

New Teacher Academy

July 24, 2023



Dr. Eduardo Hernández
Superintendent of Schools

#THINKPLAYWINBIG

#tellyourstory

VACATION



Travel

New Teacher Academy

July 24, 2023

EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

*Dr. Eduardo Hernández,
Superintendent of Schools*

#THINKPLAYWINBIG

#THINKPLAYWINBIG

NORMS



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



Intended Learning OUTCOMES



- OUR HISTORY
- VISION 2028
- DISTRICT INITIATIVES
- MY WHY



STEAM
School of Innovation



Our Why?

EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio

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San Antonio, TX

Place in: [3 counties](#), [San Antonio-New Braunfels, TX Metro Area](#), [Texas](#), [United States](#)

1,434,540

Population

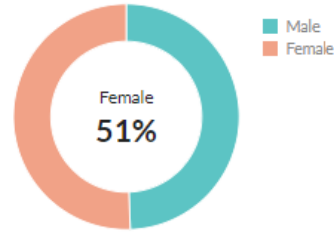
498.4 square miles

2,878 people per square mile

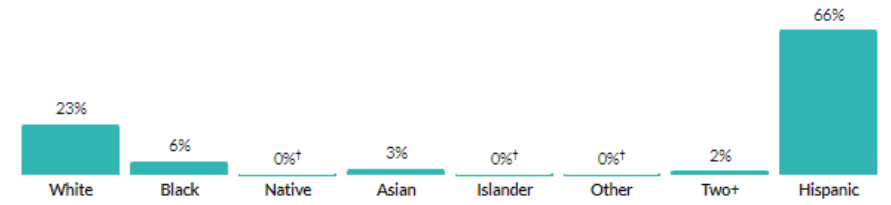
Census data: ACS 2021 5-year unless noted

Median Age: 33.9% and Texas is 35%
 Income: \$28,579 per capita and Texas is \$34,255
 Median household Income: \$55,084 and Texas is 67.321%
 Poverty: 17.6% and Texas is 14%
 House Units: Owner 52% and Renter 48%
 Birth Rate: 5.4% and Texas is 5.7%
 Educational Attainment: 83.3% High School Grad or higher.
 27.3% Bachelor's Degree or higher, and Texas is 31.5%
 Veterans: 8.4% and Texas is 6.7%

