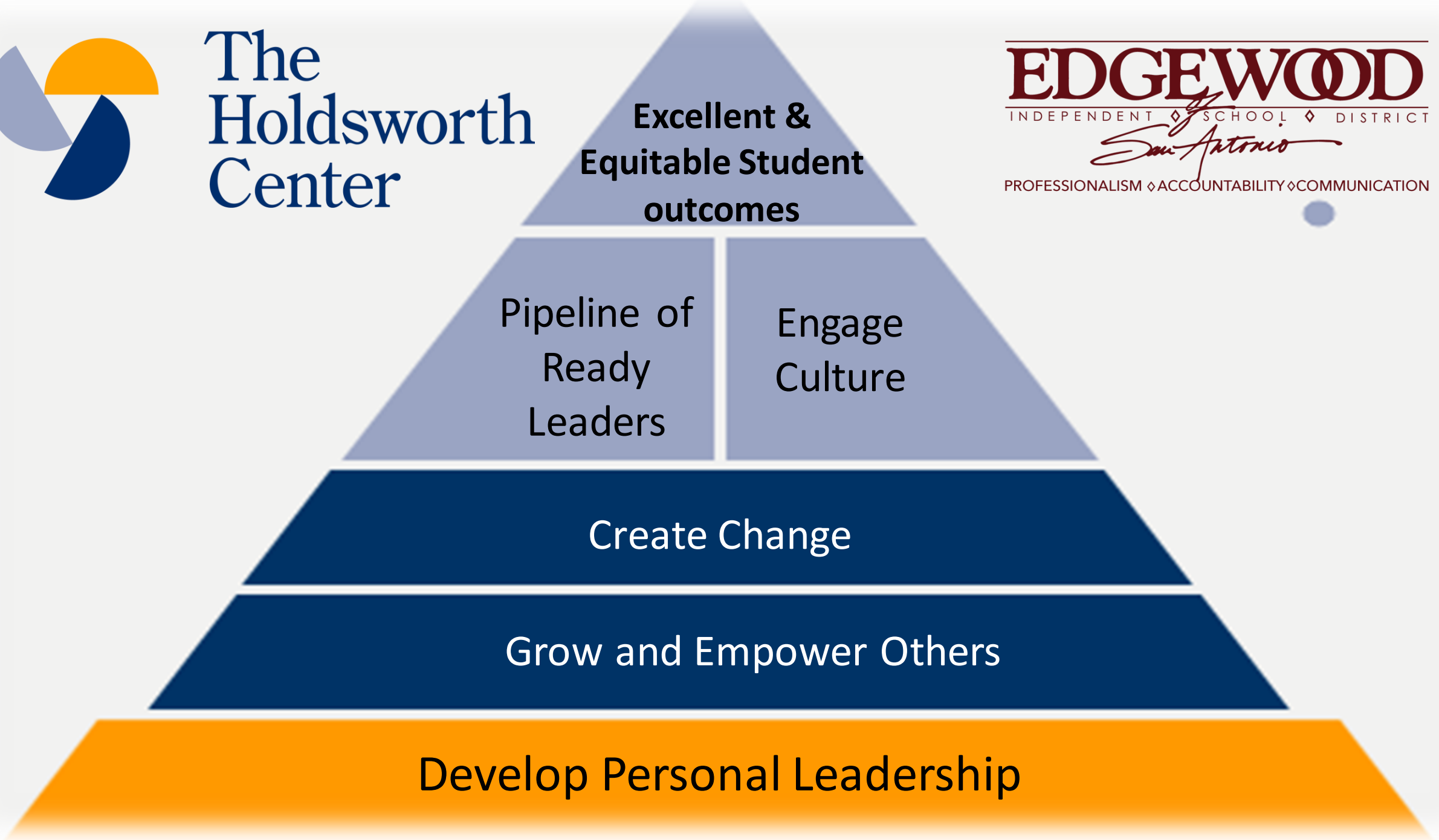


- Chapter One: The Multiplier Effect
- Chapter Two: The Talent Magnet
- Chapter Three: The Liberator
- Chapter Four: The Challenger
- Chapter Five: The Debate Maker
- Chapter Six: The Investor
- Chapter Seven: The Accidental Diminisher
- Chapter Eight: Dealing with Diminishers
- Chapter Nine: Becoming a Multiplier



The
Holdsworth
Center

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INDEPENDENT SCHOOL DISTRICT
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May 25, 2023

Contact: Lauren Blevins, Dir.
Marketing & Communications, EISD
(210) 898-2038

Edgewood ISD selected for Holdsworth Leadership Collaborative to build a bench of outstanding principals for EISD schools

The Holdsworth Center, an Austin-based nonprofit focused on leadership in public education, has selected Edgewood ISD to join the [Holdsworth Leadership Collaborative](#), an 18-month program that will help EISD build a strong bench of aspiring principals who are ready to step into school leadership positions when they arise.

Edgewood ISD is among 13 districts across the state chosen for Holdsworth's world-class leadership development program.

"Edgewood ISD demonstrated a strong commitment to developing principals and a growth mindset around learning new concepts," said Dr. Lindsay Whorton, president of The Holdsworth Center. "Great leaders draw out the best in people and inspire them to achieve the unimaginable. Every student in EISD deserves a strong principal at the helm of their school."

As part of the Collaborative, a team of three – the superintendent and two district leaders – work with Holdsworth staff to define what great leadership looks like in EISD and use this definition to design systems and structures to strengthen the principal pipeline.

Research shows that effective principals can significantly impact student outcomes by creating the conditions for teachers to thrive. Because principals influence the working conditions and skill level of every teacher in the building, their impact is outsized.

"We don't believe there are any quick fixes in education. Investing in the skill and capacity of the people working in our schools is the only way we will see true transformation," Whorton said.

