

**2023**

**Edgewood ISD**

**Convocation**

*THINK*

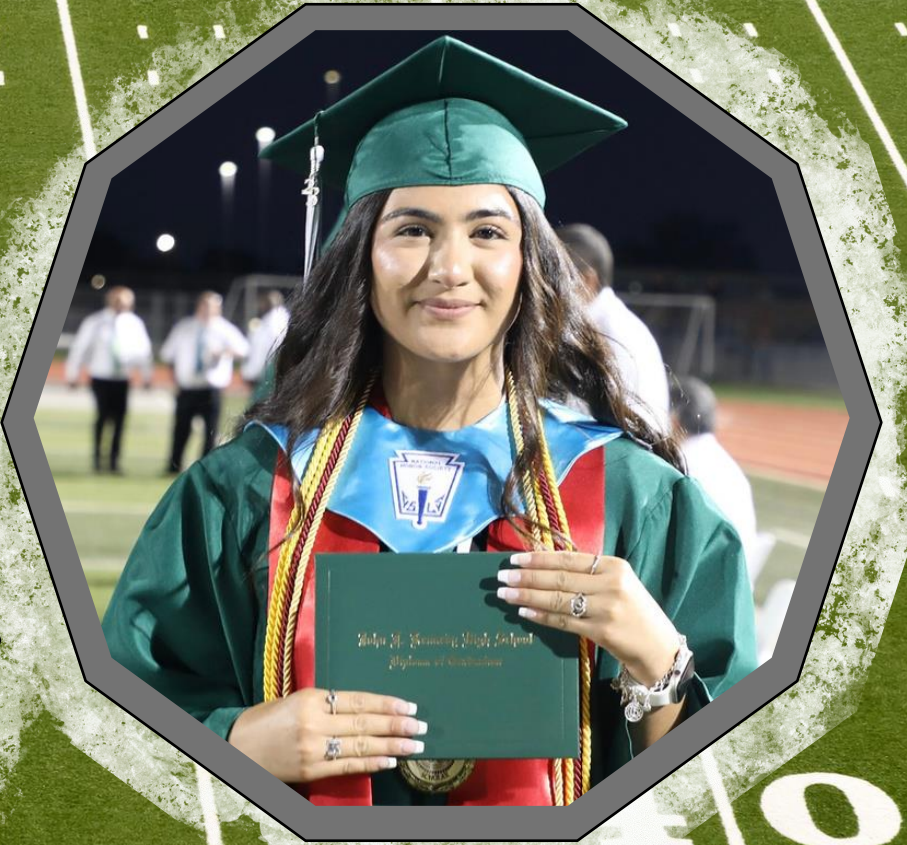
**BIG**

*PLAY*

*WIN*



# COMMUNITY OF CHAMPIONS



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

#ThinkPlayWinBigEISD



**STAFFORD  
ELEMENTARY**

*Visual & Performing Arts*



Let's frame the  
conversation

# Edgewood Today



Signing Day



 **learn4life**<sup>®</sup>  
CHANGE YOUR STORY

Engage in the Work

Intentional Approach



**WE ARE A  
COMMUNITY  
OF CHAMPIONS**

12	10,90	0,00	106,14	117,74
13	18,72	16,00	109,39	118,90
14	9,41	11,60	132,63	427,84
15	46,02	22,95	168,07	102,48
16	295,87	54,04	25,92	253,20
17	275,87	58,67	30,03	209,26
18	288,80	60,97	29,76	420,21
19	348,46	54,18	29,27	155,63
20	366,20	59,12	29,76	401,39
21	329,36	52,83	29,76	222,99
22	315,87	29,11	29,76	166,26
23			5,20	425,62
24			6,12	412,46
25			4,18	504,98
26			7,86	477,49
27			10,16	181,56
28			12,90	435,60
29				115,85