Sex



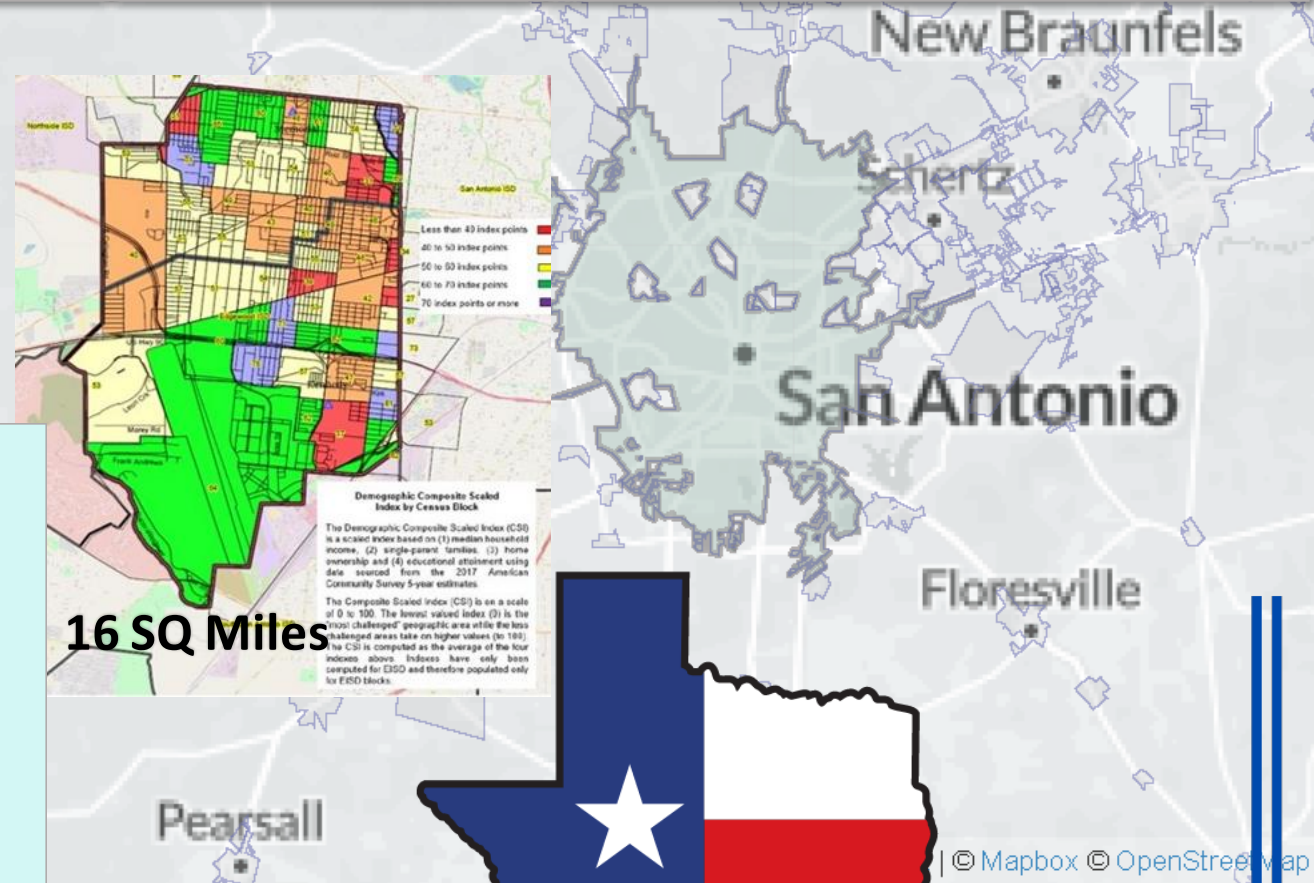
Race & Ethnicity



Show data / Embed

* Hispanic includes respondents of any race. Other categories are non-Hispanic.