Since its founding in 2017, Holdsworth has served 1,371 educators across 50 districts in more than 200 schools in Texas.

In surveys, 100 percent of superintendents surveyed rate their leadership pipeline as stronger after partnering with Holdsworth for at least three years.

[Click here](#) for more impact stories and data.

The Holdsworth Center

Driven by the belief that teachers and students thrive with great leadership, The Holdsworth Center builds stronger leaders for Texas public schools. Founded in 2017 as a nonprofit by H-E-B Chairman Charles Butt, Holdsworth helps expert educators become stronger leaders through its world-class programs and services. For more information, visit [Holdsworthcenter.org](#).



Finalist

Excellent Equitable Student Outcomes

Develop Personal Teacher Leadership

Teachers Create Change

Pipeline of Ready Leaders

Engage Culture

Senior/District
Leadership Team

Superintendent
Board of
Trustees

*Building a
Teacher*

EISD STRONG



ASPIRE (6)

**Clinical Teachers
(29)**



**TEXAS A&M UNIVERSITY
SAN ANTONIO**

Growing (4)
Our Own
Teachers

EDGEWOOD

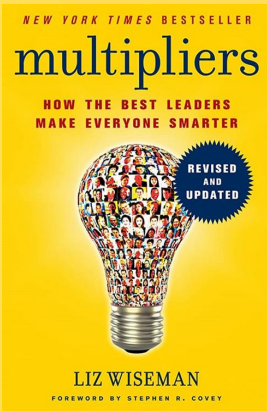
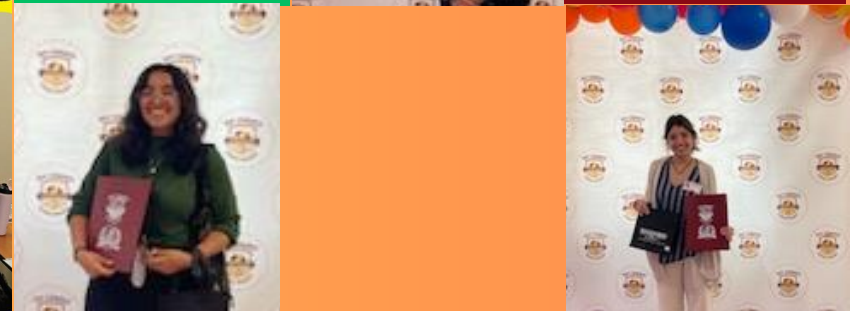
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Yearlong Clinical Teachers 2023-2024



Fellows




Dr. Shelly Butler
Senior Director of
Instructional Leadership



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**Phillip
Arriola**

Stafford Elementary
Visual & Performing
Arts
New Assistant Principal!



**STAFFORD
ELEMENTARY**
Visual & Performing Arts



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**Sara
Huizar**

Lyndon B. Johnson
Elementary
New Assistant
Principal!



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INDEPENDENT SCHOOL DISTRICT
San Antonio
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**Miriam
Martinez**

Roosevelt Dual
Language Academy
New Assistant
Principal!



Jessica Kane, New Fellow



**ASPIRING
ADMINISTRATORS
ACADEMY**
Edgewood ISD

New Assistant Principals

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INDEPENDENT SCHOOL DISTRICT
Superior
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Lindsey Saldana



*Loma Park
Elementary School
New Assistant
Principal!*



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Superior
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Rosalynn Presley

*John F. Kennedy
High School
New Assistant
Principal!*



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Superior
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Tanya Flores

*Memorial High School
New Assistant Principal!*



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INDEPENDENT SCHOOL DISTRICT
Superior
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Larry Machado



*Alonso S. Perales
Elementary
New Assistant
Principal!*



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Superior
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Melanie Lopez

*Henry B. Gonzalez
Elementary School
New Assistant
Principal!*



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Superior
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Rhapsody Vogt


*John F. Kennedy
High School
New Assistant
Principal!*



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Superior
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Charlie LaBoy

*E.T. Wrenn
Middle Middle
New Assistant
Principal!*



**Bobbie Smith, E.T. Wrenn
Middle School**

New Principals



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Sandra Cantu

D.A.E.P.
New Principal!

WELCOME!



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Joel Garcia

E.T. Wronn
Middle School
New Principal!

WELCOME!



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Martha Esquivel

Roosevelt Dual
Language
Academy
New Principal!

WELCOME!



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Melissa Machado

Stafford Visual
and Performing
Arts Elementary
New Principal!

**STAFFORD
ELEMENTARY**
Visual & Performing Arts

WELCOME!



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San Antonio
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Dr. Graciela Martinez

Edgewood Fine Arts
S.T.E.A.M. Academy
New Principal!

WELCOME!



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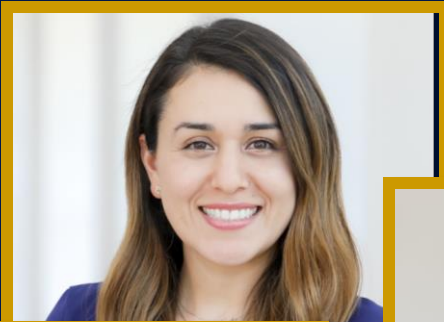
Kristin Willmann

Learn4Life
New Principal!

learn4life

WELCOME!

