

September 18, 2023

Las Palmas Leadership School for Girls

Superintendent's Rethink & Redesign Meeting



**Dr. Eduardo
Hernández**

**Superintendent
of Schools**



**WE ARE A COMMUNITY OF
CHAMPIONS**

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



Dr. Hernandez: @Drh_OnTheEdge
Edgewood ISD: @EISDofSA



Dr. Hernandez: @drhontheedge
Edgewood ISD: @Eisdofsa



Dr. Hernandez: Superintendent@eisd.net

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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

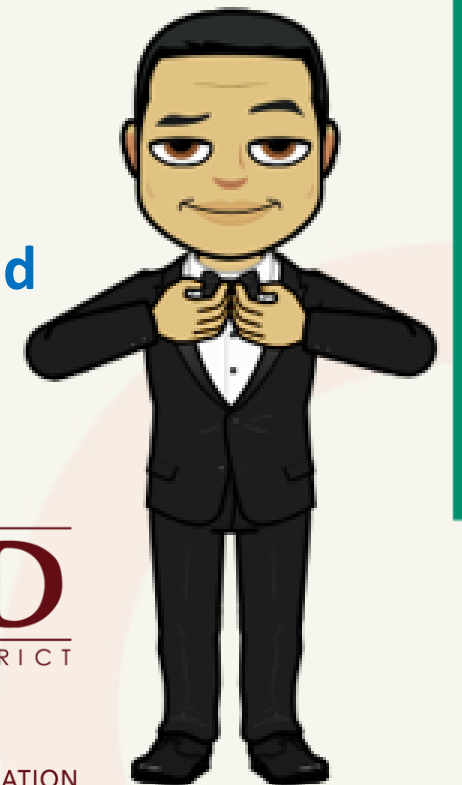


School Board



Vision 2028

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



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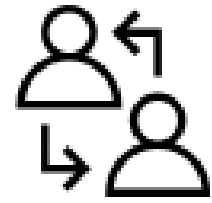
INTENDED LEARNING OUTCOMES

- ✓ Superintendent's Welcome Message
- ✓ District Roadmap
- ✓ Why Rethink and Redesign Now?
- ✓ Task Force Objectives
- ✓ Task Force Composition
- ✓ Timeline
- ✓ Next Steps



THE NORMS

Be Engaged



Assume Positive Intent from your Colleagues



Be Perpetually Curious and Authentic

Share the Air

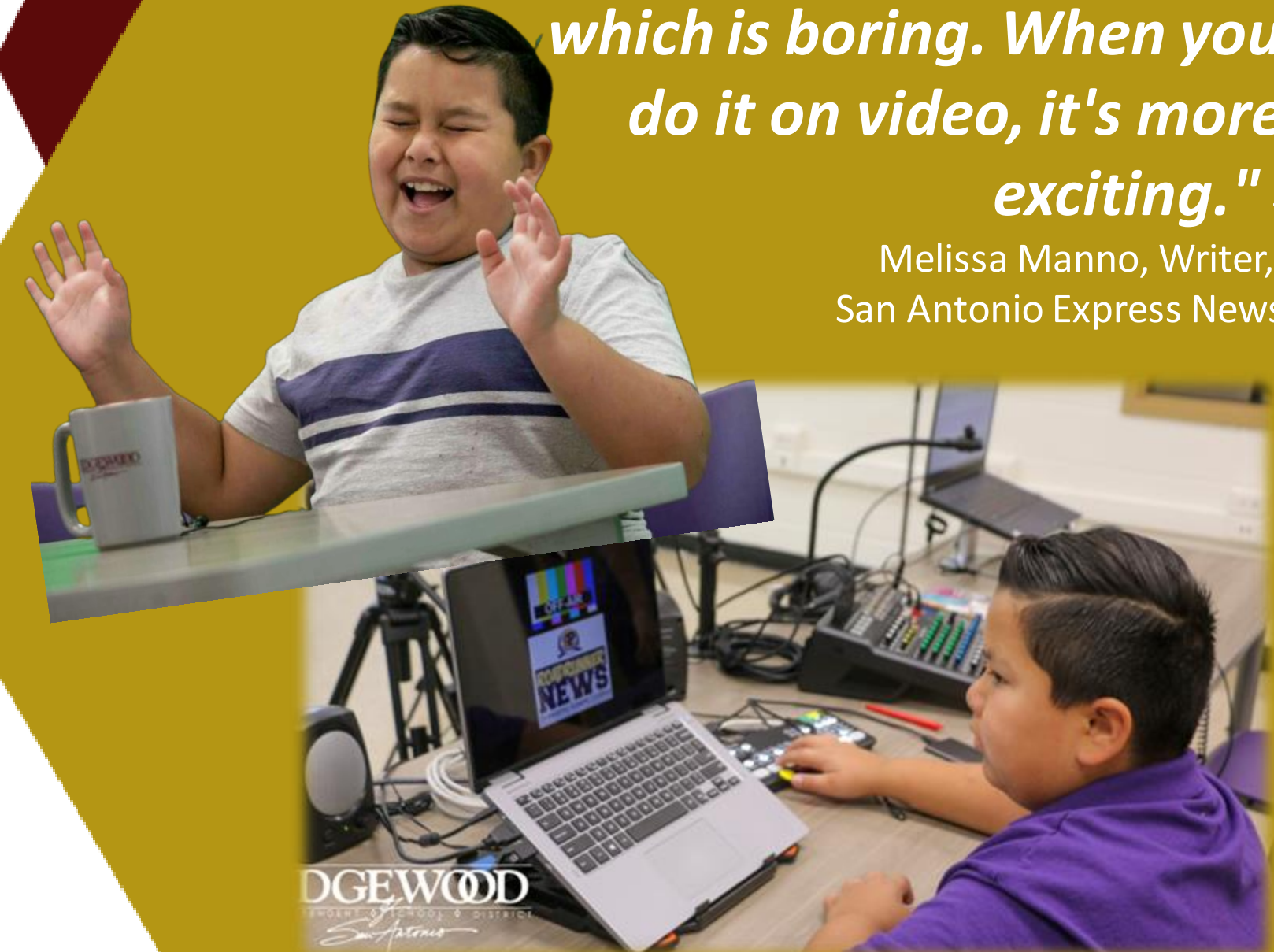


Remember Your "Why"



[Roadrunner News at Perales STEAM](#). 10-year-olds produce, and post a news broadcast each morning before the bell. *"I wanted to be a part of this because I felt like I could do so much to help the school," said Mark Alvarez. "It's not just talking on the speakers, which is boring. When you do it on video, it's more exciting."*

Melissa Manno, Writer,
San Antonio Express News



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San Antonio

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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

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San Antonio

PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION



ReThink. ReDesign. ReCommit.

CORE VALUES



Professionalism

- Integrity and Respect
- Show pride in the District and School facilities
- Customer Focus



Accountability

- Continuous Improvement
- Deliver Results
- Exceed Expectations



Communication

- Talent Development
- Customer Service
- Sharing Feedback

QUALITY SERVICE STANDARDS



Safety Matters

- Take action to always put safety first...
- Show care and concern for the emotional safety and well-being of each individual.



Courtesy/Make a Connection

- Listen and seek first to understand.
- Be courteous, respectful, and thank each person.
- Go above and beyond to exceed expectations.



Mindset Growth

- Demonstrate a growth mindset and focus on continual improvement.
- Teach persistence and resilience.



Earning Trust and Respect

- Take a sincere interest and make each person feel included and valued.
- Acknowledge and recognize the success of each individual.