Present at Work

Attention to Detail

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

Ne

4337,20

Dex A

1,71

#1

#2

#3

#4

#5

#6

#7

#8

#10

#11



**STEAM**  
School of Innovation



*Our Why?*

**EDGEWOOD**  
INDEPENDENT SCHOOL DISTRICT  
*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION





# 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



# 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**

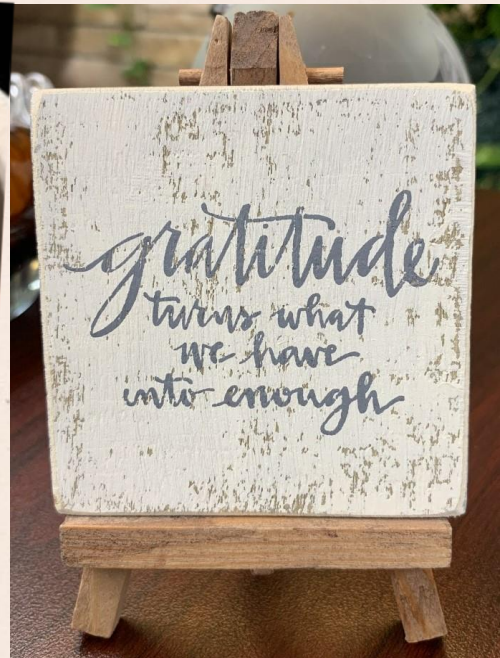
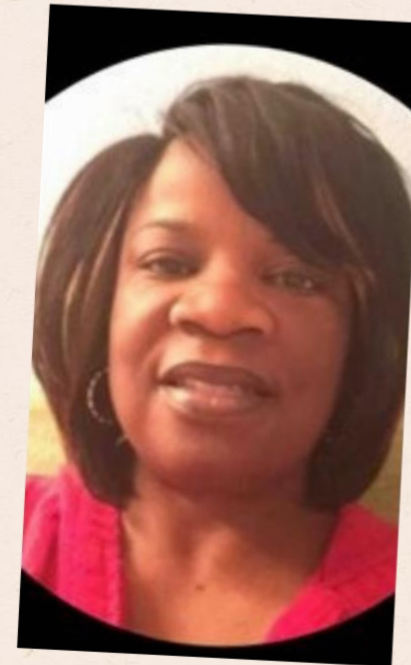
# Dr. H's Journey



  
1st  
Generation  
Scholars



Yale SCHOOL OF  
MANAGEMENT



# EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ◊ ACCOUNTABILITY ◊ COMMUNICATION


# P PROFESSIONALISM




Be Your Own Expert



Plan Ahead



Organized



How you Approach  
the Job



Positive Attitude



Represent the District



Get the Job Done

# EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



No Excuses



Deliver Results



Leaders Get the Behavior they Tolerate



# ACCOUNTABILITY



It's Not Personal



Establish Clear Expectations



Address Under Performance

# EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

# COMMUNICATION



Listen



Collaboration



Customer Service



Thought Partner



Communicate Early & Often



Be Flexible

MATERIAL SCIENCE SOLVING  
PROBLEM APPROACH  
INFORMATION SYSTEM  
**SYSTEMS THINKING**  
INFLUENCE  
COMPLEX PROCESS OUT