EDGEWOOD ISD PRINCIPALS



LEADERSHIP TEAM



Phillip Chavez
Deputy Superintendent

Dr. Roberto Basurto
Assistant Superintendent of Academic Services

Dr. Kimberly Gilmore-Madkins
Assistant Superintendent of School Leadership

Theresa Salinas
Chief Innovation Officer

Chriselda Bazaldua
Chief of CCMR and Information Systems

Travis McKelvain
Chief of Schools

Jesse Quiroga
Chief of EISD Police

BUSINESS AND OPERATIONS TEAM

Myrna G. Martinez

Assistant Superintendent of Business & Operations

Elvis Williams

Assistant Superintendent of Operations

Cynthia Trevino

Chief of Human Resources &
Student Support Services

Todd Gratehouse

Chief Technology Officer

Olga Moucoulis

Chief of Staff & Communications

Vacant

Chief Financial Officer





Myrna G. Martinez
Assistant Superintendent



Phillip Chavez
Deputy Superintendent



The Academy Acting Company @AcademyActingCo · Jun 22 ...
Congratulations to Manuel Morales for receiving the highest rating of SUPERIOR for the International Thespian Excellence Awards in Solo Acting!
[@EISDofSA](#) [@FineArtsEISD](#) [@DrH_OnTheEdge](#)

#ThinkPlayWinEISD

8th grade Life Skills Graduation




COMMUNITY OF CHAMPIONS





Tweet your reply

6:59 📶 LTE 🔋

 @DrAndyReddock

Effective leadership: the art of herding cats, juggling priorities, and making the impossible seem routine. It's about keeping the team motivated, fostering a positive culture, and navigating through challenges with a smile.

#ThinkPlayWinEISD



Plan Ahead

VISION 2028

Mission

Edgewood ISD provides an exceptional learning experience that engages, empowers, and prepares students to complete and reach their highest potential in an ever-changing world.

For every child, success in life. Edgewood Proud!

Vision

Outcome

Graduate ALL scholars College, Career, or Military ready per their expected date of graduation!

- P = Professionalism
- A = Accountability
- C = Communication

Core Values

Board/Superintendent Priorities

- Priority 1: Focus on Student Success
- Priority 2: Focus on Student, Families, and Community
- Priority 3: Focus on Operational Excellence
- Priority 4: Focus on Employee and Organizational Improvement
- Priority 5: Focus on Financial Stewardship



Budget Review



Adoption for
2023-24

Fiscal Year
July 1st – June
30th



November 2022

- Campus Staffing Status Meetings
- **November 1** – Board Workshop (21-22 Audit Status Discussion)
- **November 11** – Board Performance Planning Meeting (Leadership)
- **November 15** – Regular Board Meeting: 21-22 Audit Approval

December 2022

- **December 9** - Board Performance Planning Meeting (Business Operations) – Present Budget Calendar & Timeline

January 2023

- Present Budget Calendar & Timeline
- Budget Discussion & Frontline Training
- Provide campuses with budget allocations
- Campus Staffing Status Meetings
- **January 20** – Board Performance Planning Meeting (Leadership)

February 2023

- Final Staffing Recommendations
- Campus Staffing Allocations
- Campus Administrator Recommendations due to HR
- Budget Meetings with departments, campuses and Operation Partners
- **February 7** – Board Study Session #1 – Budget Considerations
- **February 17** – Board Performance Planning Meeting (Business Operations)

March 2023

- Finalize 2023-2024 Campus Staffing Allocations
- Teacher and Other Professional Staff Recommendations due to HR
- Distribute Early separation notices
- Board Approval of Administrator Contracts
- **March 10** – Last day to enter budgets in Frontline

April 2023

- Present Budget Calendar & Timeline
- Board Approval of Teacher and Other Professionals
- Letters of Assurance for Para's and Auxiliary employees
- **April 4** - Board Study Session #2 – Preliminary Budget & Compensation Plan Review
- **April 13** – Board Performance Planning Meeting (Business Operations & Leadership)
- **April 20** – 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 11** – Board Performance Planning Meeting (Business Operations & Leadership)
- **May 16** – Regular Board Meeting: Present Final 2023-2024 Proposed Budget and Proposed Tax Rate to the Board
- **May 26** – Publish Notices – newspaper and districts' website
- **May 30** – Board Study Session #4 – Proposed Budget and Compensation

June 6, 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



2023-2024
Budget Calendar

5 BOARD/SUPERINTENDENT PRIORITIES



#ThinkBigPlayBigWinBig



Priority 1: Focus on Student Success (\$75,460,710)

General Fund: \$65,314,812

ESSER: \$10,145,898

Priority 2: Focus on Students, Families, and Community (\$6,715,383)

General Fund: \$6,554,414

ESSER: \$160,969

Priority 3: Focus on Operational Excellence (\$20,884,271)

General Fund: \$20,884,271

Priority 4: Focus on Employee & Organizational Improvement (\$2,112,557)

General Fund: \$1,097,930

ESSER: \$1,014,627

Priority 5: Financial Stewardship (\$1,148,573)