Members



- Dr. Roberto 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:**

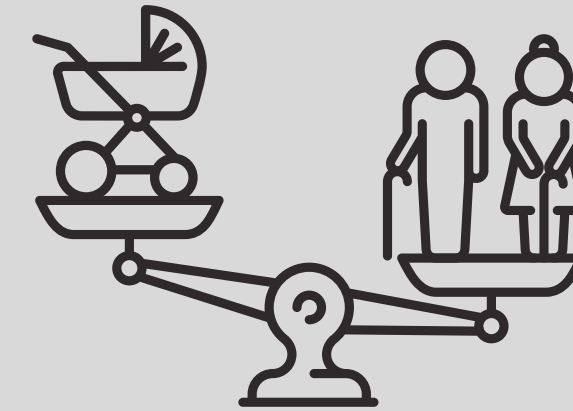
Beginning of the Year: October

Middle of the Year: March

End of the Year: June

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

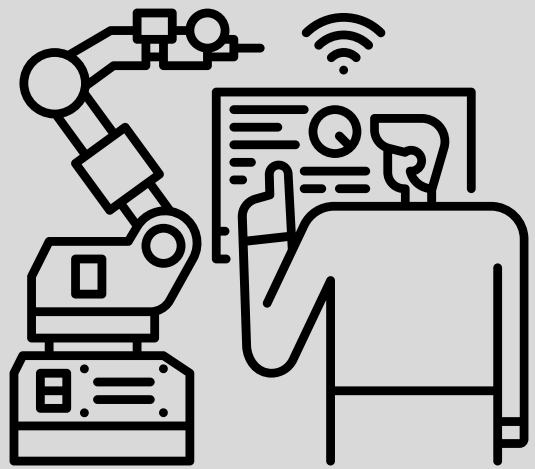
Items for Consideration



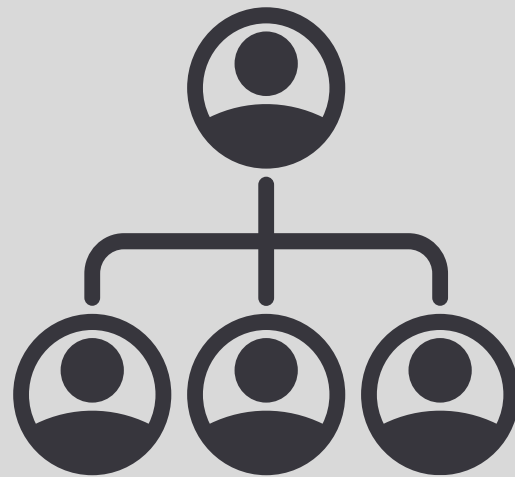
Declining Birthrates



Unequal Application



Facility Quality



Staffing Structures



Operating Costs



Transparency

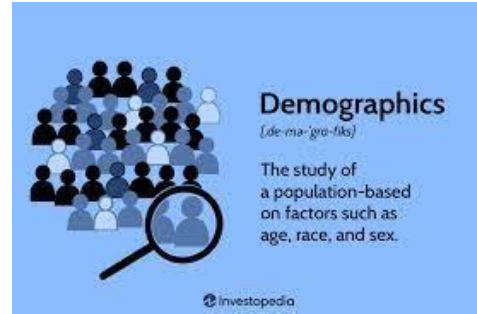
Rethink & Redesign Task Force

EDGEWOOD ISD

Presented by: EISD Facilities and Finance Advisory Committee



GLOSSARY



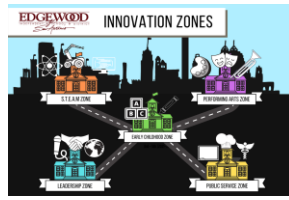
- **Demographic Study** - the study of demographics, the social characteristics and statistics of a population. This study of the size, age structures, and economics of different populations can be used for a variety of purposes. EISD uses this information as a predictor of student enrollment trends.
- **Enrollment** - The number of students enrolled in a school.
- **Average Daily Attendance (ADA)** – The sum of attendance for each day divided by the minimum number of days of instruction.
- **Capacity** - The maximum number of seats at a campus.
- **Texas COVID Learning Acceleration Supports (TCLAS)** - Funding and targeted supports available to districts to accelerate student learning in the wake of COVID-19, utilizing state and federal funds
- **ESSER** - Grant programs authorized through the Coronavirus Response and Relief Supplemental Appropriations (CRRSA), signed into law in December 2020.
- **School Improvement Grant SIG** - Grants to support the state’s goal to improve low-performing schools.
- **Operator Managed Schools** - Senate Bill 1882, signed by the Texas Legislature in 2017, provides incentives for districts to contract to partner with an open-enrollment charter school, institutions of higher education, non-profits, or government entities.



GLOSSARY



- **School Action Funds SAF** - Grants to provide customized planning and implementation support to transform low-performing schools and expand access to high-quality learning environments for students.



- **Innovation Zones** – Developed 5 years ago based on community and staff input to provide choice, equity, access and quality learning for students and staff.



- **System of Great Schools** - The SGS Strategy is a district-level problem solving approach that district leaders use to understand school performance and community demand and deliver the schools families want, need, and deserve.



- **Aspiring Administrators' Academy** - provide Edgewood ISD teachers with opportunities to develop and practice their leadership skills in preparation to become an assistant principal. The goal of the academy is to create leaders who will exemplify the core values and beliefs of the district.



- **Teacher Residency Program** - Cohort of teacher candidates with clinically-embedded coursework to teach, learn, and interact with K-12 students, teachers, and administrators who are ready to lead their own classroom and fully participate in the district community from day one.



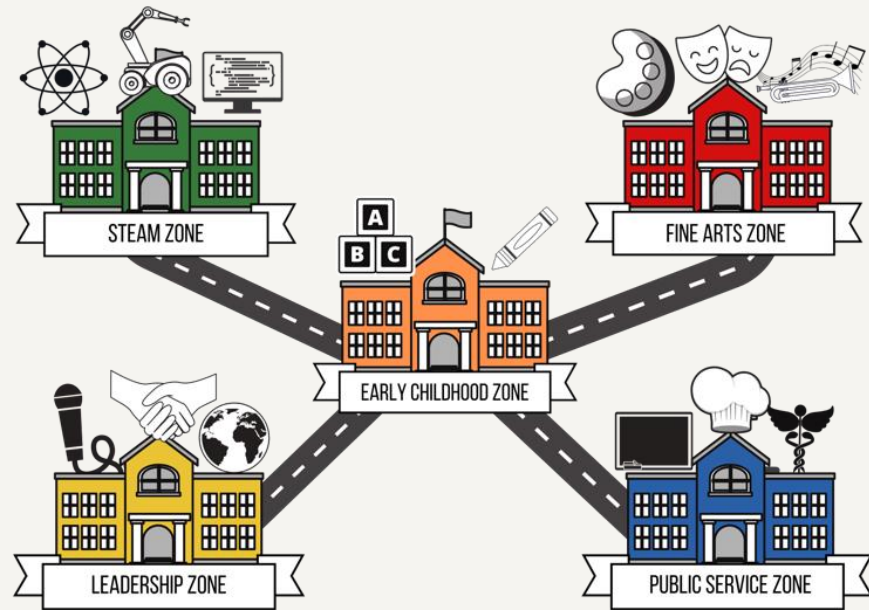
- **Teachworthy** - EISD is partnering with Teachworthy to provide paraprofessionals the opportunity to earn their bachelor's degree in education through an accelerated program

CREATING A COMMUNITY OF CHAMPIONS

For every Student to
For every Parent to
For every Staff Member to
For our Community to

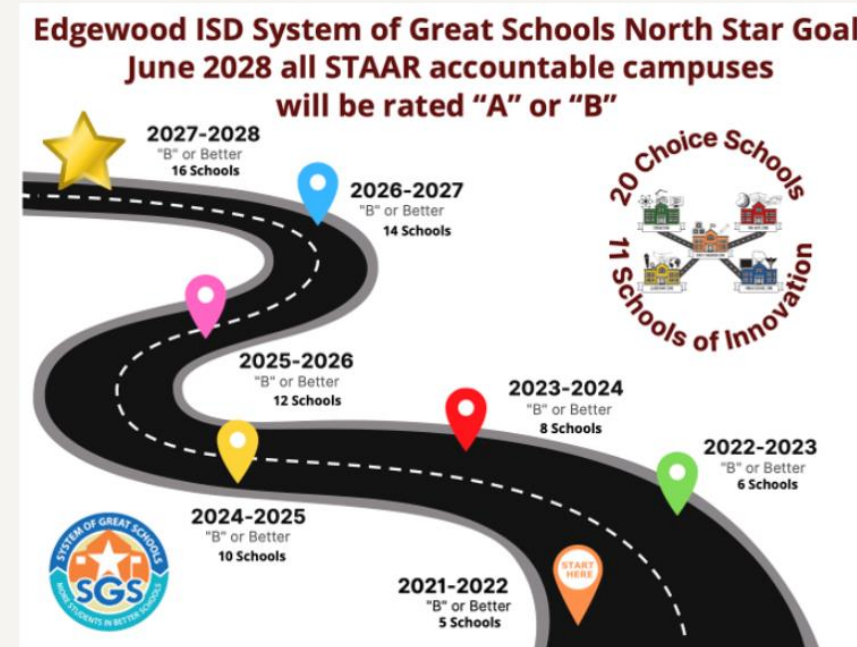
Think, Play, Win, BIG!
See Their Child Succeed!
Feel Supported!
Be Proud!

ROADMAP: Choice, Equity, Access, Quality Learning



Innovate Innovation Zones

Five years ago, community and staff input led us to the creation of 5 innovation zones that would foster these big dreams and prepare students to meet their potential.