Rice University  
B.A. 1979-1983



# My Leadership Story Phillip R. Chavez



# OUR HISTORY



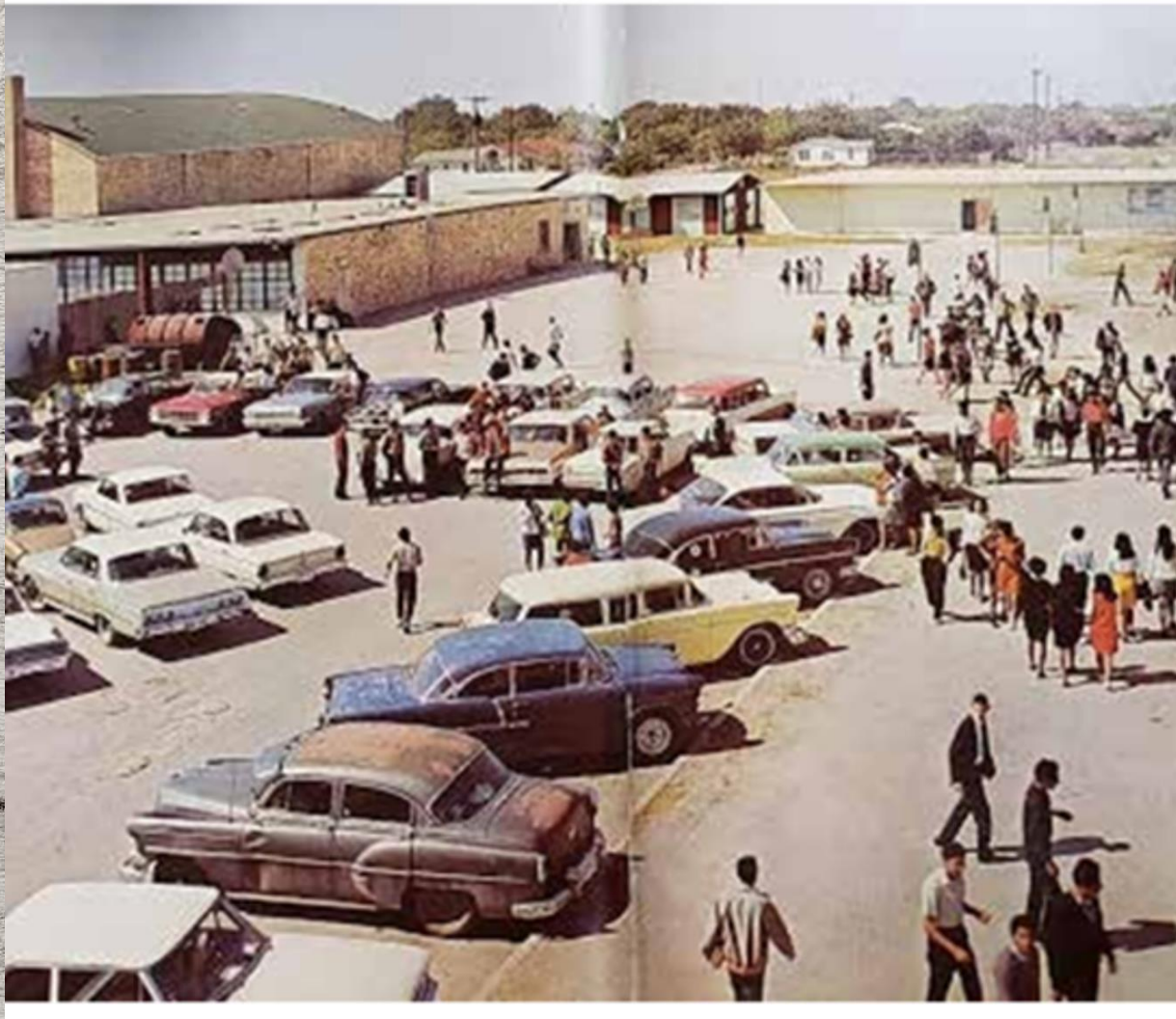
## Let's REFRAME the CONVERSATION

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

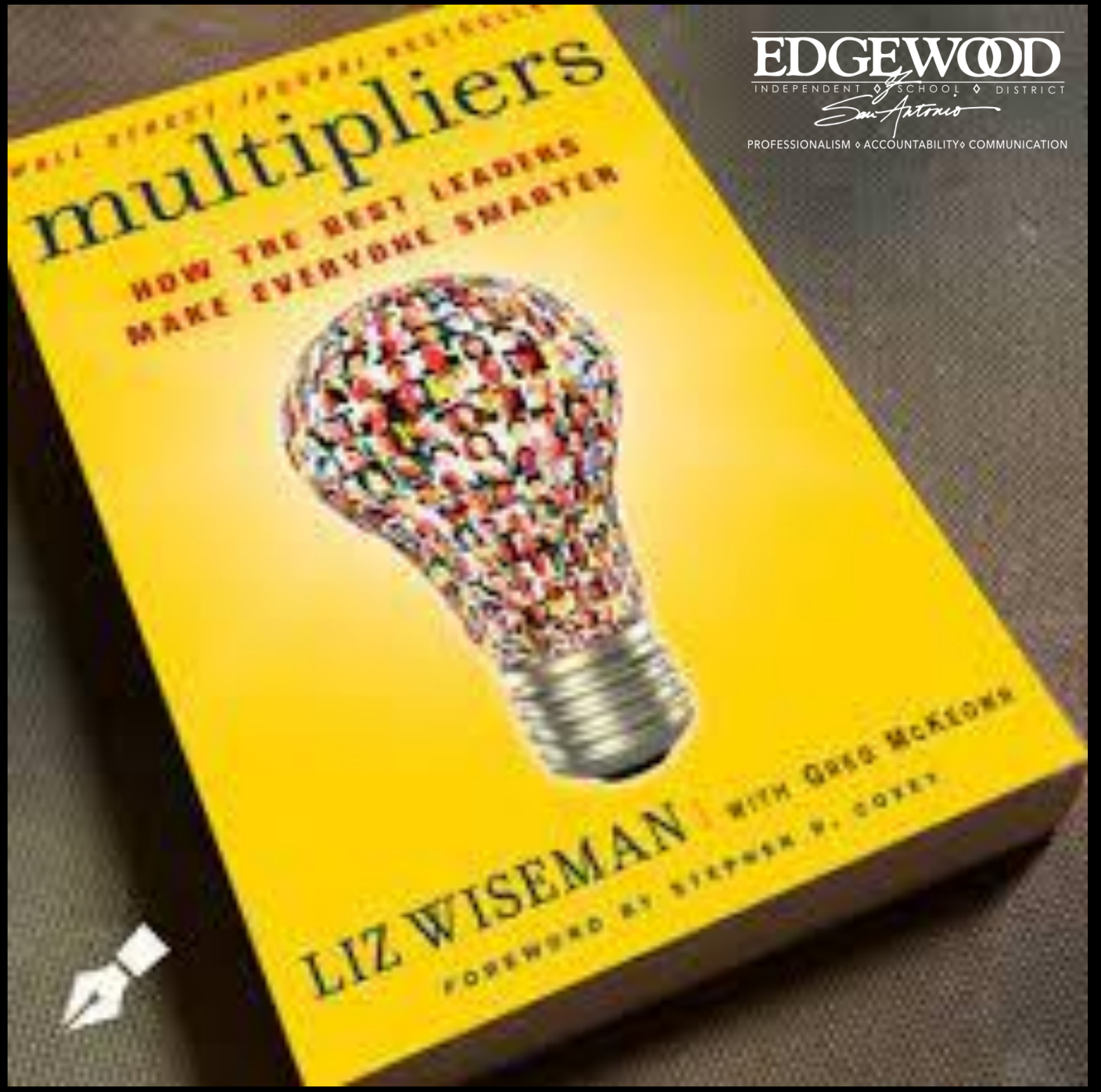
Posted by Isa Fernandez | Aug 29, 2019 | Education | 0 | ★★★★★



## State takes over



## Edgewood vs Kirby



**"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."**

**RESULTS**

#ThinkBigPlayBigWinBig

**WE ARE A  
COMMUNITY  
OF CHAMPIONS**

**OWNERSHIP**

**CLARITY**

**KPI**  
**KEY PERFORMANCE INDICATOR**





# SAFETY & SECURITY

Is our top priority in EISD. The safety of our students, staff and community.