General Fund: \$1,148,573

\$95,000,000 General Fund

\$11,321,494 ESSER

2023-24 BUDGET

Human Resources



Cynthia Trevino

Chief of Human Resources &
Student Services



Staffing



Stipends



Vacancies



Substitutes

Recruitment and Retention Initiatives

2023 - 2024

Teacher starting
Pay increased to
\$58,500

Teacher
3% RAISE

Para - Professional
& Auxiliary
3% RAISE

Administrators
3%

Teacher
Sign on Bonus

"Over the Ratio"
Stipend

Dual Credit
Stipend

Perfect
Attendance

Buy Back
Program

Longevity
Stipend

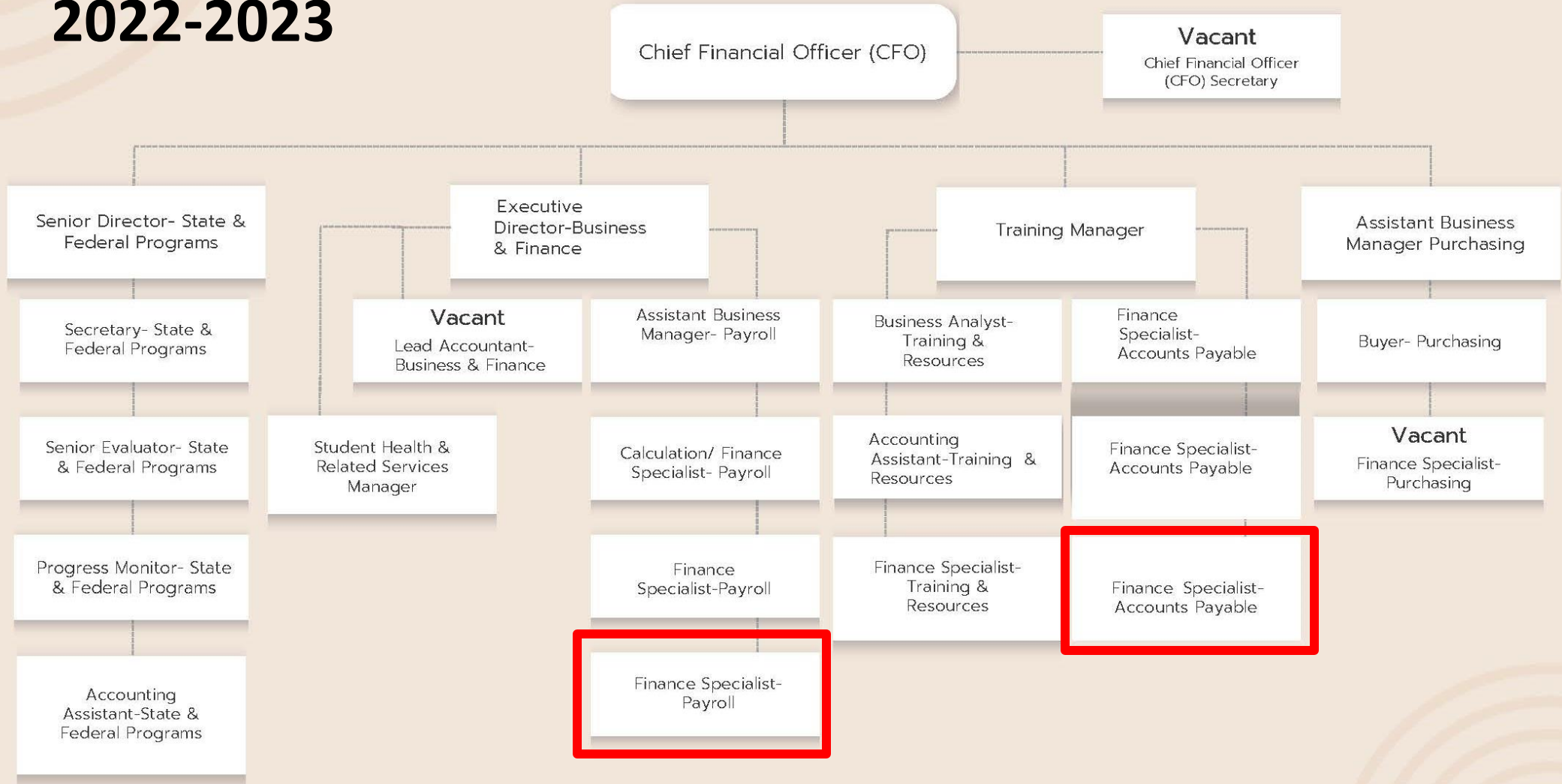
"Hard to Fill"
Position Stipend

End-of-Course
Stipend



Business & Finance Department

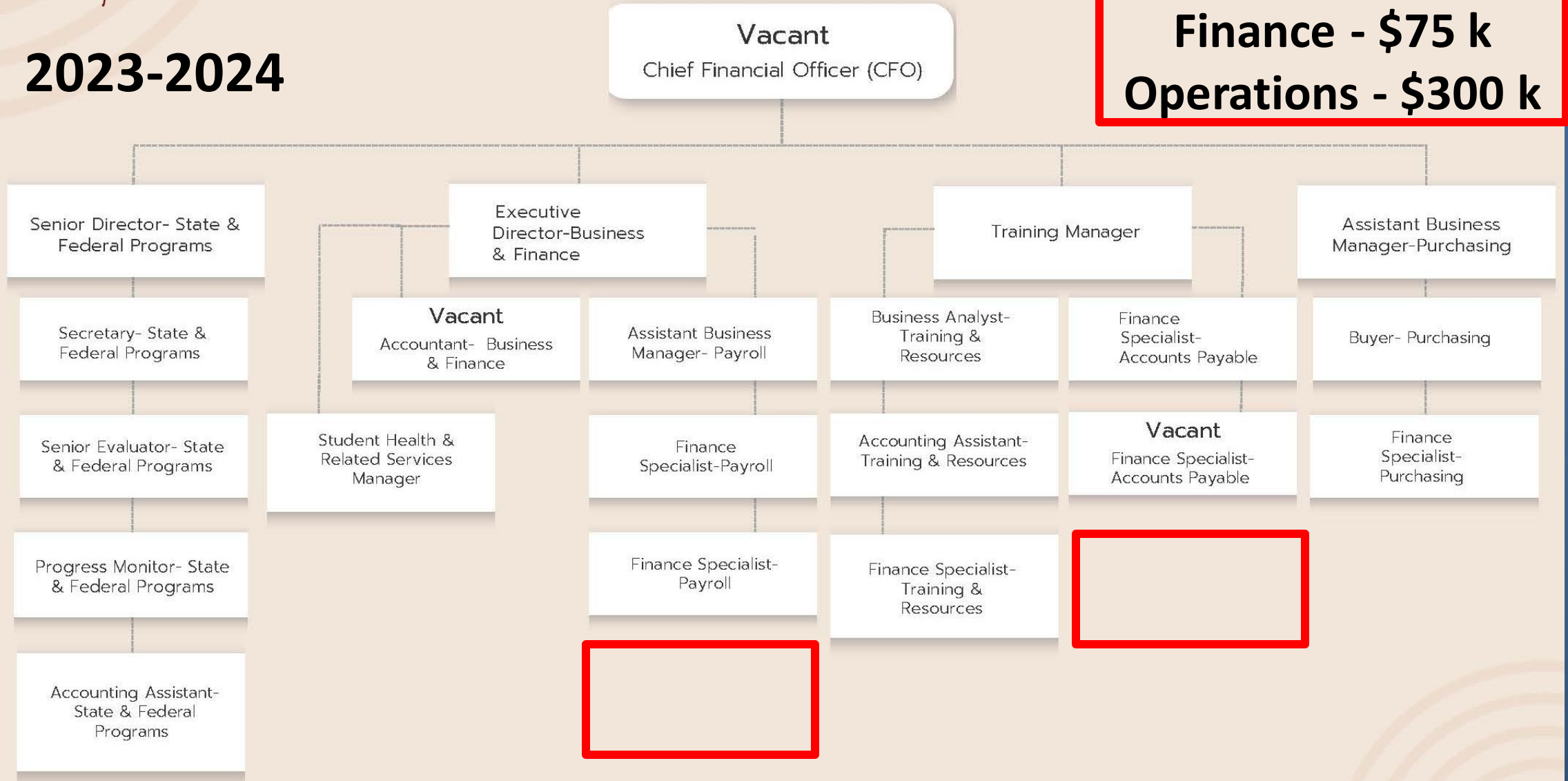
2022-2023

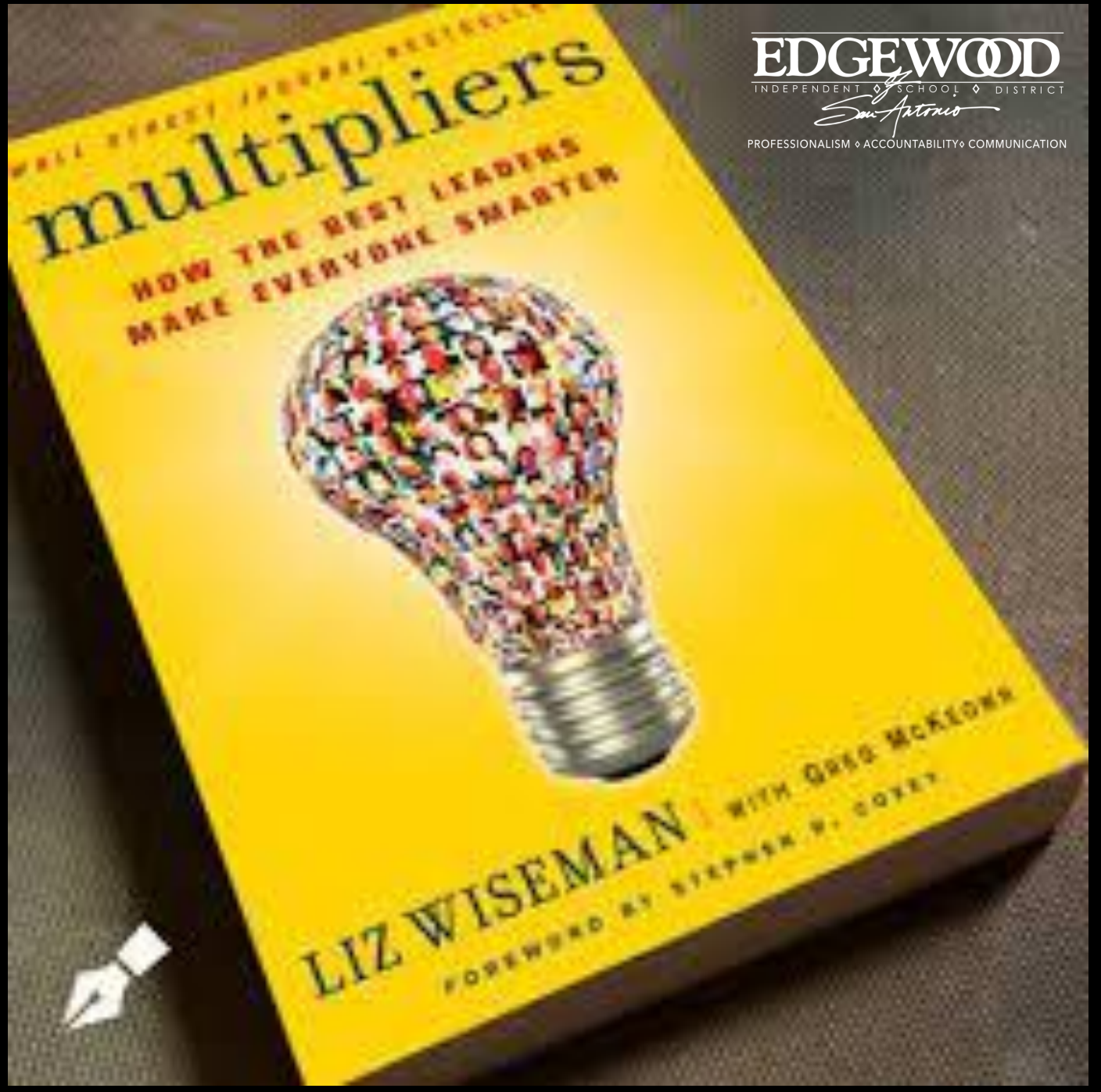


Business & Finance Department

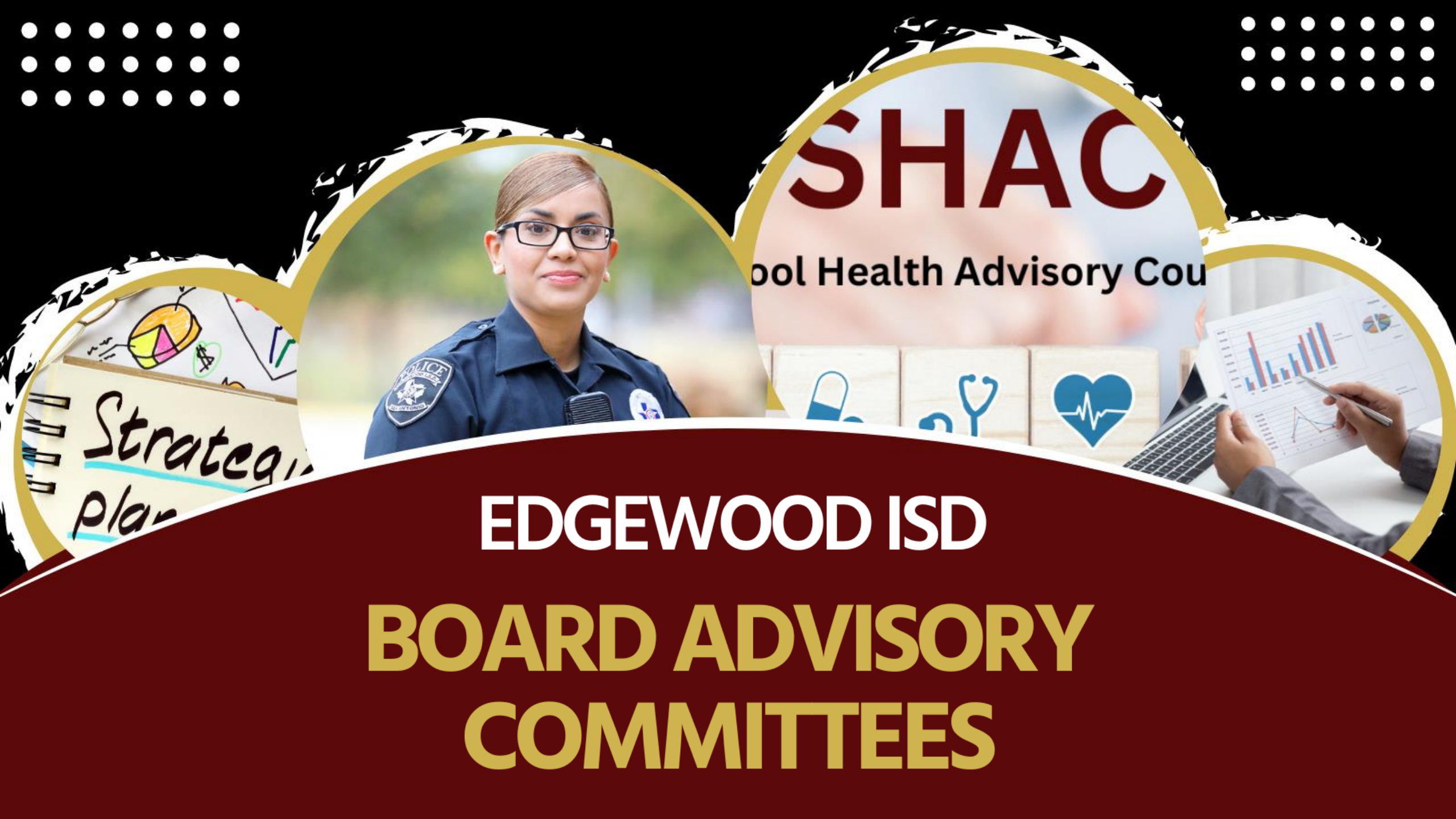
2023-2024

**Estimated Savings:
Finance - \$75 k
Operations - \$300 k**





"Instead of achieving linear growth by adding new resources, leaders rooted in the logic of multiplication believe that you can more efficiently extract the capability of your people and watch growth skyrocket by multiplying the power of the resources you have."