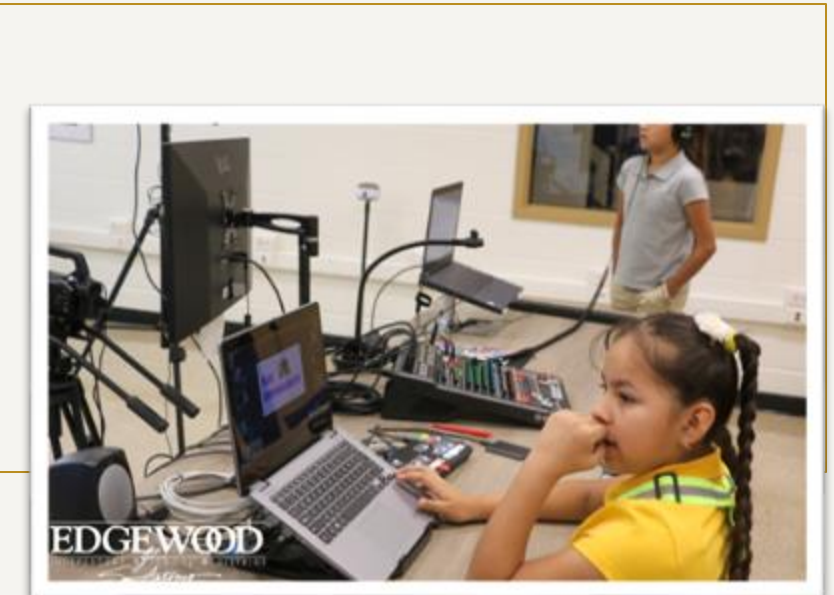
Excel B+ or Better

Goal to establish at least 4 campuses attaining a B rating or better, which has been accomplished.



Elevate Programs

Created new programs to support the innovation zones and our goals of excellence, such as our Aspiring Administrators' Academy and Grow-Your-Own Teaching programs in order to address staffing needs.



Optimize Teams & Facilities

Restructured administration; paused nonessential hires and implemented retention and recruitment programs.



PRIORITIES

2023-2024 budget was set against these core ideals

Priority 1: Focus on Student Success

\$75,460,710

Priority 2: Focus on Students, Families, & Community

\$6,715,383

Priority 3: Focus on Operational Excellence

\$20,884,271

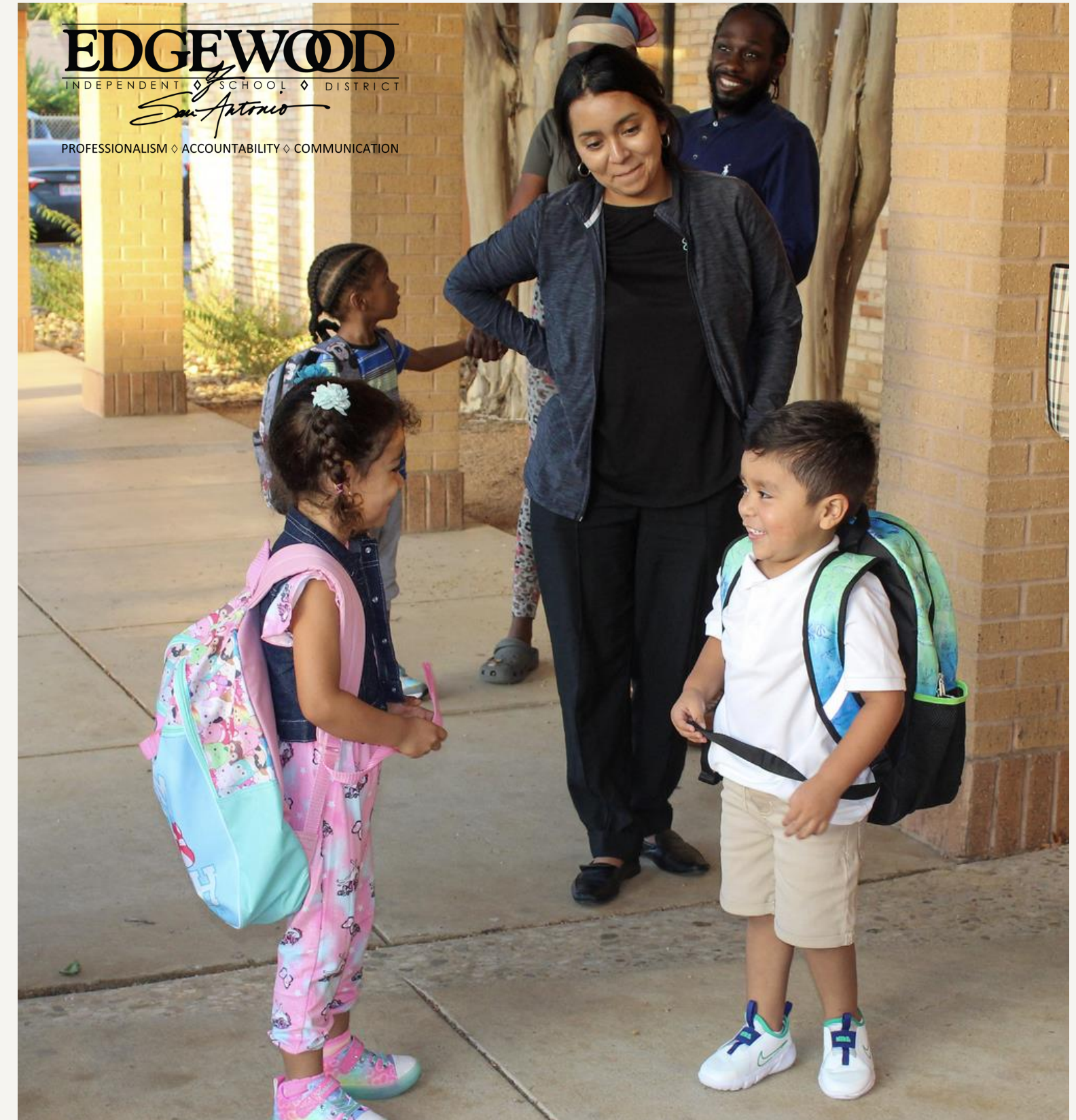
Priority 4: Focus on Employee & Organizational