Show data / Embed



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Express-News Photo

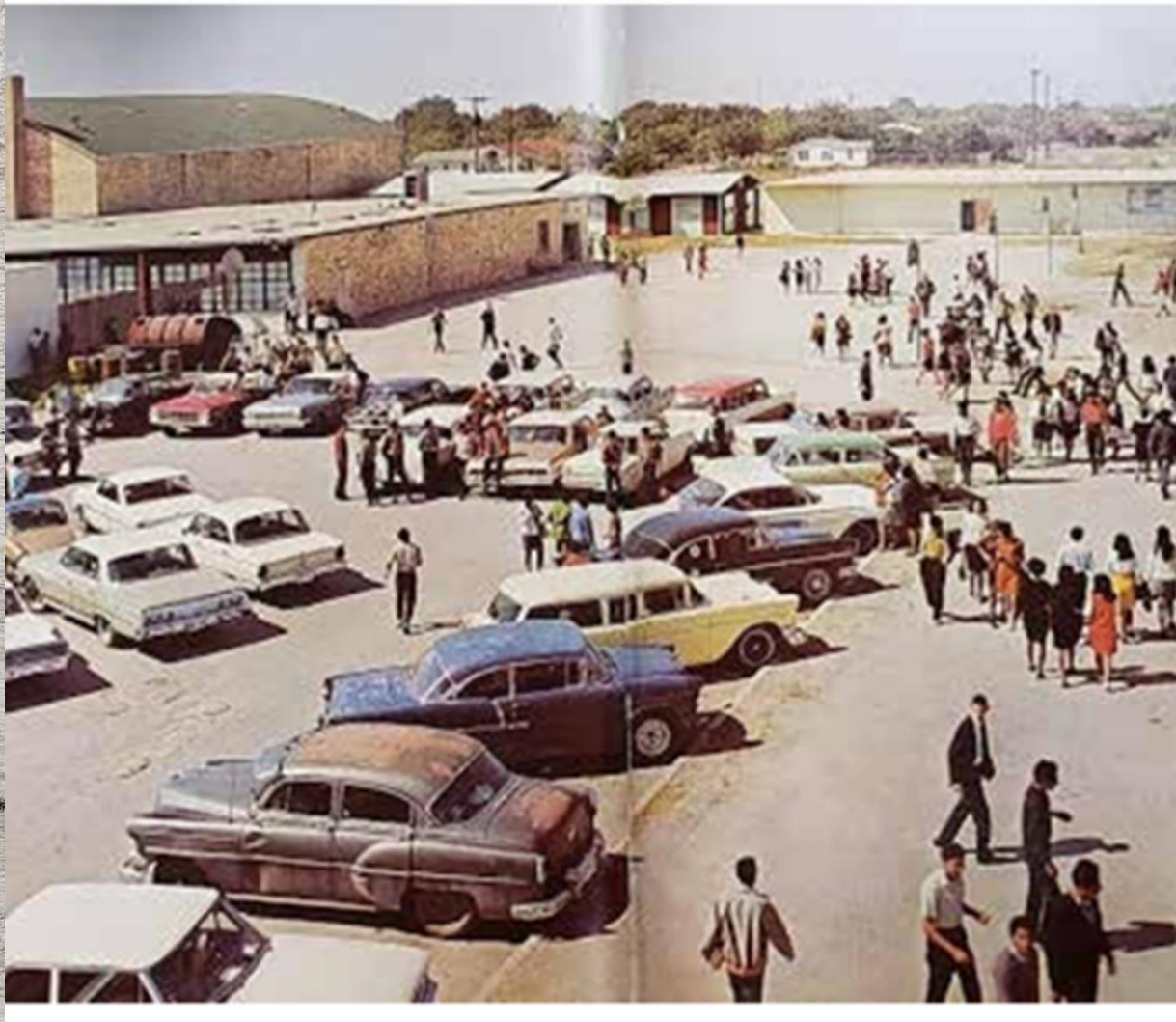


OUR HISTORY

May 16, 1968, Edgewood High School students, many of them Hispanic, organized and walked out of school. A vocal and spectacular response', Hispanic students' 1968 walkout led to long-lasting change in education

EDGEWOOD HIGH SCHOOL WALKOUTS OF '68

Posted by Isa Fernandez | Aug 29, 2019 | Education | 0 ● | ★★★★★



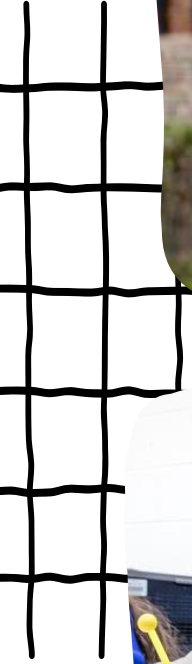
State takes over



Edgewood vs Kirby



Equity Matters ALL MEANS ALL



Edgewood Today



Signing Day



 **learn4life**[®]
CHANGE YOUR STORY

COMMUNITY OF CHAMPIONS



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The bottom line is about them





and getting them here.



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San Antonio

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Board of Trustees



H-E-B
EXCELLENCE
IN EDUCATION
AWARDS

**The Edgewood ISD
School Board**

has been chosen as a

**STATEWIDE
FINALIST**

in the

**H-E-B Excellence in
Education Awards!**



Martha Castilla
Board President



James Hernández
Board Vice President



Joseph M. Guerra
Board Secretary



Frank Espinosa
Board Member



Luis Gómez
Board Member



Michael Valdez
Board Member

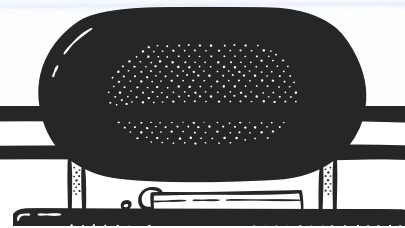
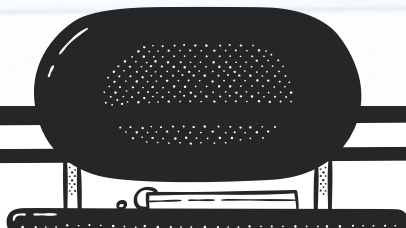
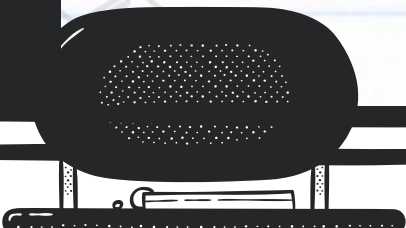


