



EDGEWOOD
INDEPENDENT SCHOOL DISTRICT
San Antonio
PROFESSIONALISM • ACCOUNTABILITY • COMMUNICATION

SERVE
PROTECT
DEDICATED

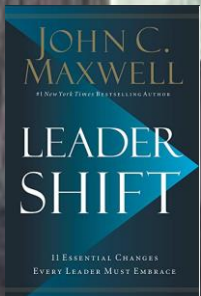


#NATIONALLAWENFORCEMENTDAY



SCHOOL BOARD RETREAT
DR. EDUARDO HERNANDEZ SUPERINTENDENT
JANUARY 9, 2024

Let's Set The Table



For Our Discussion



Intended Learning Outcomes:

- Edgewood ISD Board Appreciation Month
- Leadership-An Intentional Act of Service
- Looking Back: Defining The Work
- Edgewood ISD Board Practices

A large, ornate metal key with a circular head and a notched bit is positioned diagonally across the frame. It rests on a piece of white paper that has been torn from a larger sheet, revealing a blue background underneath. The word "LEADERSHIP" is printed in a bold, black, serif font on the white paper, with the key partially obscuring the letters "EAD".

LEADERSHIP

SCHOOL BOARD *Appreciation* MONTH



Martha Castilla
Board President

Dr. James Hernandez
Board Vice President

Joseph M. Guerra
Board Secretary

Frank Espinosa
Board Member

Luis Gomez
Board Member

Michael Valdez
Board Member

Richard Santoyo
Board Member

It takes a **BIG** **HEART**
to help shape
Growing Minds...



The caring you show comes
from a very big heart. Thank
you for helping their growing
minds – you play an essential
role in Edgewood ISD!