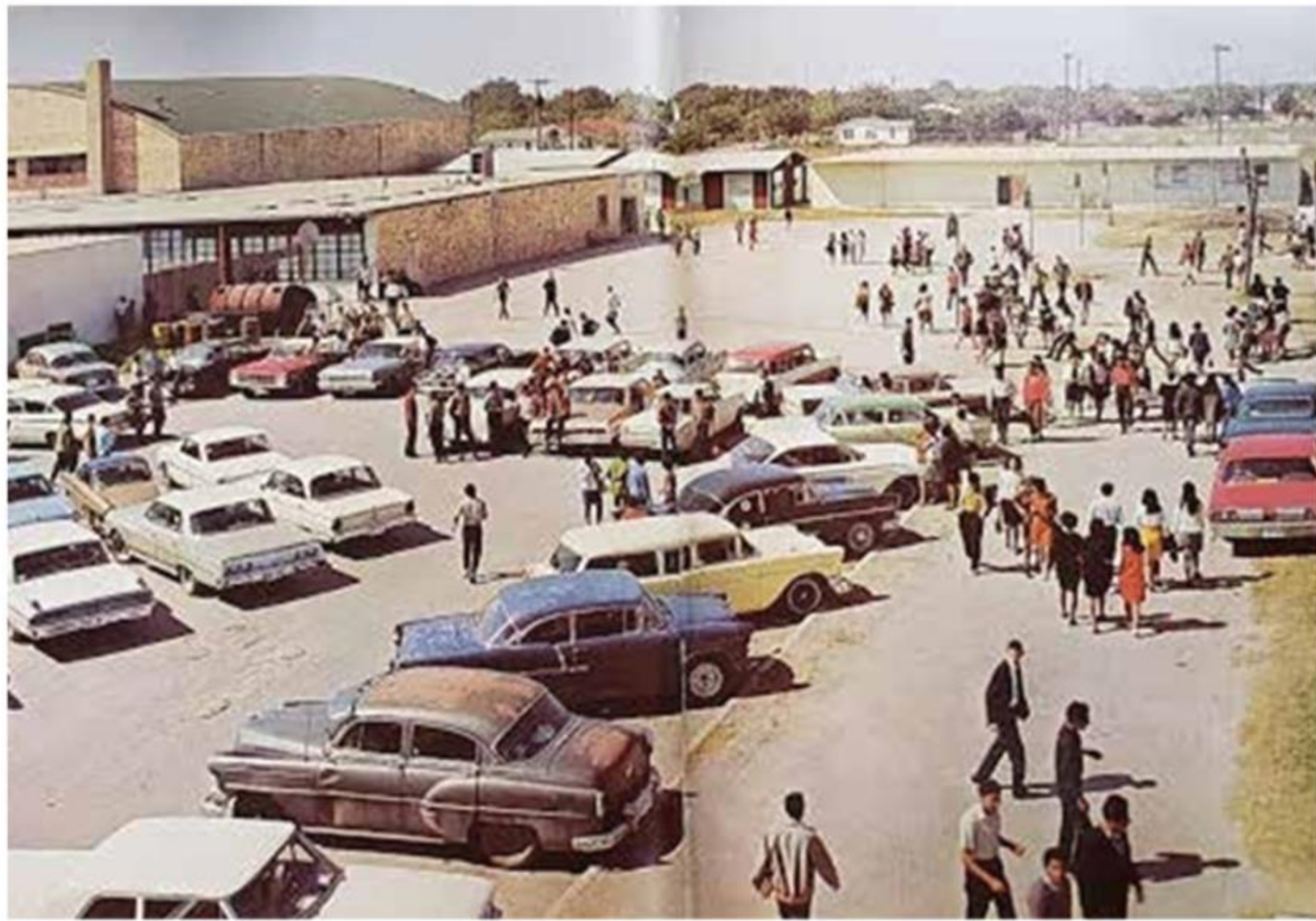
Improvement

\$2,112,557

Priority 5: Focus on Financial Stewardship

\$1,148,573





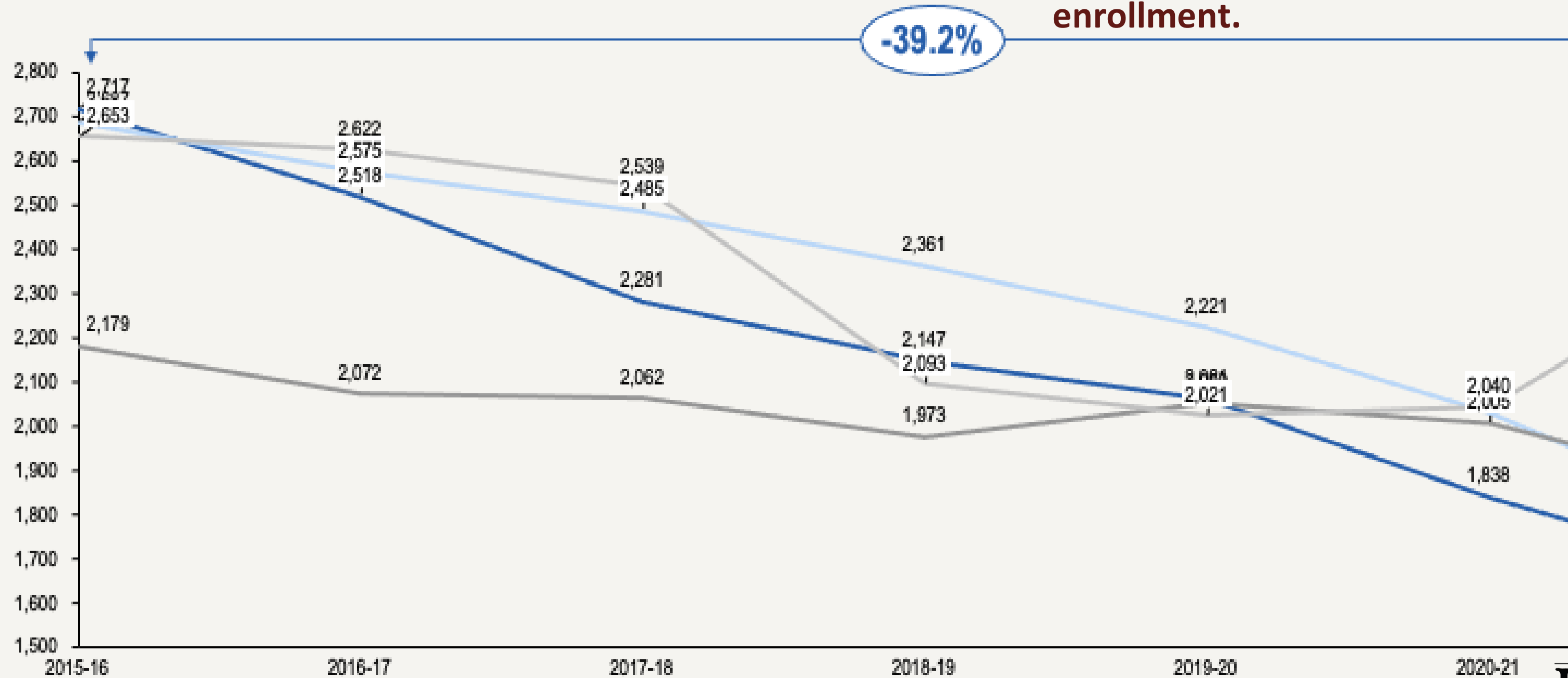
Why Rethink and Redesign Now?



HISTORICAL ENROLLMENT TRENDS BY GRADE BAND SY 15-16 TO SY21-22

Grade Bands

— K-2nd — 3rd-5th — 6th-8th — 9th-12th



Key takeaway: K-5 steep enrollment drops from 2015-2020 serve as a prelude for what is ahead in enrollment.

10-YEAR ENROLLMENT PROJECTIONS BY SCHOOL LEVEL



		Fall	ENROLLMENT PROJECTIONS									
School Levels	21/22	22/23	23/24	24/25	25/26	26/27	27/28	28/29	29/30	30/31	31/32	32/33
ELEMENTARY SCHOOL TOTALS	4,125	4,226	4,207	4,262	4,257	4,142	4,137	4,161	4,175	4,198	4,233	4,283
Elementary Absolute Change	-482	101	-19	54	-5	-115	-5	24	14	23	35	50
Elementary Percent Change	-10.46%	2.45%	-0.44%	1.29%	-0.11%	-2.70%	-0.11%	0.58%	0.33%	0.54%	0.83%	1.18%

***Total Elementary School Capacity: 7,972**

MIDDLE SCHOOL TOTALS	1,840	1,601	1,412	1,243	1,239	1,261	1,281	1,276	1,255	1,249	1,228	1,206
Middle School Absolute Change	-165	-239	-189	-169	-4	22	20	-5	-21	-6	-21	-22
Middle School Percent Change	-8.23%	-12.99%	-11.81%	-11.97%	-0.32%	1.78%	1.59%	-0.39%	-1.65%	-0.48%	-1.68%	-1.79%

***Total Middle School Capacity: 3,004**

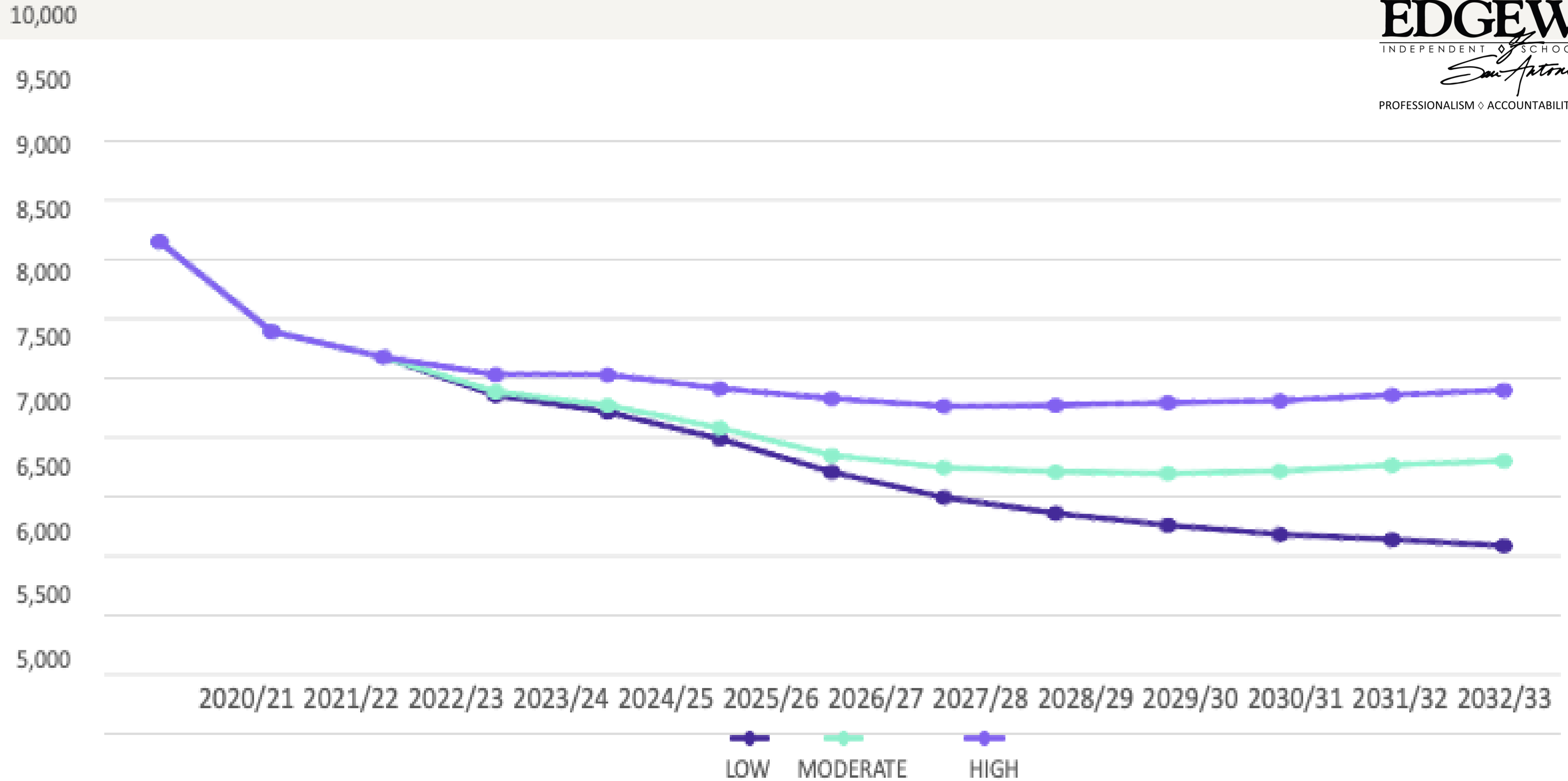
HIGH SCHOOL TOTALS	2,402	2,294	2,210	2,210	2,029	1,890	1,771	1,716	1,709	1,713	1,748	1,756
High School Absolute Change	-133	-108	-84	0	-181	-139	-119	-55	-7	4	35	8
High School Percent Change	-5.25%	-4.50%	-3.66%	0.00%	-8.19%	-6.85%	-6.30%	-3.11%	-0.41%	0.23%	2.04%	0.46%