Richard Santoyo
Board Member



Dr. Eduardo Hernández
Superintendent

EDGEWOOD
INDEPENDENT SCHOOL DISTRICT

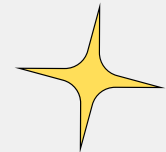
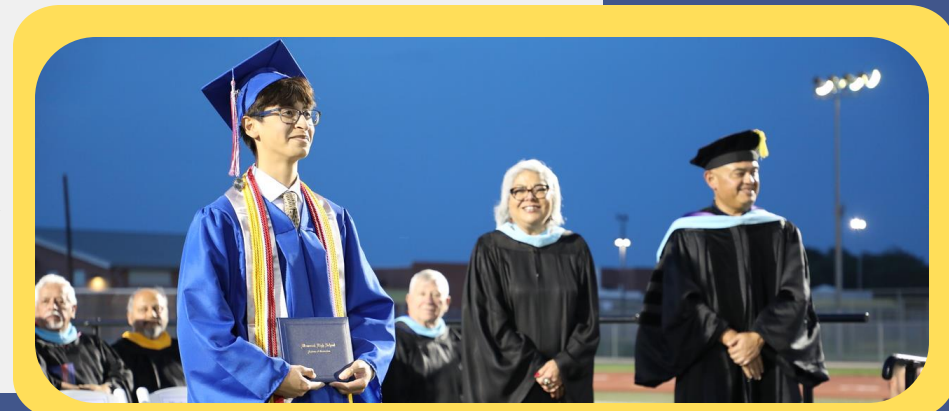


“

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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5 BOARD/SUPERINTENDENT PRIORITIES

#ThinkPlayWinBIG



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

Student Demographics

Demographic Group 2021-2022	Edgewood ISD	State
Economically Disadvantage	93.4%	60.7%
At-Risk	72.8%	53.5%
English Language Learners	21.9%	21.9%
Special Ed.	11.9%	11.6%



Total Students: 8,188

Schools



3 High Schools

2 Early Childhood Centers



3 Middle Schools



10 Elementary Schools



2 Specialized Schools





Rene Diaz

ACCOUNTABILITY



Karen Cabello



Jose Campa

COMMUNICATION

PROFESSIONALISM

P.A.C.

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INDEPENDENT SCHOOL DISTRICT

San Antonio

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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