SHAC

School Health Advisory Cou

Strategic
Plan

EDGEWOOD ISD BOARD ADVISORY COMMITTEES

BOARD ADVISORY COMMITTEES

District Safety

Facilities & Finance

Strategic Planning

School Health



District Safety Advisory Committee

Members

Purpose: The committee shall participate on behalf of the district in developing and implementing emergency plans consistent with the district multi-hazard emergency operations plan to ensure the plans reflect specific campus, facility, or support service's needs. Provide recommendations to the board and district administrators on updating the district multi-hazard emergency operations plan in accordance with the Texas Education Agency, the TxSSC, or a person included in the registry of persons providing school safety or security consulting services established by the TxSSC



- Martha Castilla, Board President
- Dr. Kimberly Madkins, Assistant Superintendent of School Leadership
- Jesse Quiroga, Chief of EISD Police
- Michael Valdez, Board Member

*Meeting Dates:

August 21, 2023
January 22, 2024

*Additional meetings will be held on an as needed basis.

SEE SOMETHING, SAY SOMETHING!
EDGEWOOD ISD
SAFELINE
24 HOUR ANONYMOUS REPORTING



**District Safety Advisory
Committee PURPOSE**

Legislative Update



Panic Button Bill
SB 838



**School
Safety Bill**

HB 3

No Funding

Members



- Dr. Robert Basurto (Chair), Assistant Superintendent of Academic Services
- Elvis Williams, Assistant Superintendent of Operations
- Myrna G. Martinez, Assistant Superintendent of Business & Operations
- Jose Hinojosa, Senior Director of Educational Operations
- Joseph Guerra, Board Secretary
- Frank Espinosa, Board Member
- Richard Santoyo, Board Member



Facilities & Finance Advisory Committee

Purpose: The function of the Facilities and Finance Committee is to provide strategic advice and recommendations to the District and the Board of Trustees. The Facilities and Finance Committee should strengthen the existing board and Senior Leadership Team (SLT), but in no way interfere with their respective authority.