***Total High School Capacity: 5,282**

DISTRICT TOTALS	8,389	8,177	7,885	7,771	7,581	7,349	7,245	7,209	7,195	7,216	7,265	7,301
District Absolute Change	-763	-212	-292	-115	-190	-232	-104	-36	-14	21	49	36
District Percent Change	-8.3%	-2.5%	-3.6%	-1.5%	-2.4%	-3.1%	-1.4%	-0.5%	-0.2%	0.3%	0.7%	0.5%

***Total District Capacity: 16,258**

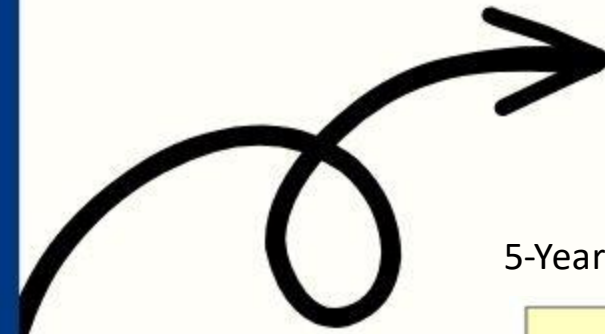
ENROLLMENT PROJECTIONS



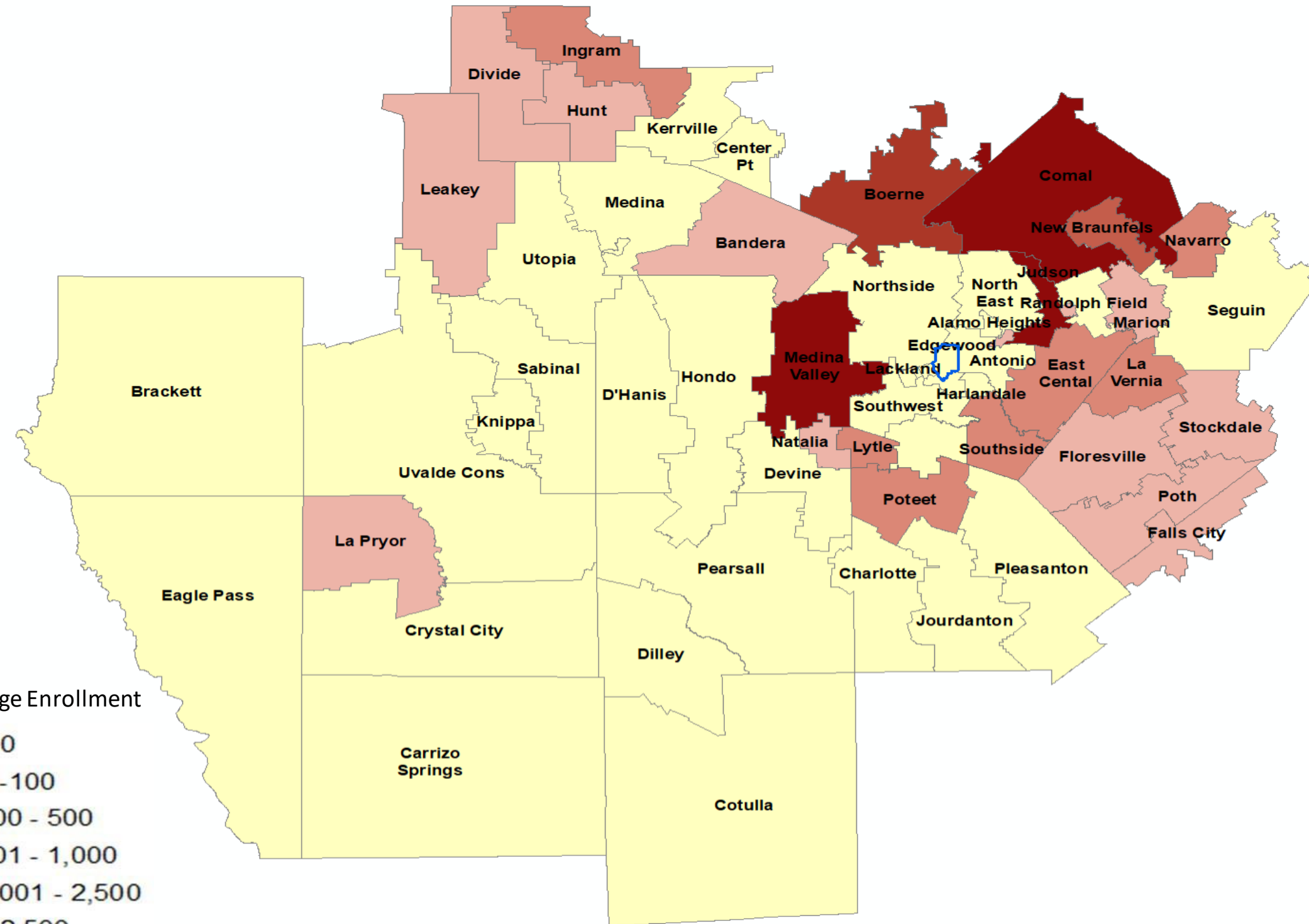
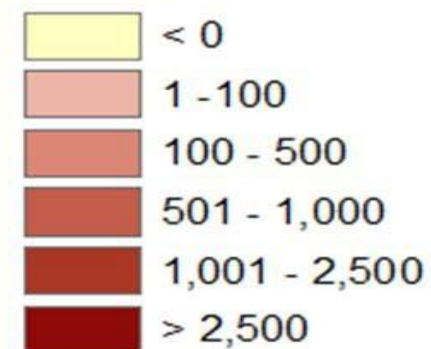
Region 20 Enrollment Trends*

(* Preliminary Enrollment Data, TEA April 2023)

- Edgewood ISD enrollment has fallen by almost 2,300 students between 2017/18 and 2022/23, a decrease of 21.9%
- EISD enrollment has decreased last year 216 students, or 2.6%