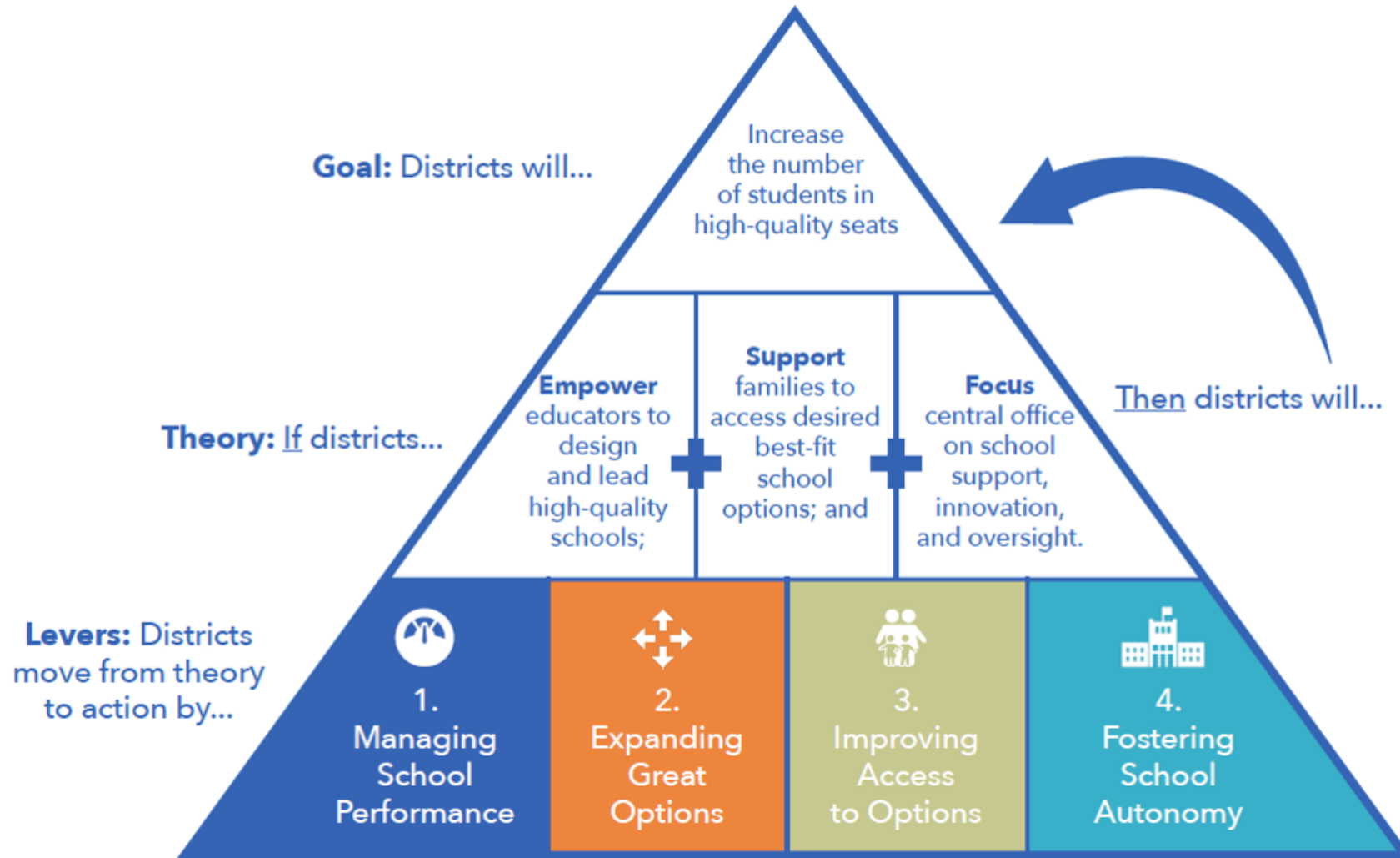


PROFESSIONALISM ACCOUNTABILITY COMMUNICATION

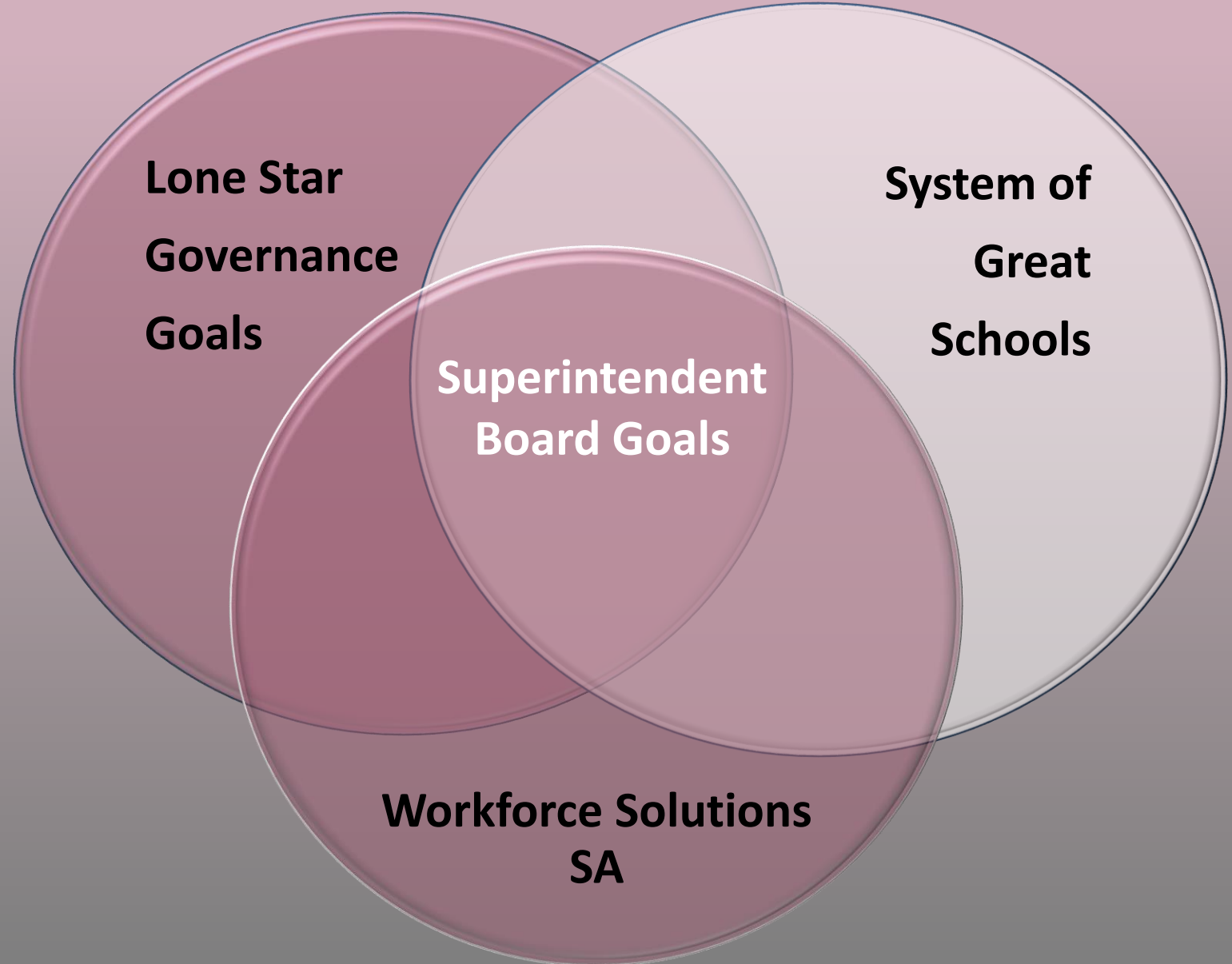


Board
Approved
June
2018

System of Great Schools Theory of Action



System of Great Schools (SGS)“ WHY?



Edgewood ISD System of Great Schools North Star Goal

June 2028 all STAAR accountable campuses will be rated "A" or "B"



FOCUS ON STUDENT SUCCESS



Intended Learning

Increase our understanding of the EISD 2023–2028 District Strategic Plan

Share our insights

Discuss the School Boards role in supporting our EISD 2023–2028 District Strategic Plan



Goal 1 Priority 1

The percentage of students in 3rd grade who score at “meets” or above on STAAR Reading

Goal 2 Priority 1

The percentage of students in 3rd grade who score at “meets” or above on STAAR Mathematics

Goal 3 Priority 1

Improve College, Career, and Military Readiness

Goal 4 Priority 2

Improve two-way communication and parent engagement

Goal 5 Priority 1

Improve student life readiness skills for students in grades 6-12

Goal 6 Priority 3, 4, 5

Develop an effective ‘Organizational Framework’