The Facilities and Finance Committee should possess expertise about our community, schools, the needs of our students and budgeting processes. The District and the Board of Trustees shall rely on the Facilities and Finance Committee, as an external group, to provide non-biased information and advice that will be in the best interest of Edgewood I.S.D. in its entirety.

*Meeting Dates:

Beginning of the Year: October

Middle of the Year: March

End of the Year: June

*Additional meetings will be held on an as needed basis.

Facilities and Finance Advisory Committee PURPOSE



**Review
District and
School
Enrollment
Trends**



**Review
Personnel
Costs**



**Review
Facility
Usage**



**Review
Facility
Updates and
Maintenance
Costs**



**Review
Demographics &
Make
Recommendations**

Project Updates



PPS Parking Lot
ETC July 2023



Warehouse

Certificate of Occupancy application submitted
Architects developing Building Assessment Proposal
Follow up meeting May 12, to finalize scope of work.

MHS Coolers & Freezers Replacement

In Progress ETC 45 days

KHS Cafeteria Redesign Project

Estimated to begin in Summer 2023

HR Bldg. Flood Damage Repair

Complete



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Elvis Williams

Assistant Superintendent
of Operations



EXPENDITURE CONSIDERATIONS

**Mental Health
Student & Staff**

**Social
Emotional
Learning
Student
Support**

**Physical
Protective
Equipment and
Safety
Investments**

Return on Investment (ROI)

**Acceleration
for
Learning Loss**

**Employee
Compensation
Intersession Dates**

**Fixed Costs –
Building
Renovations
and Technology**

ESSER III Spending Plan

2021-2022

• 40% = \$18.1 Mil

2022-2023

• 30% = \$14.1 Mil

2023-2024

• 20% = \$ 9.4 Mil

ESSER III Spending Estimates

2021-2022

• 28% = \$13.0 Mil

2022-2023

• 46% = \$21.0 Mil

2023-2024

• 16% = \$7.6 Mil

ESSER Funds end Date September 30, 2024

Strategic Planning Advisory Committee

Purpose: Edgewood ISD has the 2022-2028 District Strategic Goals consisting of a System of Great Schools North Star Goals and two Locally Developed Strategic Goals. These goals are used to guide the 2022-2028 District Strategic Plan. Lone Star Governance is to provide coaching and support, through a continuous-improvement framework to intensively focusing on improve student outcomes. Lone Star Governance accomplishes this intense focus through tailored coaching aligned to the five pillars of the Texas Framework for School Board Development, as adopted by the State Board of Education: Vision and Goals, Progress and Accountability, Systems, and Processes, Advocacy and Engagement, and Synergy and Teamwork. In addition to the primary focus on improving student outcomes, Lone Star Governance provides systems for governing legal and fiscal responsibilities.



Members



Phillip Chavez
Deputy
Superintendent

Dr. James Hernandez
Board Vice President

Theresa Salinas
Chief Innovation
Officer

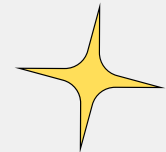
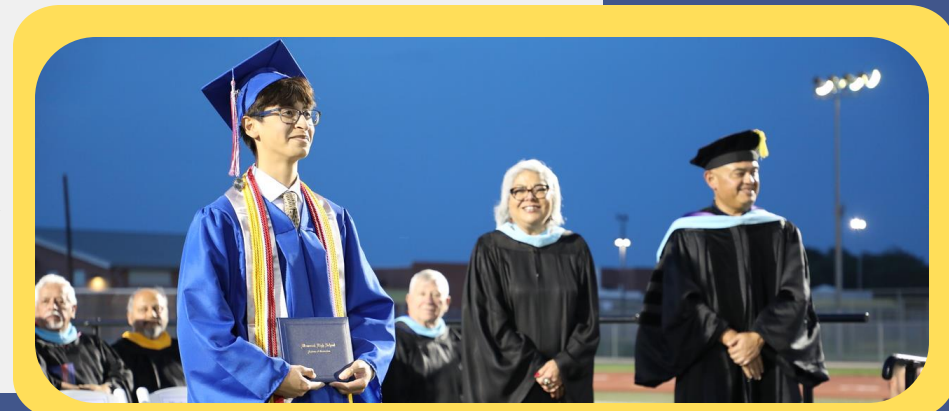
Meeting Dates:
Beginning of the Year: October
Middle of the Year: March
End of the Year: June

“

BOARD/SUPERINTENDENT PRIORITIES

- Priority 1: Focus on Student Success
- Priority 2: Focus on Students, Families, and Community
- Priority 3: Focus on Operational Excellence
- Priority 4: Focus on Employee and Organizational Improvement
- Priority 5: Focus on Financial Stewardship