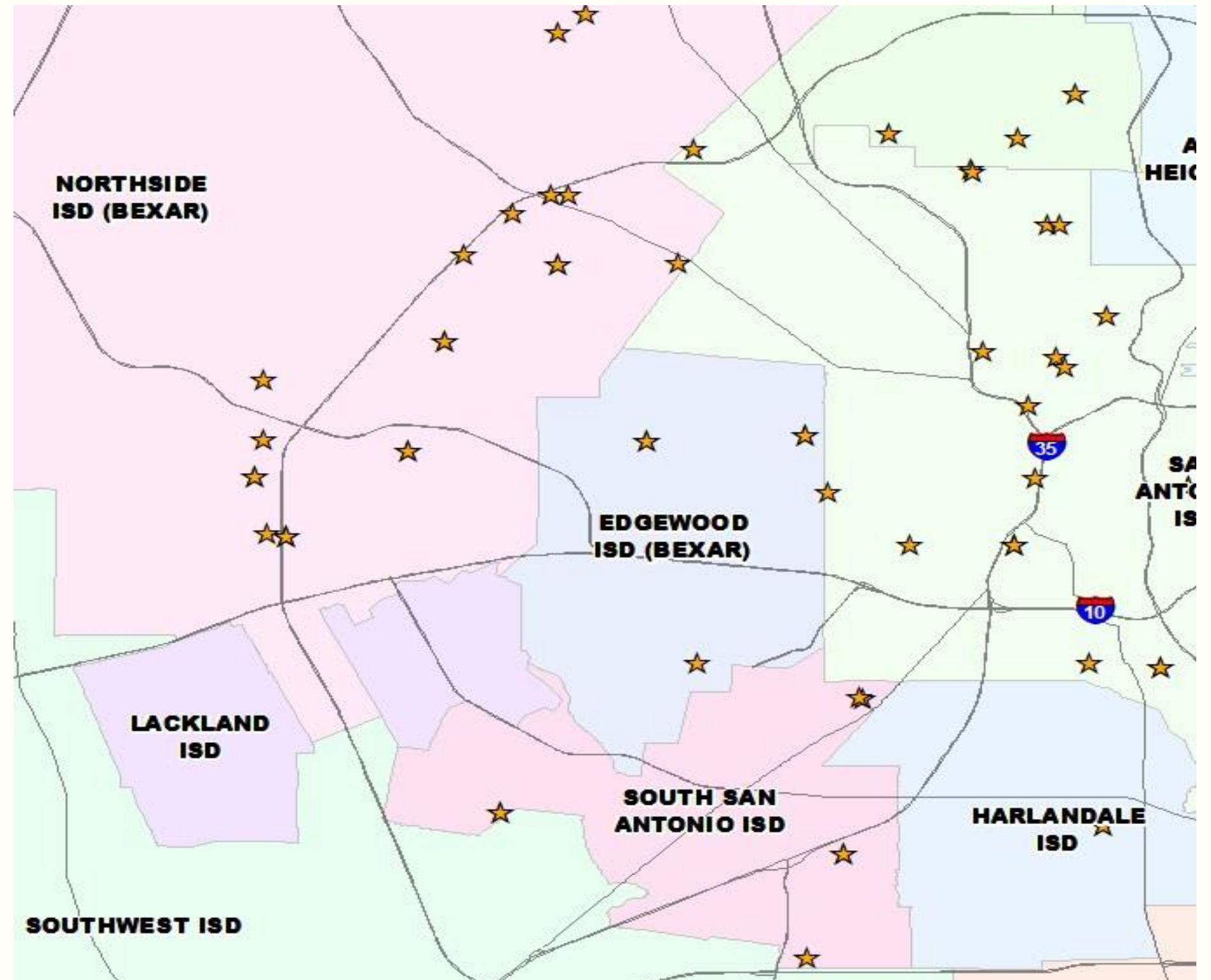
5-Year Change Enrollment



Charter Schools in San Antonio

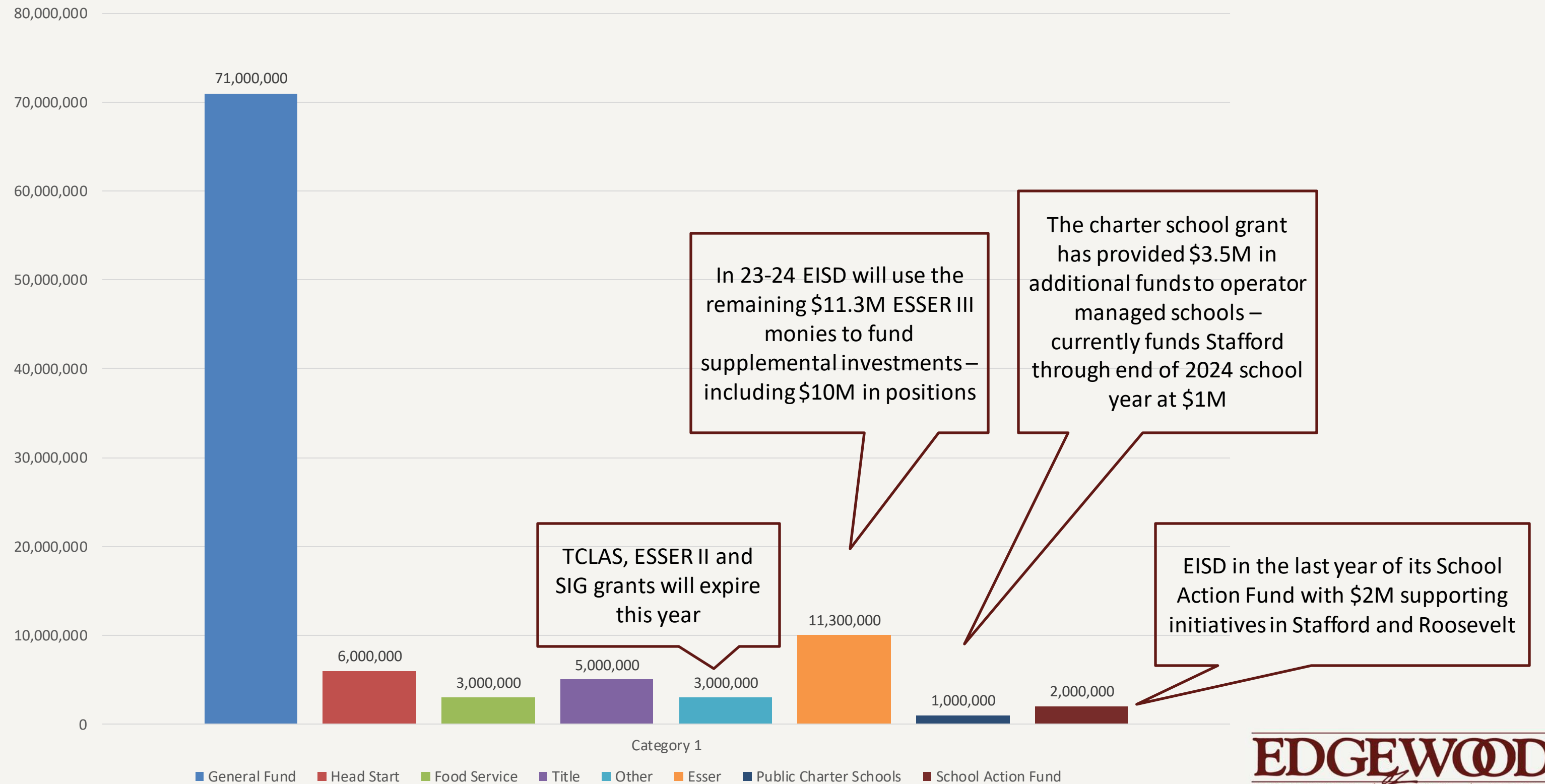
Did you know?

- There are 59 charter campuses within five miles of Edgewood ISD
- These campuses enrolled over 22,000 students in the 2022-23 school year



SHORT-TERM FUNDS WILL EXPIRE

Expenses are Outpacing Revenue by At Least -11% (\$13M)



*Source: EISD 2023-24 Adopted Budget, Estimated Grant Balances and Payroll

Better position EISD to **SERVE** our **STUDENTS** today and in the future by identifying opportunities to **OPTIMIZE RESOURCES**



OBJECTIVE

Rethink & Redesign Task Force



MEMBER SELECTION PARAMETERS

2 candidates to be recommended per campus
(one staff member and one parent)

1 community candidate per trustee
(non-staff parent or community member e.g. business
or nonprofit leader/general taxpayer/clergy)

3 Board members currently on the
Facilities & Finance Advisory
Committee

Knowledge C1

Ideal candidates should possess expertise about our community, schools and the needs of our students

Balance C2

Willingness to provide information and advice that is in the best interest of Edgewood ISD in its entirety

Insight C3

Commitment to provide the School Board and administration with insight and strategic, innovative recommendations to create more equitable, exciting opportunities for our students and staff

Responsibility C4

Pledge to keep in mind the fiscal responsibility of the Board and administration in executing recommendations

Respect C5

Promise to adhere to respectful, efficient and valuable communication

The Task Force will be co-chaired by a Board Member and Community Member

*Members of Edgewood ISD administrative leadership will attend meetings in an advisory, information sharing capacity.