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



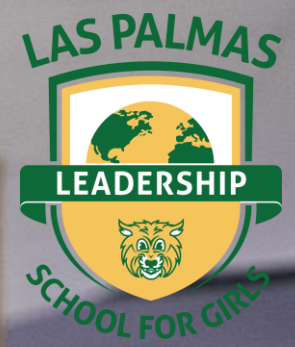
Thought Partner



Communicate Early & Often



Be Flexible



District Initiatives

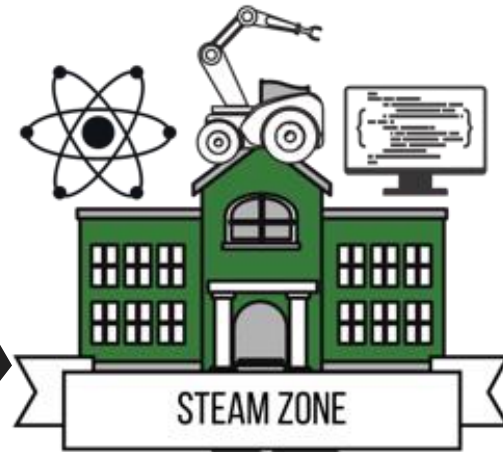
Innovation Zones

PARTNERSHIP

TEAMWORK

SHARE

PARTICIPATE

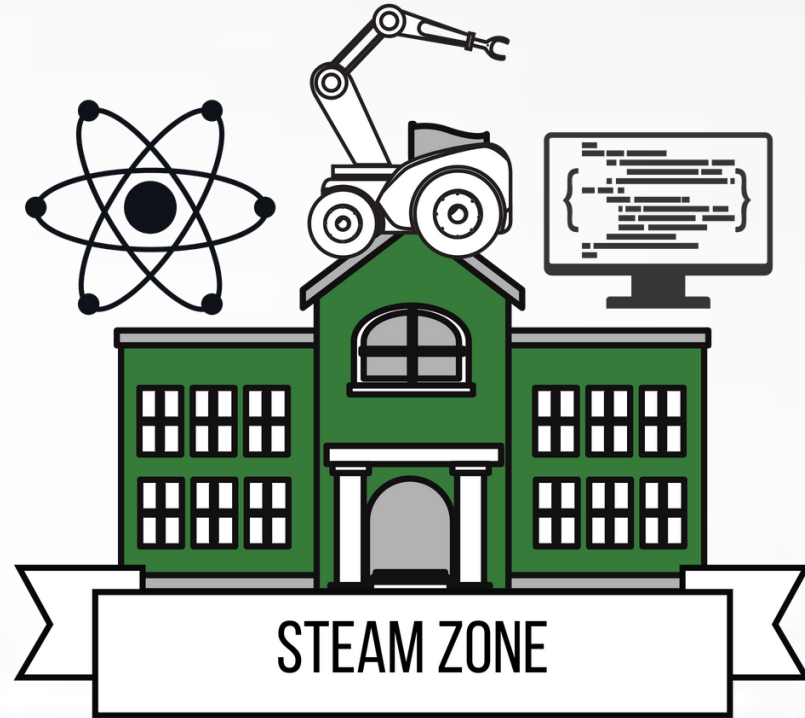


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Early Childhood Zone



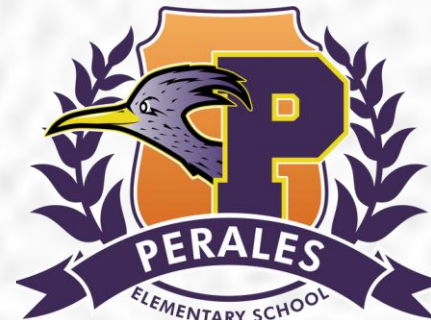
STEAM Zone



Gardendale
EARLY LEARNING PROGRAM
Powered by PreK-4-SA



STEAM
School of Innovation



WINSTON INTERMEDIATE
SCHOOL OF EXCELLENCE
Powered by Texas A&M-San Antonio

Fine Arts Zone



**STAFFORD
ELEMENTARY**

Visual & Performing Arts



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Leadership Zone



