

Welcome Back Children's Cabinet

Quarterly Meeting | Feb. 28, 2024



Moving to New Rightsizing Work: The Empower Plan

Recentering on Always Learning

Inner Workings of the Children's Cabinet Moving Forward





New Rightsizing Work: The Empower Plan

The Worksheet At Your Table

We will cover five topics in this section.

For each section, respond to each of the three prompts:

- o I've got a question.
- o It's working!
- Here's a little advice.







Supporting Our Staff



Supporting Our Staff | Transition to Date

Thousands

of interactions/communications

Hundreds

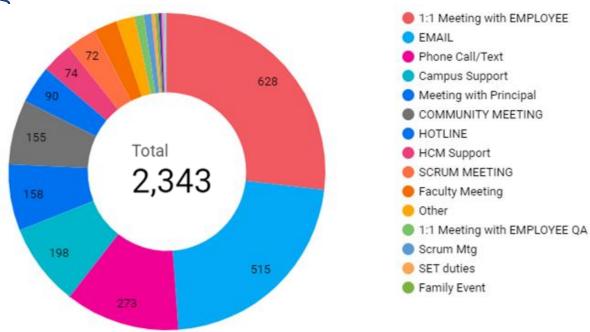
of assignments offered and accepted

Hundreds

of one-on-one meetings, phone calls, and emails

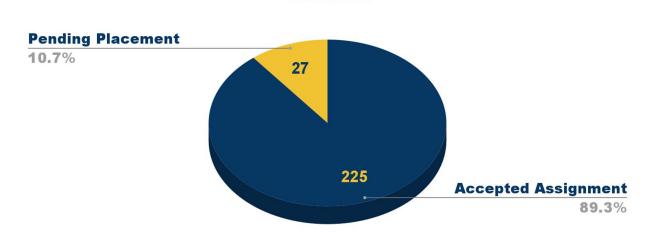
Dozens

of community meetings and campus events



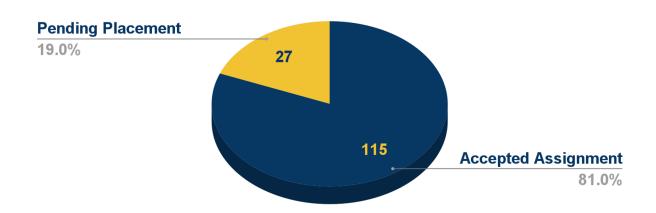


Supporting Our Staff | Reassignment and Retention



TEACHERS

INSTRUCTIONAL ASSISTANTS



Acceptance Rates

- √ 89% Teachers
- **✓ 81%** Instructional Assistants
- √ 100% Child Nutrition Services
- √ 100% Nurses
- √ 71% Custodians
- √ 65% Campus Administrators
- √ ~80% of ALL impacted staff
 have accepted reassignment

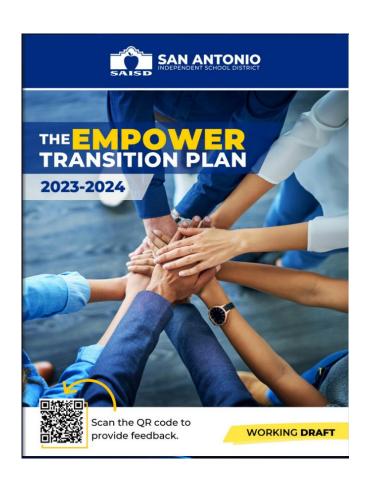




Supporting Our Students



VIP Customer Service Assurances



- 1. Ensures that all students have access to high quality educational programs
- 2. Provides a compassionate one-on-one **VIP customer service experience** for families
- Empowers families to select the **best fit/best match** enrollment option for their
 child(ren)
- 4. Emphasizes **voice & choice** for families offering multiple communication outreach methods
- 5. Designed with an emphasis on the **family experience**
- 6. Students from impacted campuses will have priority (choice and transfer process)



Access & Enrollment Updates

- All families impacted by rightsizing have been contacted.
- **Lottery** will run the week of February 26 thru March 1.
- Families will be notified of transfers/offers through the new platform, Avela on March 1
- Families have until March 22 to accept their offer.





Intent Survey Data



# Accepted the newly assigned home campus	3,111
# of Students that have applied for choice/transfer	1,008
# Indicated not returning	441
TOTAL	4,560

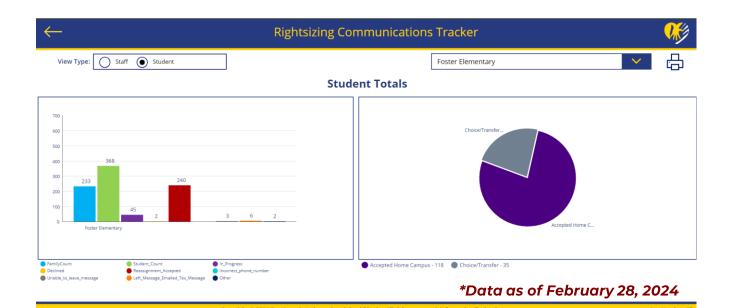
Campus	#Accepted Newly Assigned Home Campus	Accepted Choice/ Transfer	Not Returning
Beacon Hill	145	51	29
Bonham	13	0	0
Cotton	108	28	13
Douglass	117	17	18
Forbes	96	35	16
Foster	273	54	7
Gates	129	8	3
Gonzales	42	32	14
Green	97	15	8
Highland Park	189	99	37
Huppertz	185	59	22
Japhet	154	30	11
Kelly	117	5	6
Knox	50	76	18
Lamar	115	124	59
MLK	139	3	18
Miller	233	44	20
Nelson	68	50	27
Schenck	499	14	15
Storm	147	139	19
Tynan	54	55	36
Washington	23	21	0
Total	2,993	959	396