#OURCUSTOMERSMATTER

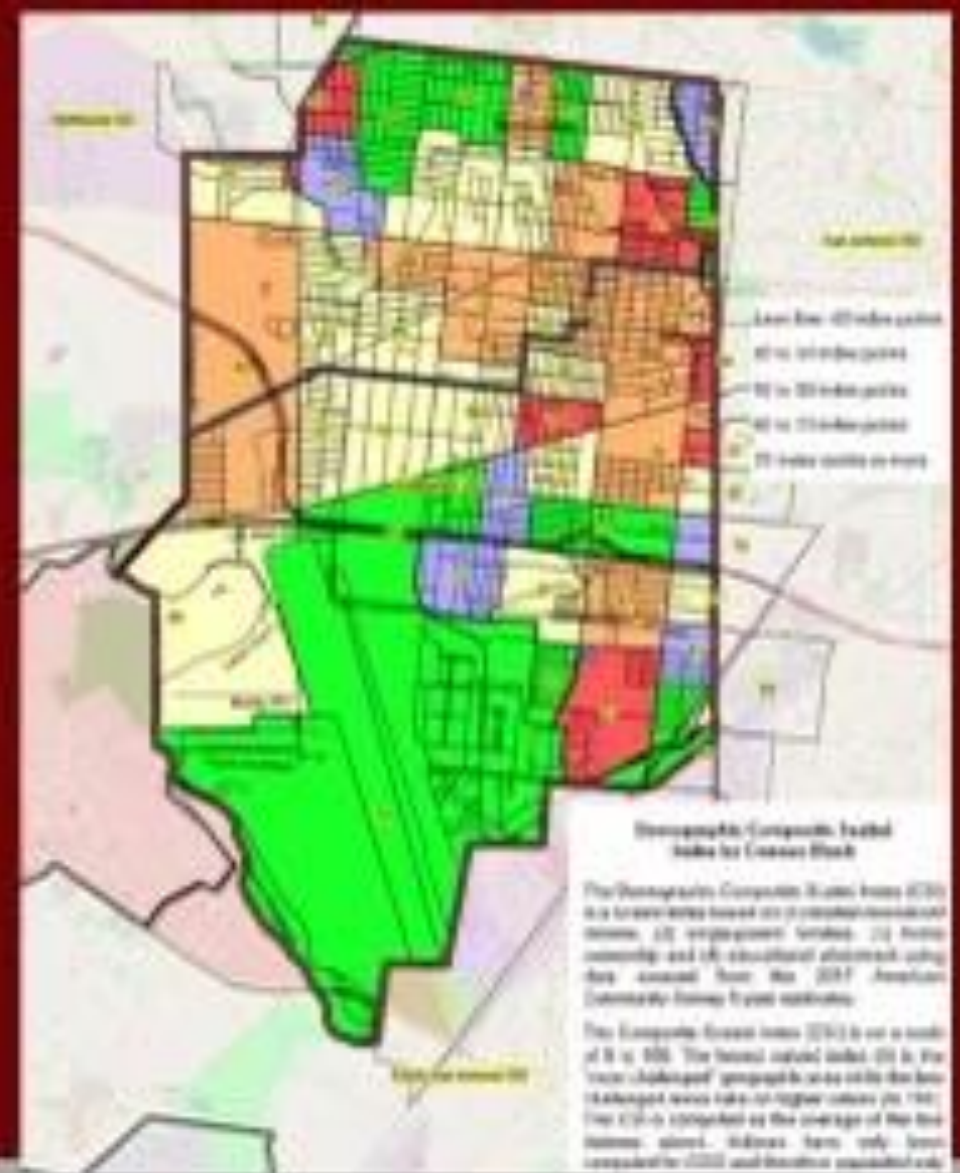


#BeyondThe16

"Talent is universal but opportunity is not"

- Todd Williams

#INVESTEDTX





CHOICE FAIR

YOUR *choice* NOW DETERMINES YOUR CHILD'S FUTURE

Edgewood ISD Marketing & Communications



2016



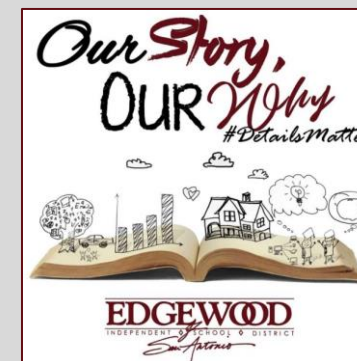
2018- 2019



2018

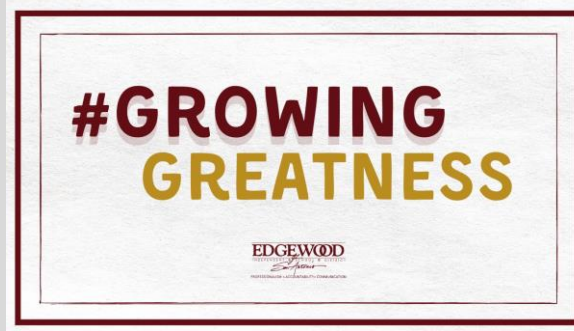
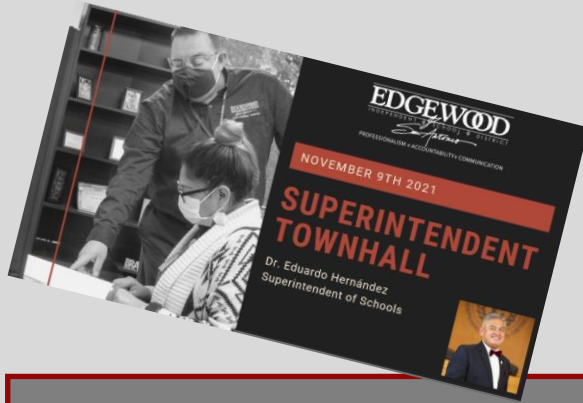


2019-2020



Employee Townhall, Community Town Halls, Platicas

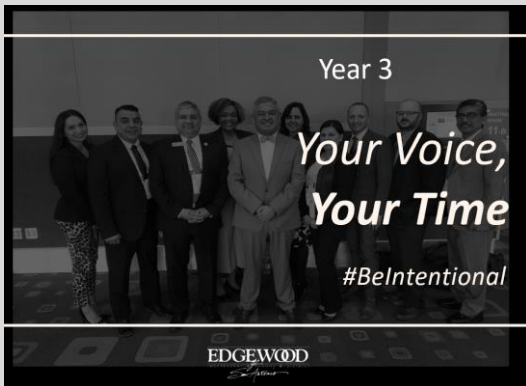
Edgewood ISD Marketing & Communications



2021-2022



2020-2021



2022-2023



Employee Townhall, Community Town Halls, Platicas



See how much
you could earn

[Learn more](#)