ROY CISNEROS



LAS PALMAS



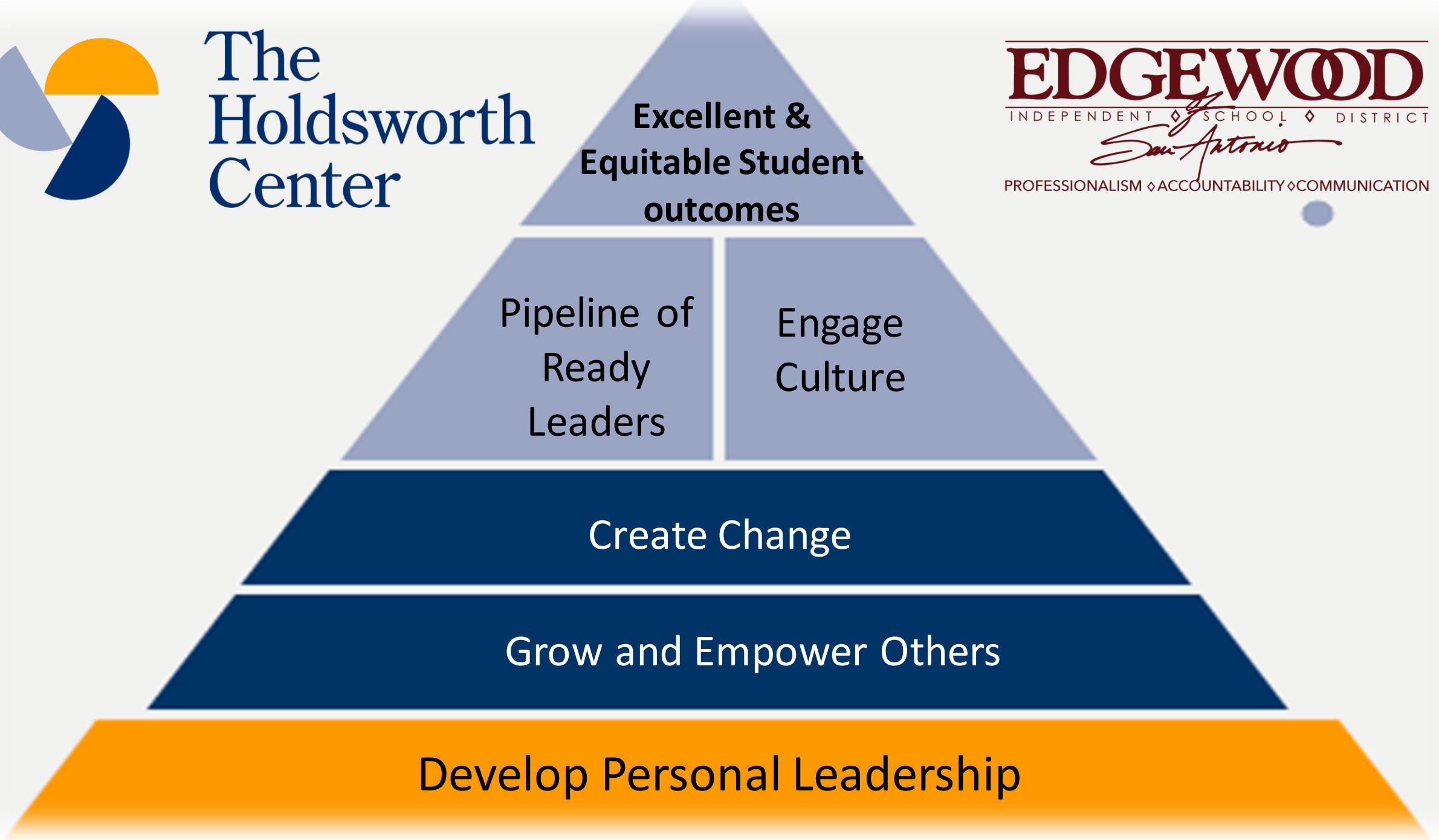
Public Service Zone





The
Holdsworth
Center

EDGEWOOD
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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.

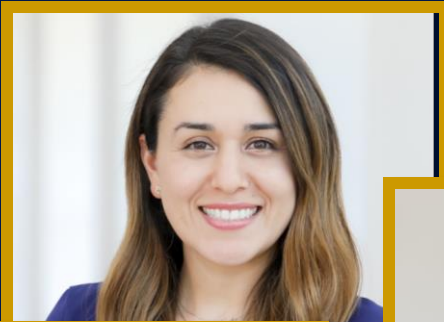
The Holdsworth Center

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

EDGEWOOD ISD PRINCIPALS



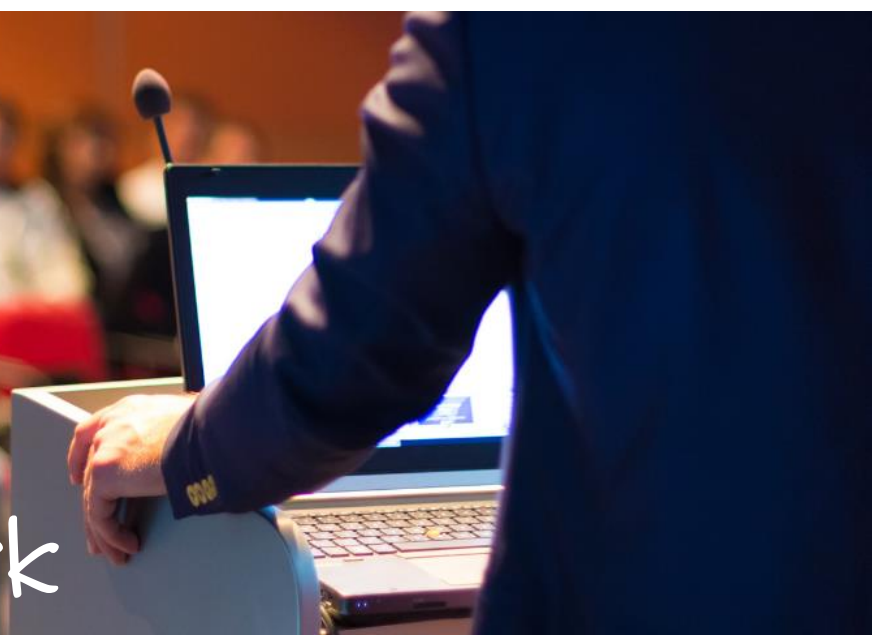
Engage in the Work

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



Attention to Detail

Present at Work

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*

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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