# Chief Quiroga's Journey

Honor

Integrity

Trust

Service



## Edgewood ISD Police giving out turkeys instead of tickets

by SBG San Antonio Staff Reports | Friday, November 20th 2020

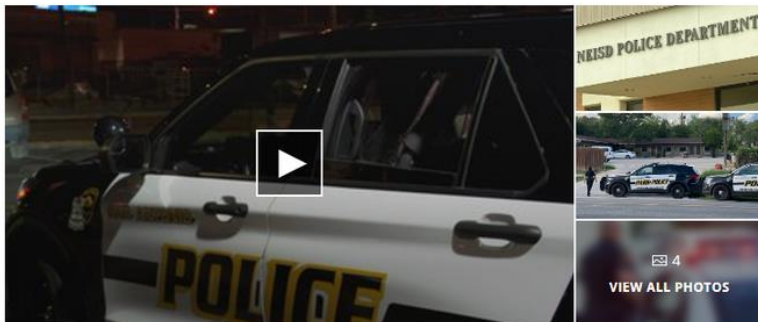


## Safety, community well-being is a priority for Edgewood ISD Police Department

The EISD police department runs a 24/7 resource center to better serve the community.

## SAPD meets with local ISD's to standardize active shooter protocol

by Matt Roy | Wednesday, September 7th 2022





# LEADERSHIP

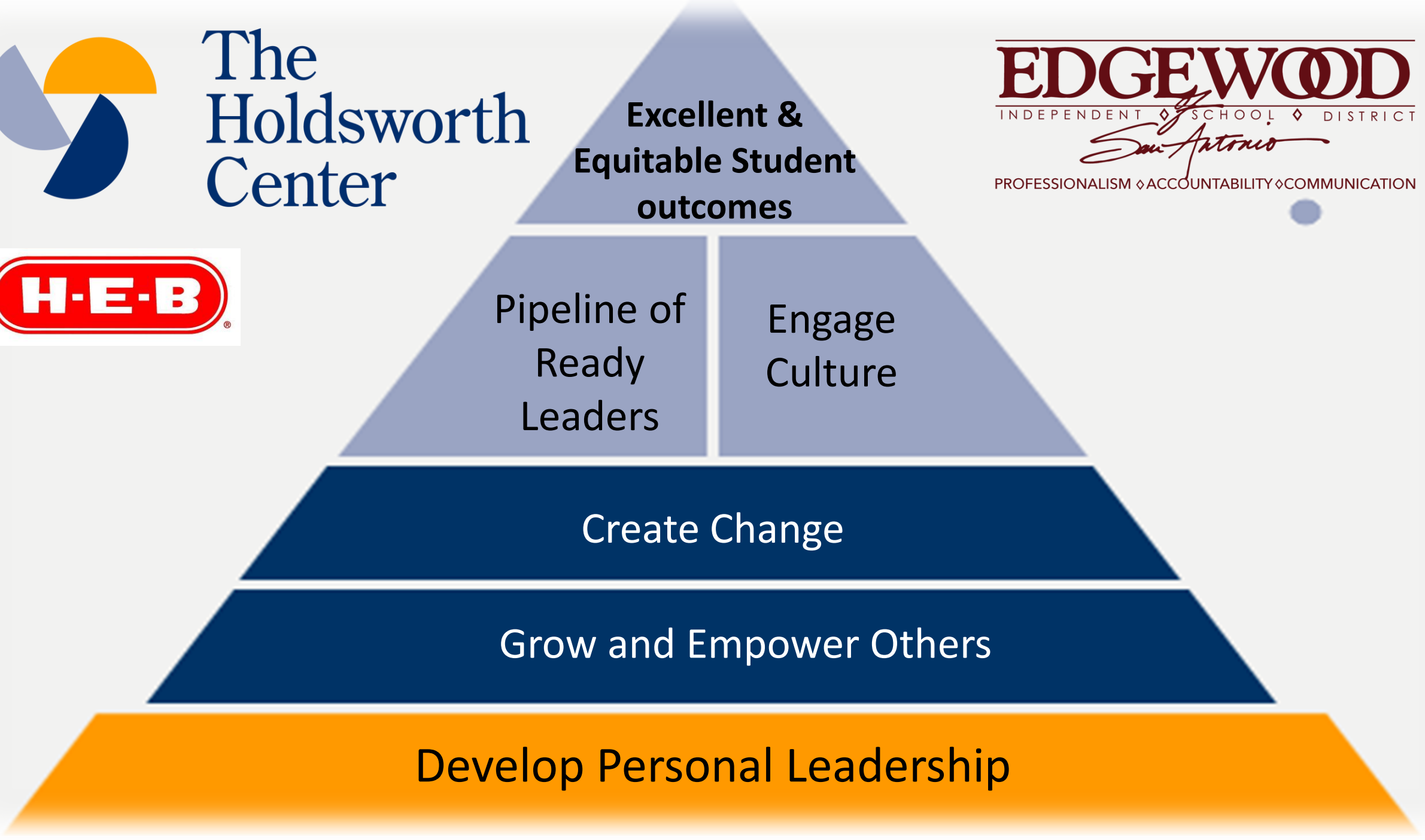




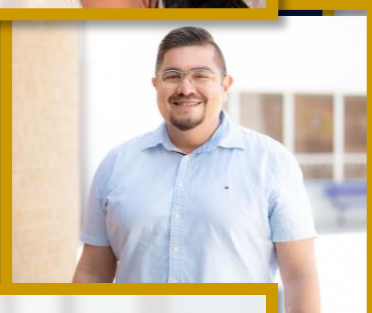
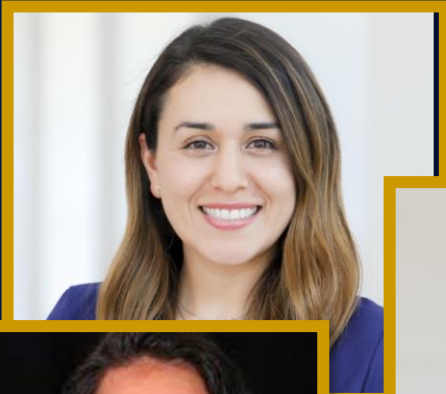
The  
Holdsworth  
Center



**EDGEWOOD**  
INDEPENDENT SCHOOL DISTRICT  
*San Antonio*  
PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



# EDGEWOOD ISD PRINCIPALS






# New Assistant Principals

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

**Lindsey Saldana**



*Loma Park  
Elementary School  
New Assistant  
Principal!*



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

**Rosalynn Presley**

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



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

**Tanya Flores**

*Memorial High School  
New Assistant Principal!*



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

**Larry Machado**



*Alonso S. Peralas  
Elementary  
New Assistant  
Principal!*



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

**Melanie Lopez**

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



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

**Rhapsody Vogt**


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



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

**Charlie LaBoy**

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




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

# Fellows




Dr. Shelly Butler  
Senior Director of  
Instructional Leadership



**EDGEWOOD**  
INDEPENDENT SCHOOL DISTRICT  
*San Antonio*  
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

**Phillip Arriola**

Stafford Elementary  
Visual & Performing  
Arts  
New Assistant Principal!



**EDGEWOOD**  
INDEPENDENT SCHOOL DISTRICT  
*San Antonio*  
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

**Sara Huizar**

Lyndon B. Johnson  
Elementary  
New Assistant  
Principal!



**EDGEWOOD**  
INDEPENDENT SCHOOL DISTRICT  
*San Antonio*  
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION



**EDGEWOOD**  
INDEPENDENT SCHOOL DISTRICT  
*San Antonio*  
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

**Miriam Martinez**

Roosevelt Dual  
Language Academy  
New Assistant  
Principal!