MEMBER ROLES AND RESPONSIBILITIES

4 meeting *series*

Participate in a series of four meetings to become familiar with the current challenges and opportunities of the district

50+ *resources*

These 50+ community members will **serve as a resource** for SLT and Board of Trustees

unlimited *ideas*

Explore and **share new insights** and ideas for how to move the District forward given the current and future landscape

2+ *discussions*

Create **positive dialogue with the community** through a platform of Rethink & Redesign Community meetings to be set in the Fall

infinite *possibilities*

Ultimately **provide recommendations** toward EISDs redesign process that will facilitate the vision of establishing 5 innovation zones of excellence

50+ *champions*

Serve as a **champion for the best interests of our students, staff and community** as we move toward a recommitment to a brighter future for EISD

TIMELINE & NEXT STEPS

***Conduct all four meetings and community meetings**

August 8

Tuesday

Special Called Board Meeting to approve Task Force and selection process

August 9

Wednesday

Principal meeting to explain committee and selection process

August 11

Friday

Deadline to submit names to Maria Elena Villareal

August 23

Wednesday

Task Force Meeting 1

September 6

Wednesday

Task Force Meeting 2

September 20

Wednesday

Task Force Meeting 3

October 4

Wednesday

Task Force Meeting 4





Join us as we...

ReThink, ReDesign and ReCommit

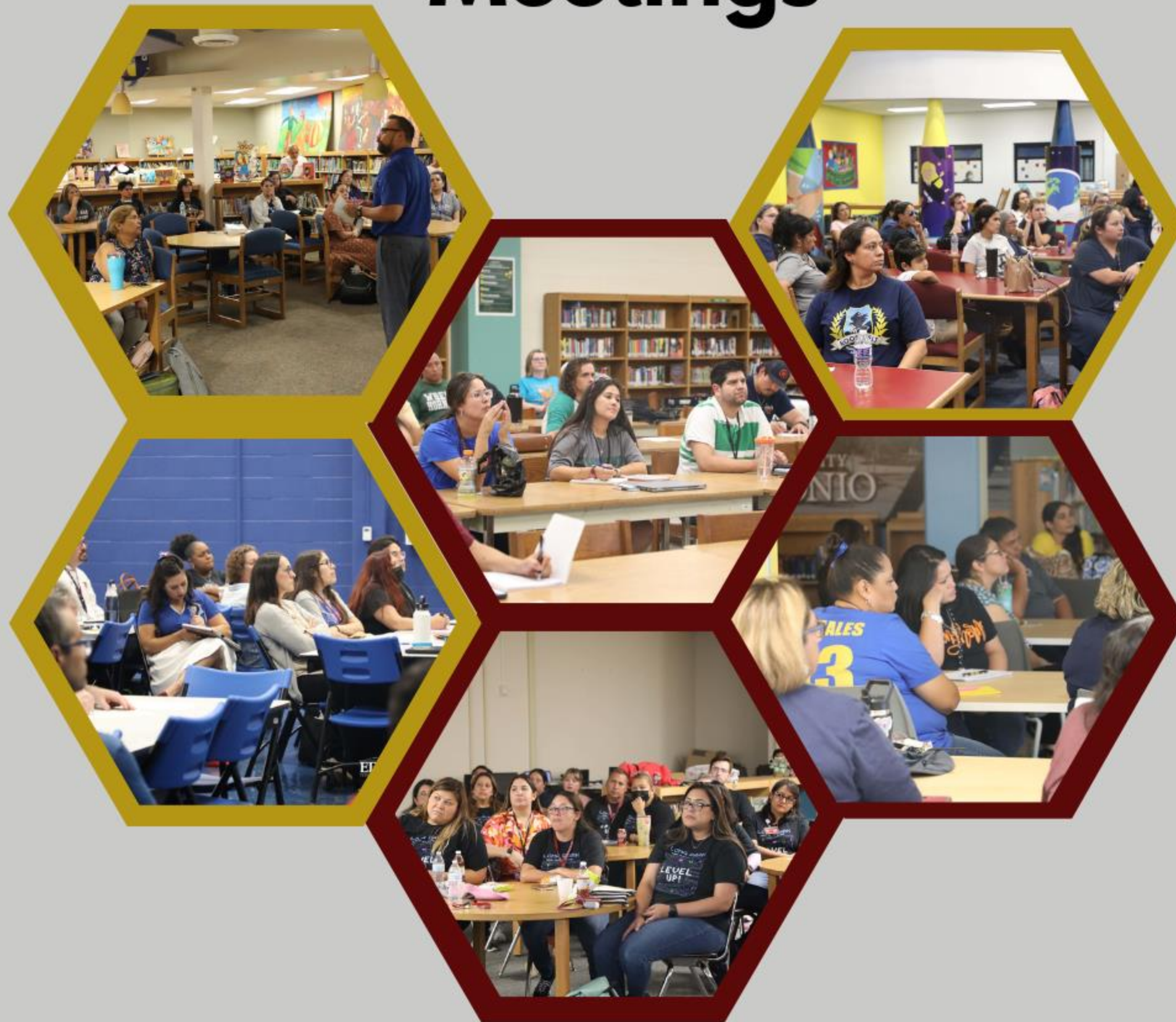
to our students, staff, and community.

Questions?

LET'S ALL THINK. PLAY. WIN BIG!



Rethink & Redesign Campus Meetings



SUPERINTENDENT'S RETHINK & REDESIGN MEETINGS





Reuniones con el superintendente para Replantear y Rediseñar

At A Glance
de un vistazo



www.eisd.net

SEPTEMBER

- 11** Cisneros Leadership School for Boys 
- 12** Henry B. Gonzalez Elementary 
- 13** L.B. Johnson Elementary School
Gus Garcia University School
John F. Kennedy High School   
- 14** Perales STEAM School
Edgewood Fine Arts Academy/DAEP  
- 18** Las Palmas Leadership School for Girls 
- 21** Cardenas Early Childhood Center
Gardendale Early Learning Program  
- 25** Burleson School of Innovation 

*Meetings are for faculty and staff ONLY

*Rethink & Redesign Community Meetings information will be forthcoming.

*Las reuniones son solo para maestros y empleados.

*Próximamente se informará sobre las reuniones de Replantear y Rediseñar para la comunidad.

SUPERINTENDENT'S RETHINK AND REDESIGN COMMUNITY MEETINGS

Reuniones con el superintendente de Replantear y Rediseñar para la comunidad

19
OCT

John F. Kennedy High School
Auditorium
5:30-6:30 pm



20
OCT

Edgewood Fine Arts Academy
Recital Hall
5:30-6:30 pm



23
OCT

Memorial High School
Auditorium
5:30-6:30 pm



Rethink & Redesign Community Meetings

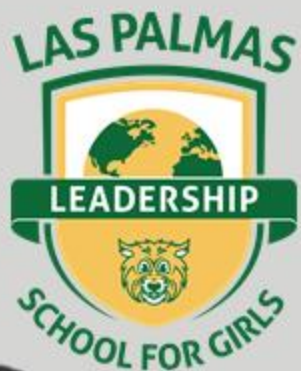


Little Girls with Dreams, **BECOME** Women with Vision

EDGEWOOD

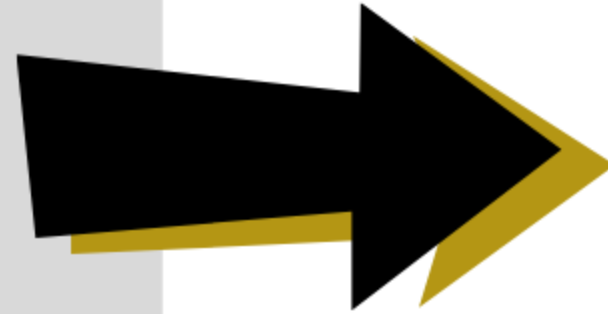
INDEPENDENT SCHOOL DISTRICT

San Antonio



September 13, 2023

ALAMOPROMISE-TO-PROMISE PARTNERSHIP



AlamoPROMISE covers the full cost of tuition and required fees for new graduates seeking an academic certificate or associate degree at one of the five Alamo Colleges. The UTSA's Bold Promise program covers the full cost of tuition and fees for qualifying incoming undergraduates.