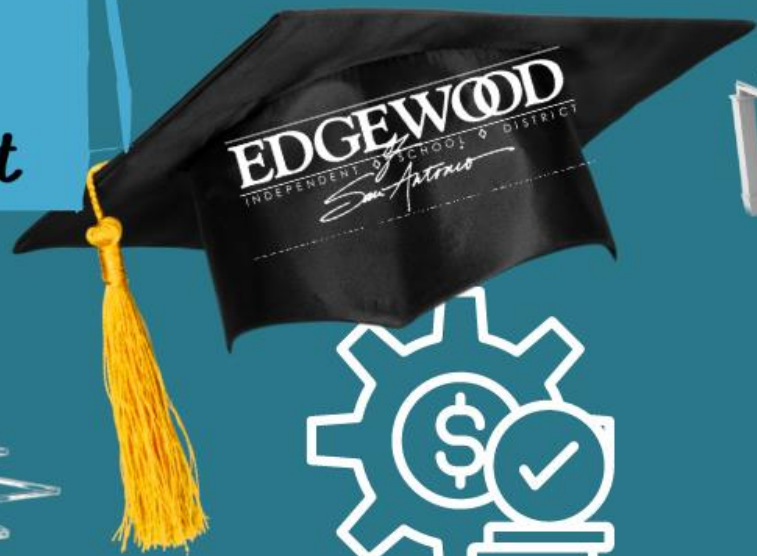
Chief Financial Officer

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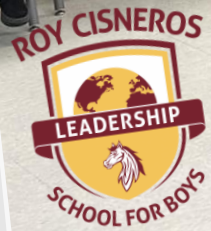