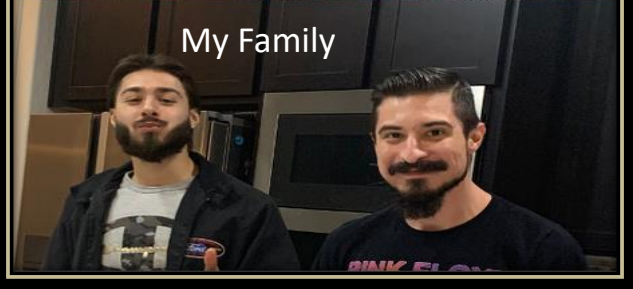
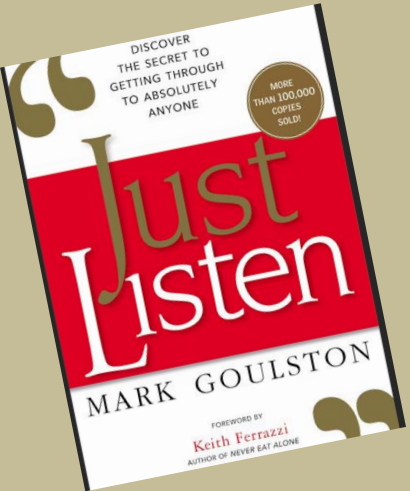
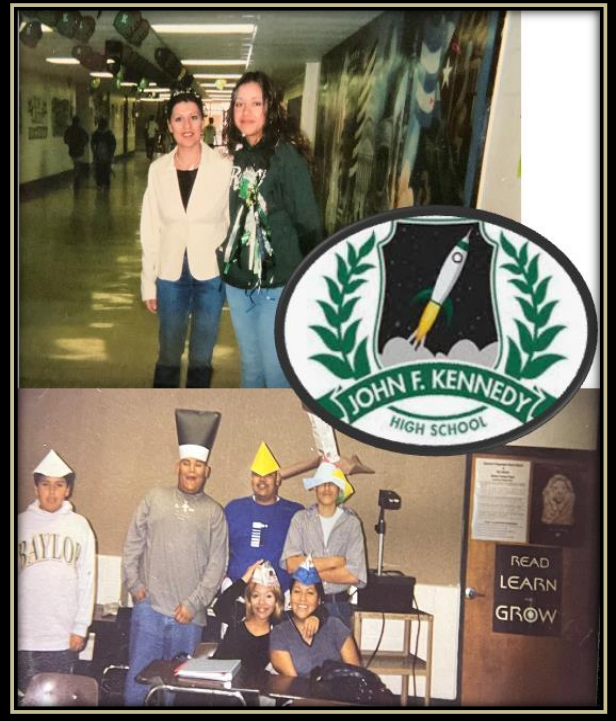