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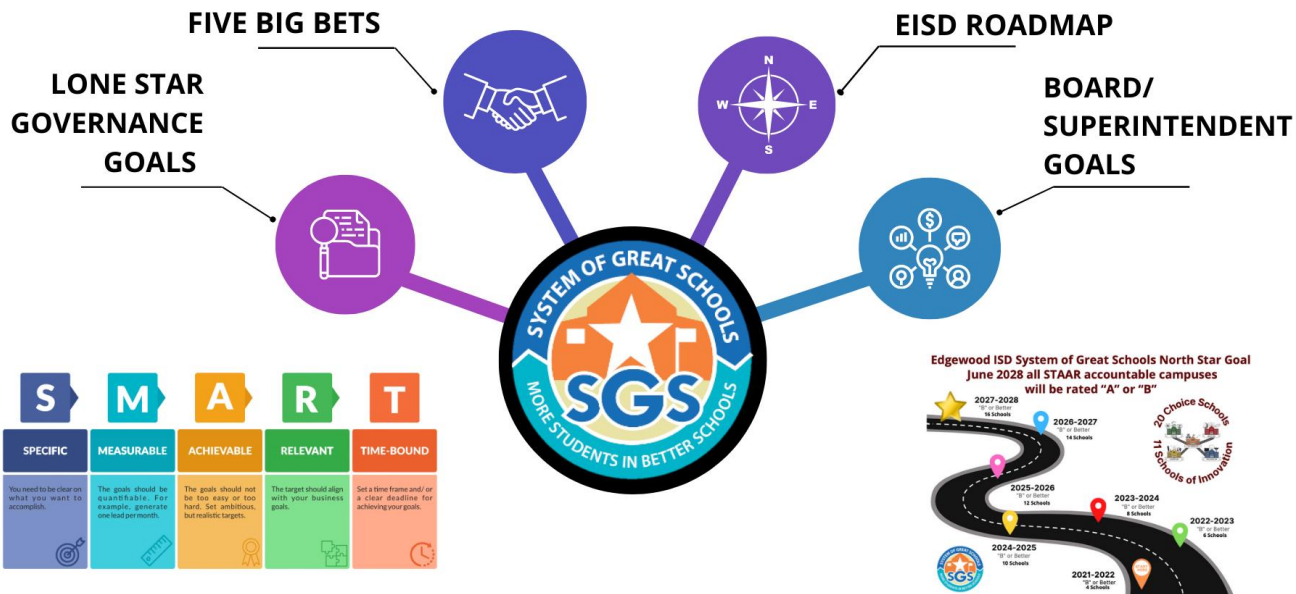


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INDEPENDENT SCHOOL DISTRICT
San Antonio

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

Strategic Planning Advisory Committee

PURPOSE



One Set of System Goals = One Strategic Plan

LSG Updates - Reading

Reinforcements

- Focus on HMH Foundational Skills Routines
- Monitor implementation of small group instruction using mClass & iStation interventions
- Admin focus on walks to ensure consistent small group instruction

Refinements

- Coaching cycles focused on priority grades 2 & 3 - 2 week cycles
- Instructional Coaches continue supporting Tier 1 instruction in Foundational Skills across the district



Model

Proficient

Monitor

Develop

Intervene



Members



Olga Moucoulis,
Chief of Staff &
Communications



Cynthia Trevino,
Chief of Human
Resources & Student
Support Services



Luis Gomez,
Board Member

Meeting Dates

September 20, 2023

November 29, 2023

February 14, 2024

May 22, 2024

School Health Advisory Council

Purpose: School Health Advisory Council (SHAC) is defined by the Texas Department of State Health Services (DSHS), and appointed by the school district level to provide guidance to the district on coordinated school health programming and its impact on student health and learning. The group of individuals represents segments of the community. The board shall appoint at least five members to the SHAC. A majority of members must be persons who are parents of students enrolled in the district and who are not employed by the district. One of those members shall serve as chair or co-chair of the SHAC.

#ThinkPlayWinEISD

COMMUNICATION

PLAN



PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



Faculty and Department Meetings

NEXT
STEPS



SUPERINTENDENT

[Edgewood ISD](#) / [About EISD](#) / Superintendent



Dr. Eduardo Hernández Superintendent of Schools

Phone: (210) 898-2000 | [Email](#) | [Bio](#)



@DrH_OnTheEdge



Dr. Eduardo Hernandez

15 Minute Meeting-Let's Talk About It!

🕒 15 min

📍 Superintendents Office

15 Minute Talk with Dr. Hernandez

Select a Date & Time

POWERED BY
Calendly

< June 2023 >

SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
No times in June						
18	19	20	21	22	23	24
25	26	27	28	29	30	

Time zone

🌐 Central Time - US & Canada (8:59am) ▾

SUPERINTENDENT
PRESENTATIONS

SUPERINTENDENT &
BOARD PRIORITIES

SCHEDULE A
MEETING
LET'S TALK ABOUT IT

SCHOOL BOARD

VISION 2028



Superintendent's
Presentations



Board & Superintendent
Priorities



Schedule a Meeting

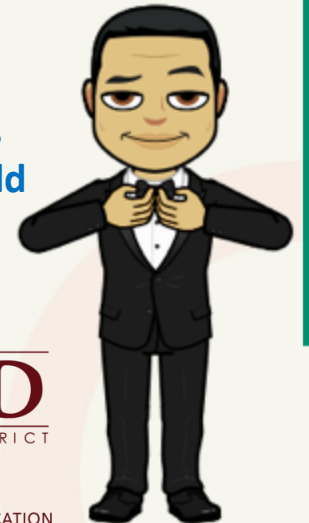


School Board



Vision 2028

Two 15-minute
appointments per week,
7:00 am and 7:15 am held
on Friday's.

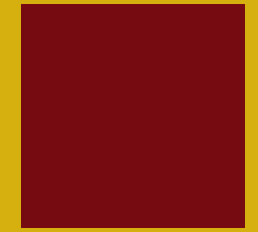


EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

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Thank You

2023
Administrators
Retreat



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INDEPENDENT SCHOOL DISTRICT
San Antonio
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WE ARE A COMMUNITY OF CHAMPIONS

2023 Administrators Retreat



#ThinkPlayWinEISD

Dr. Eduardo Hernández, Superintendent of Schools

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INDEPENDENT SCHOOL DISTRICT

San Antonio

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A person stands on a rocky peak at sunset, raising their fist in triumph. The sky is filled with warm, golden light, and the background shows rolling hills and mountains.

Great achievement is usually born of great sacrifice and is never the result of selfishness.

#ThinkPlayWinEISD