Edgewood ISD celebrating first Early College High School graduates

by SBG San Antonio | Thursday, May 13th 2021

AA



August 20, 2021





The Goals | Teacher Incentive Allotment (TIA)

RETENTION

To ensure top teachers have a **realistic** path to a competitive annual salary

RECRUITMENT

To **attract** and **keep** effective educators in the classroom and **incentivize** teaching at challenged campuses

Fall 2022-Fall 2023

Why EISD? | Teacher Incentive Allotment (TIA)



Increase Student Achievement - #1

Remain competitive in a tight labor market - #4



Increase retention of the most effective teachers - #4

Increase equity of access to most effective teachers - #1



Opportunity to strengthen current evaluation system - #4

Support Teacher Growth - #4



Use State dollars to increase teacher salaries - #4 and #5



Lone Star Governance & Teacher Incentive Allotment (TIA)



Continuous Improvement for Governing Teams

Improving Student Outcomes



Vision



Accountability



Structure



Advocacy



Unity



Top 33% in the state

Recognized

\$3-\$9K

\$7,300-\$8,470

National Board
Certification



Top 20% in the state

Exemplary

\$6-\$18K

\$14,700-\$17,000



Top 5% in the state

Master

\$12-\$32K

\$26,500-\$30,200

*The TIA designation is added to a teacher's
SBEC certificate and is valid for five years.*



2023
Galveston, Texas



#LeadershipMatters



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San Antonio
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#LeadershipMatters



Rethink & Redesign Task Force 2023-24



Objective

Better position EISD to serve our students today and in the future by identifying opportunities to optimize resources



Rethink & Redesign Task Force Update



LOOKING BACK

Always Aim
High:
Everything
Begins and
Ends with
Leadership.

- Jon C. Maxwell

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San Antonio



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PROFESSIONALISM ♦ ACCOUNTABILITY ♦ COMMUNICATION

Board Monthly Cadence

Board Workshop: Workshop can last 4 to 6 hours. Our board learns about items that will be presented at the regular board meeting for approval. They can take a deeper dive and ask questions about the items to make a decision to approve or deny at the regular board meeting.

Board 1-1 Meetings: Each board member meets with the Superintendent 1 to 1. Meetings are between the workshop and board meetings to allow the board member to ask the Superintendent clarifying questions.

Board Performance Planning Meetings: These meetings are being designed to bring attention to the Metrics associated with sustaining a High-Quality School District. Topics may be around areas of inventory in warehouse material, vehicle fleets, bus ridership, student participation in Nutritional programs, and Accounting audit findings, and updates on projects. Furthermore, analysis will consist of expounding on student assessment data, scholarship awards, enrollment in AP/ECHS/Dual Credit courses.

Board Meetings: Meetings can be between 2 to 3 hours long. These are held once a month. It is at these meetings that Board of Trustees approve all items on our Consent Agenda, if they believe it is in the best interest of the district.





EDGEWOOD ISD

School Board

SCHOOL BOARD

Work Session





SCHOOL BOARD

Performance Meetings

Oct 14, 2022

by Amelia Portillo

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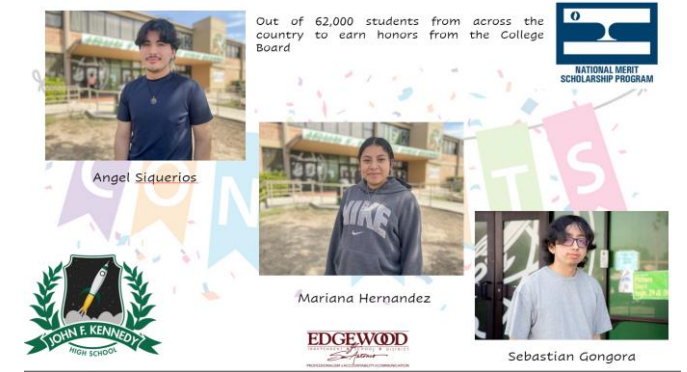
Board Performance Planning Meeting





SCHOOL BOARD

Regular Meeting



#PeopleMatter



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Leadership Pipeline

At each turn in the leadership passage, individuals need to make a *shift* in...