Jessica Kane, New Fellow



**ASPIRING  
ADMINISTRATORS  
ACADEMY**  
Edgewood ISD

# Vulnerability



My Family

# Theresa Salinas "The Journey" My Champions



Excellent Equitable Student Outcomes

Develop Personal Teacher Leadership

Teachers Create Change

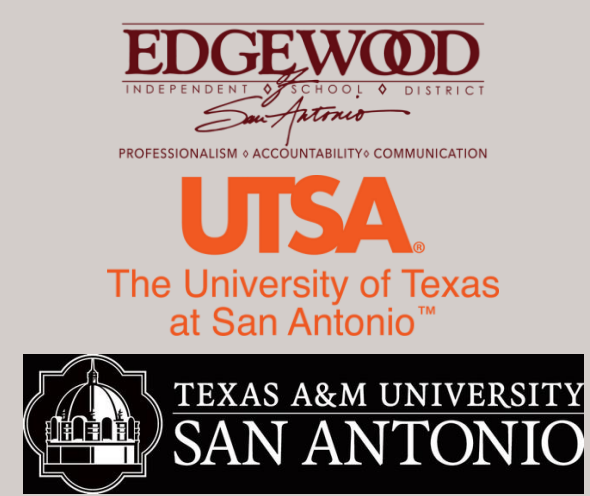
Pipeline of Ready Leaders

Engage Culture

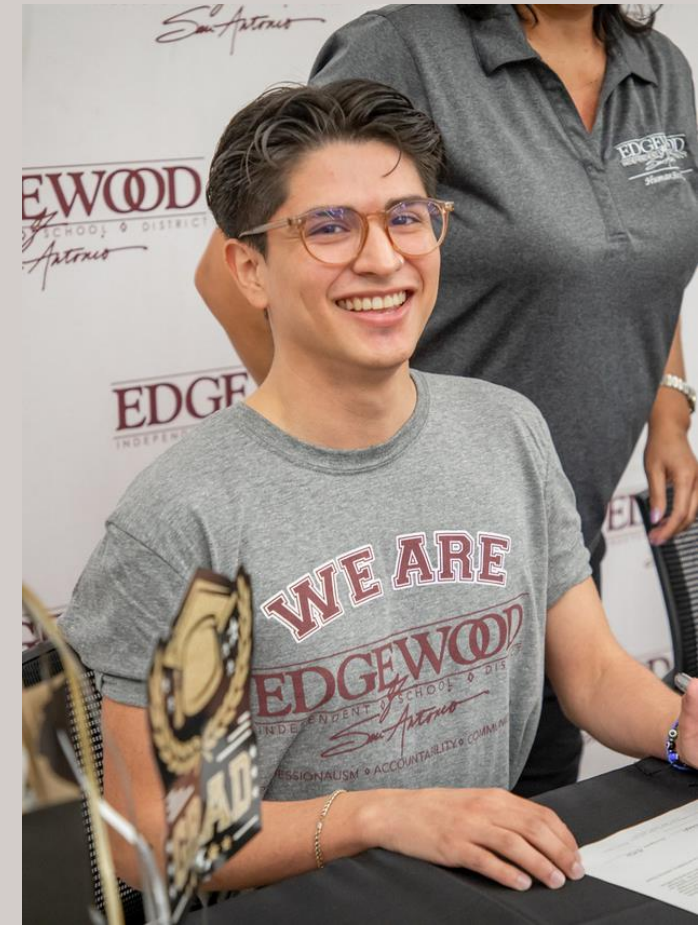
Senior/District  
Leadership Team

Superintendent  
Board of  
Trustees





# EISD Strong Clinical Teachers



# EDGEWOOD

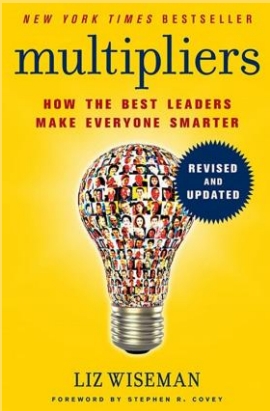
INDEPENDENT SCHOOL DISTRICT

*San Antonio*

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



## Yearlong Clinical Teachers 2023-2024



**L.B. JOHNSON & H.B. GONZALEZ**

**MEET THE INSTRUCTIONAL DREAM TEAM**

**MONIKA ROBINSON**  
**STEPHANIE BUENO**  
MATH & SCIENCE  
INSTRUCTIONAL COACHES

**MARIA ORTEGA**  
**RAQUEL RODRIGUEZ**  
READING & SOCIAL STUDIES  
INSTRUCTIONAL COACHES



*Alesia Brock*

**SECONDARY SCIENCE COORDINATOR**

My goal is to nurture curiosity and ignite a passion for exploration. I strive to inspire lifelong learners who will shape a future driven by knowledge, innovation, and a deep appreciation for the wonders of science!

TEACHING AND LEARNING DEPARTMENT  
**EDGEWOOD**  
UNIVERSITY  
PROFESSIONALISM • ACCOUNTABILITY • COLLABORATION



*Raquel Acosta*

**SECONDARY MATH COORDINATOR**

I wake up every morning with the aspiration to improve children's lives through academics and relationship building. As an educational leader, I pursue this goal by supporting teachers in all aspects of the profession. I strongly believe that if we are servant leaders and create a supportive environment for teachers, they will create educational experiences where children will thrive.

TEACHING AND LEARNING DEPARTMENT  
**EDGEWOOD**  
UNIVERSITY

**Community of Champions**



The bottom line is about them



#ThinkPlayWinEISD





and getting them here.



**2023**

**Edgewood ISD  
Convocation**

*THINK*

**BIG**

*PLAY*

*WIN*

**Dr. Eduardo Hernandez**