Alamo College students in the AlamoPROMISE program can transfer to UTSA with tuition and fees covered for up to two years

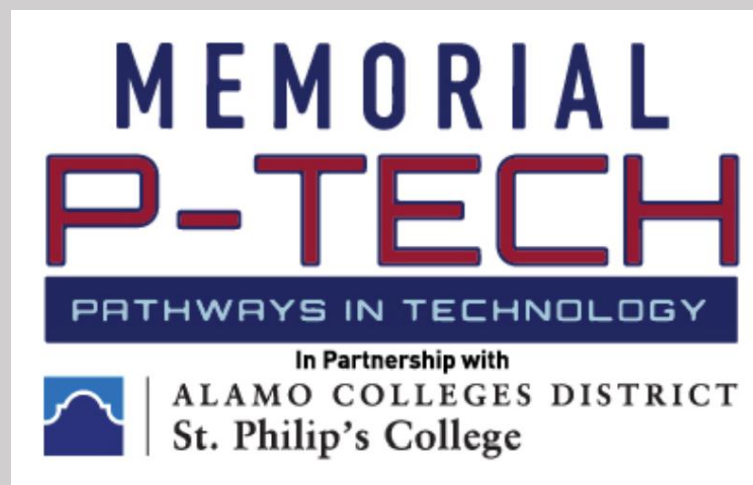
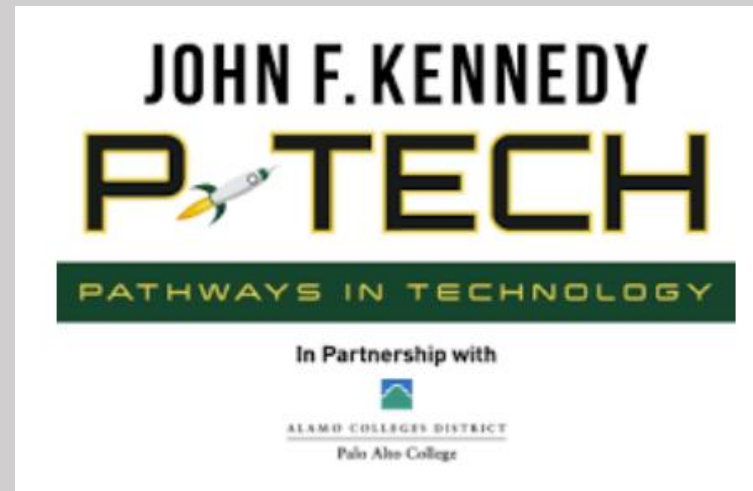


Pathway to Early College High School

P-TECH



ALAMO
COLLEGES

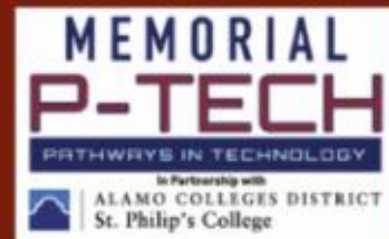
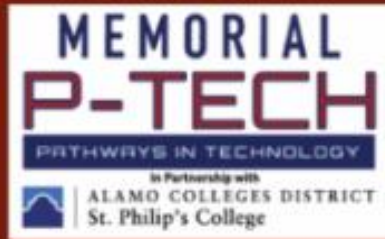


PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

- Students can receive a high school diploma, an industry credential and/or an associate degree AT NO COST.
- The P-TECH model is career focused and includes work-based education.
- Innovative partnerships with colleges, universities, and industry

2023-2024 Course Catalog

PATHWAYS IN TECHNOLOGY EARLY COLLEGE HIGH SCHOOL (P-TECH)



P-TECH AT MEMORIAL



ASSOCIATE OF ARTS IN TEACHING, A.A.T.

Educational Aide I



CULINARY ARTS, A.A.S.

Culinary Studies, Level I
Certificate
Culinary Studies, Level II
Certificate



PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

P-TECH AT JFK HIGH SCHOOL



AIRCRAFT AIRFRAME TECHNICIAN, A.A.S.

Aircraft Structures Mechanic,
Level I Certificate
Aircraft Mechanic Airframe,
Level II Certificate



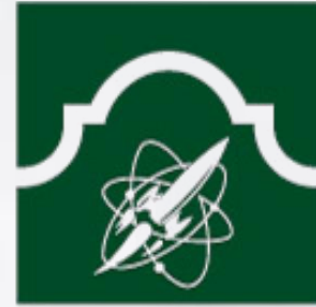
CYBER DEFENSE & OPERATIONS, A.A.S.

Cyber & Digital Forensics,
Level I Certificate
Cyber Defense & Operations,
Level II Certificate



COMPUTER SCIENCE, A.S.

Microsoft Technology Associate,
Industry Certification



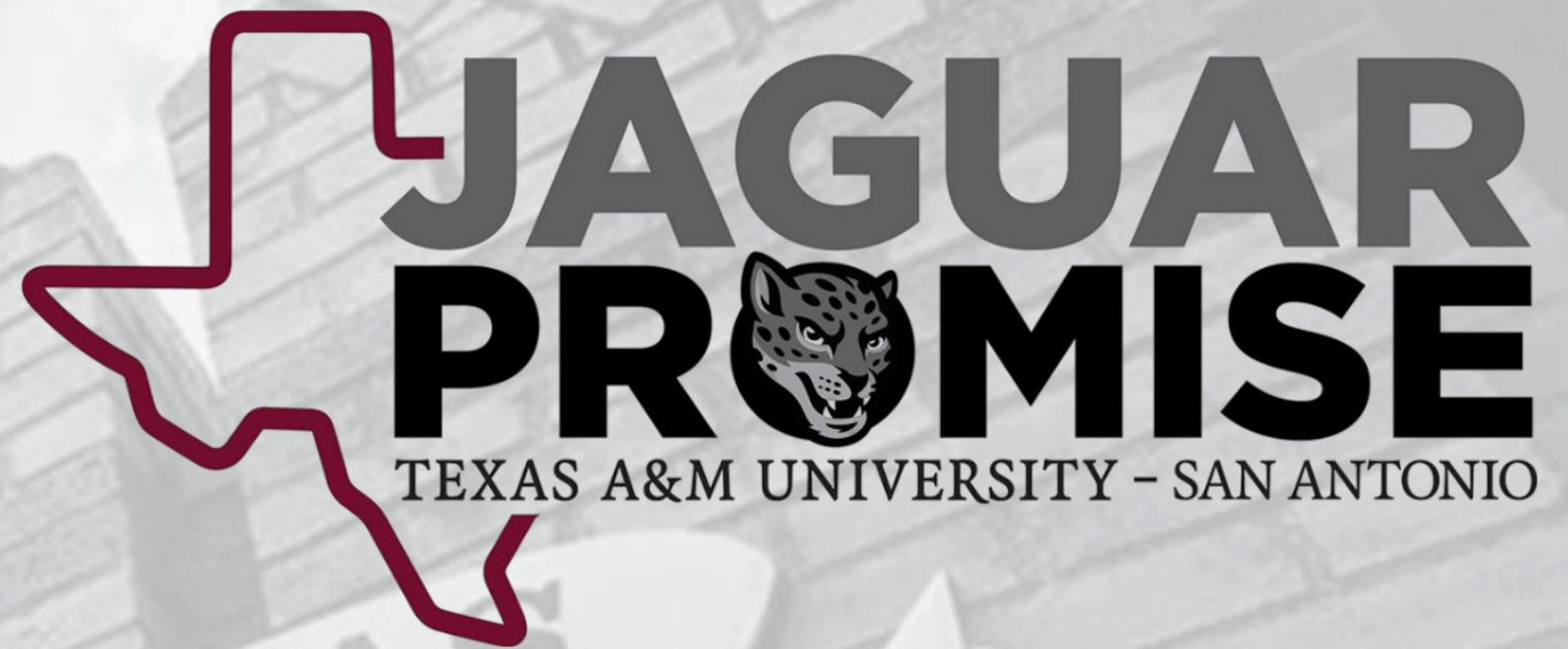
JOHN F. KENNEDY EARLY COLLEGE HIGH SCHOOL

Edgewood Independent School District
Alamo Colleges District—Palo Alto College



MEMORIAL EARLY COLLEGE HIGH SCHOOL

Edgewood Independent School District
Alamo Colleges District—Palo Alto College



Top students in Texas will be able to attend Texas A&M University-San Antonio tuition- and fee-free starting next fall, with a book stipend of \$300 a year as part of the Jaguar Promise program. The Jaguar Promise program is effective in Fall 2024 for the 2024-2025 academic year.

EDGEWOOD

INDEPENDENT SCHOOL DISTRICT

San Antonio

PROFESSIONALISM ACCOUNTABILITY COMMUNICATION



Top 10%

Graduating within the top 10% of your high school class.



Early College HS

Graduating from an Early College HS with at least 30 credit hours.



Transfers

Earned an associate's degree or 60 credit hours and has a family AGI of \$70,000 or less.



Top 35%

Graduating within 11-35% from a Texas high school and has a family AGI of \$70,000 or less.

All students must be Texas Residents & must be enrolled full-time.



Jesse Quiroga,
CHIEF OF POLICE

Dr. Eduardo Hernández
Superintendent of Schools

#SafetyMattersEISD

INTENDED LEARNING OUTCOMES

- Superintendent's Welcome Message
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September 18, 2023

Las Palmas Leadership School for Girls

Superintendent's Rethink & Redesign Meeting



**Dr. Eduardo
Hernández**

**Superintendent
of Schools**

