

Dear Edgewood ISD Team,

Over the past month, we have begun the process of creating a significant transformation to increase academic performance at Edgewood ISD so that ALL of our students are achieving at higher levels. On January 3<sup>rd</sup>, 2017 we had our discussion on what it means to be a school system of excellence that is led by a servant-leadership attitude, focused on providing an exceptional learning experience and I am excited to see the strides the new and improved Edgewood ISD achieves every day.

In working towards our Strategic Plan, we are in the process of adopting newly written expectations for how Central Administration serves campus administration, teachers, staff, students and parents at a much higher level that will deepen relationships of trust as well as increase rigor in classrooms across the District. I have also shared our plan to restructure Central Office departments, including Curriculum & Instruction, Operations, Finance, and Human Resources in order to focus on increasing resources for our schools.

Consequently, we are redefining the scope, responsibility and criteria for a number of positions, emphasizing on functions within Curriculum & Instruction, Special Education, English Language Learners, and other areas of instructional support resulting in job descriptions that will require greater demands and higher level of qualifications and expertise.

There will be a number of positions in Central Administration for which to apply -- whether employees decide to apply for a position resulting from the restructuring or for another job in our District is ultimately up to each individual.

Having worked at several districts where a restructure took place, I understand that any change can be unsettling, but they are essential to moving Our District forward. Our new Mission statement at Edgewood ISD is: Edgewood ISD provides an exceptional learning experience that engages, empowers, and prepares students to compete and reach their highest potential in an ever-changing World. This is a goal we must not forget.

I will continue to keep you updated as we move through these transitions. Thank you for your continued support of our long-term plan and your commitment to our students.

Best Regards,



Dr. Emilio Castro  
Superintendent Edgewood ISD