Skill requirements

The *new capabilities* required to execute *new responsibilities*



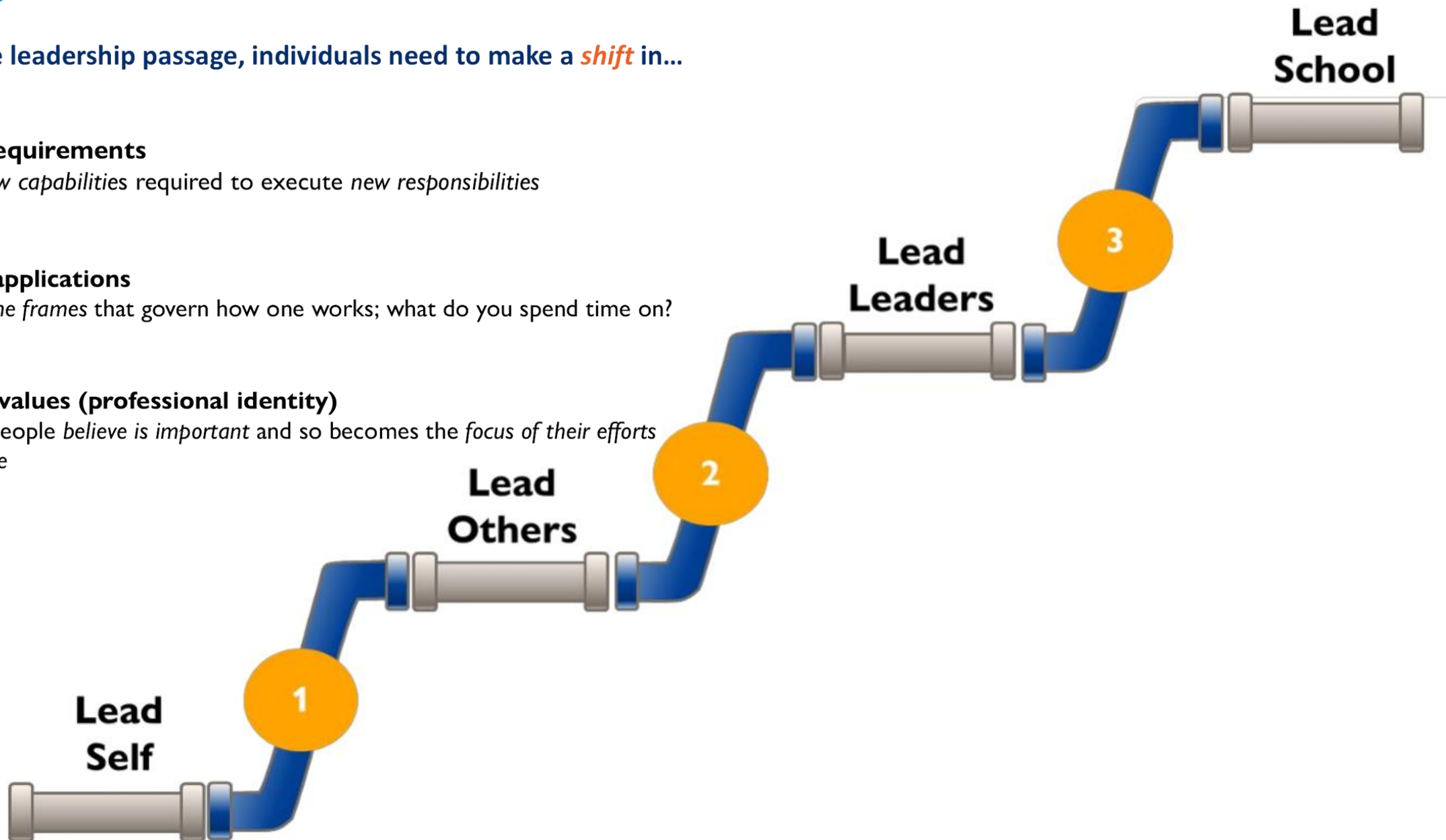
Time applications

New time frames that govern how one works; what do you spend time on?



Work values (professional identity)

What people *believe is important* and so becomes the *focus of their efforts and time*





Thank you School Board for being
ALL STARS to Edgewood ISD
and the Edgewood Community.
We appreciate you!

Locally Elected,
community connected





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