Myrna G. Martinez
Assistant Superintendent

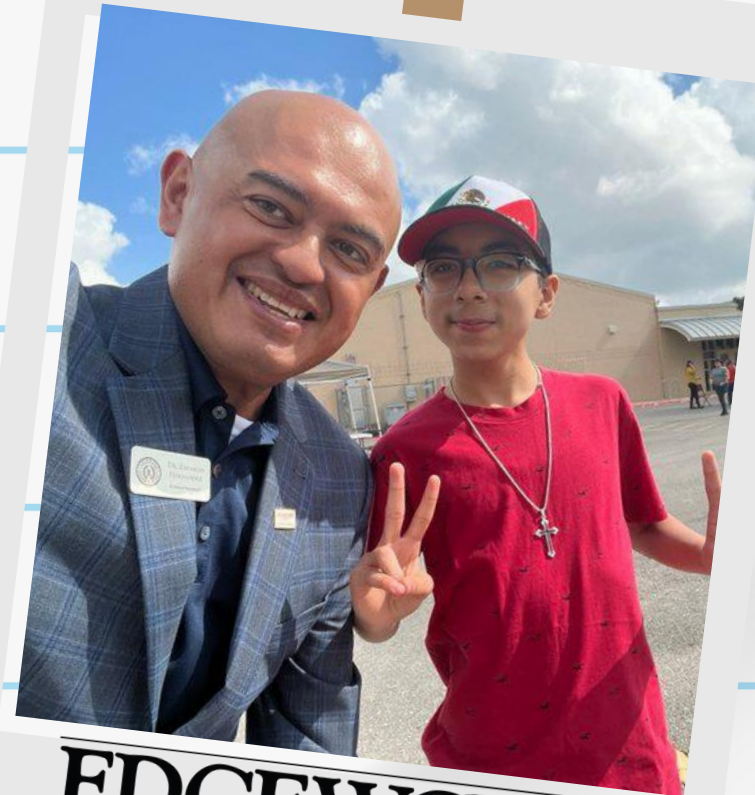


Phillip Chavez
Deputy Superintendent



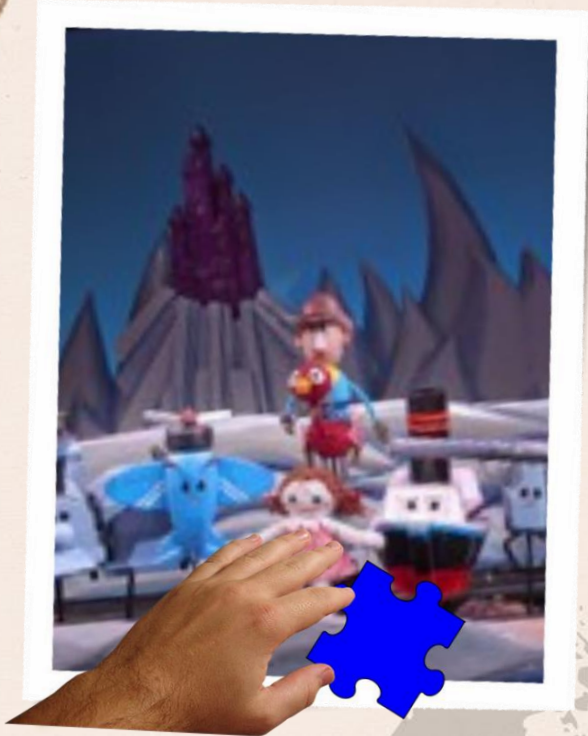


#tellyourstory



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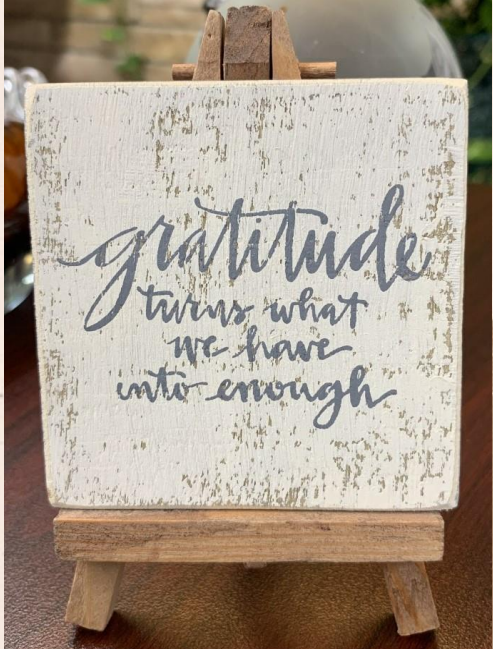
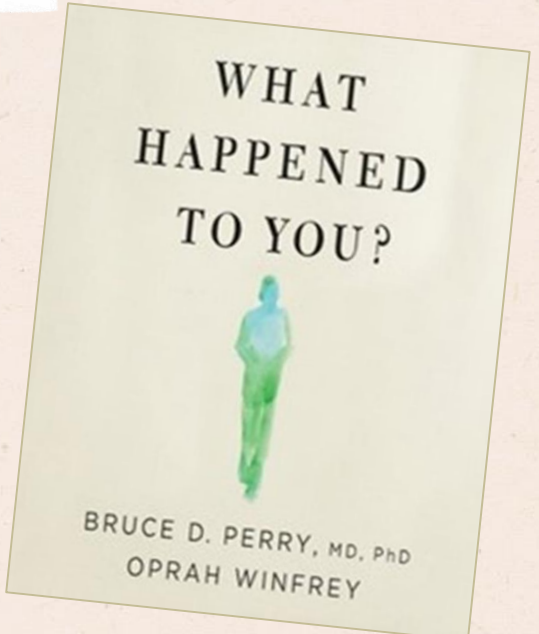
Dr. H's Journey



1st
Generation
Scholars



Yale SCHOOL OF
MANAGEMENT





You
Speak, We
Listen

**Listen to
Others**



**Learn to Learn
from Others**



**Love those
we Serve
and Support**

Follow Us



Dr. Hernandez: @Drh_OnTheEdge
Edgewood ISD: @EISDofSA



Dr. Hernandez: @drhontheedge
Edgewood ISD: @Eisdofsa



Dr. Hernandez: Superintendent@eisd.net

#OurPeopleMatter

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.



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San Antonio

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