Family Outreach Attempts

Campus	Outreach Attempts	Total No. of Families
Beacon Hill	575	172
Bonham	10	133
Cotton	315	155
Douglass	407	104
Forbes	392	107
Foster	555	233
Gates	186	94
Gonzales	179	101
Green	140	105
Highland Park	504	257
Huppertz	664	204
Lamar	475	230
Japhet	341	164
Kelly	351	200
Knox	270	149
MLK	374	112
Miller	678	205
Nelson	282	161
Schenck	603	398
Storm	495	206
Tynan	273	153
Washington	46	46
TOTAL	8119	3,689





Registration



- Families will select register for 24-25 on the website: www.saisd.net/enroll. Button will appear for the 24-25 school year.
- Families will need to create their accounts by using their phone or email (Preferred method is phone)
- Goal is to have 100% of the students registered by May 30
- 100 Flyers and electronic version will be provided to campuses



Gearing Up For Registration

- Role for CTA's:
 - Interacting with families to communicate the registration launch
 - Supporting the campus with enrollment events
 - Collaborating with teachers to promote registration
 - Assisting families that submitted transfers/choice applications to accept and register by March 22



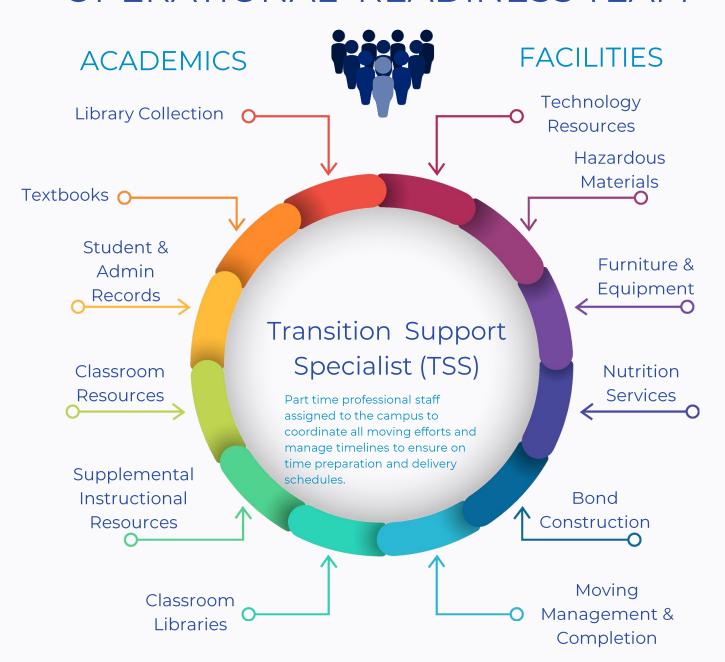






Ensuring Operational Readiness

OPERATIONAL READINESS TEAM



PROJECT SUPPORT

TRANSITION BUDGET

DEDICATED PROF PT TTS

COORDINATED TIMELINES

ALIGNED SYSTEMS & PROCESSES

STREAMLINED COMMUNICATION

COMMITMENTS

EMPATHY
RESOURCE EQUITY
LEADERSHIP
NETWORK BUILDING &
COLLABORATION
INNOVATIVE SOLUTIONS

ROLES **RESPONSIBILITIES**

- Identifies both the instructional and operational support staff
- Establishes the role of the **Transition Support Specialist** under the direction of the Principal and in collaboration with the Sr. Executive Director
- Indicates the campusrelated supports to include extra-duty for staff and temporary assistance

ROLES & RESPONSIBILITIES

INSTRUCTIONAL



OPERATIONAL

School Leadership Asst. Superintendents

District-based staff

Full-time Professional

School Leadership

Sr. Exec. Directors

- District-based staff
- Full-time Professional

Principals

- Campus-based sta
- Full-time Professional
- **Transition Support** Specialist (TSS)
- Campus-based staff Part-time Professional
- 25 hrs/wklv
- 25 week assignment
- Sending & receiving campuses
- NO MORE than 625

About

This staff member will work with the principal and Sr. Executive Directors for School Leadership to ensure the operational readiness for all impacted schools.

About

This staff member serves as the primary liaison on all matters related to operational and building readiness The role will include ensuring that all timelines and principal needs are met. The supports include attendance at all weekly coordinating meetings and managing communication with the departments, principal, and Transition Support Specialist.

About

This staff member will support the logistics management by facilitating that the staff, resources, and schedules are optimal to ensure the work is completed on time.

This staff member is the campus POC and works as the liaison on matters related to transition move. As the point of contact, the TSS will be contact with the Academics and Operations teams spearing heading the move. The TSS will also ensure the campus readiness coordination adherence to timelines and facilitation needs and communication as needed.





Click here to return to the Operational Readiness Admin Guide

MONTHLY CAMPUS PRIORITIES

- Identifies campus priorities by Instructional and Operational divisions
- Calendar Reminders of important dates conducted by the district or campus
- Resources to accomplish the actions needed
- Notes with important details

Campus Priorities - Instructional

JANUARY

Deadline Checklist

District Calendar

Testing Calendar

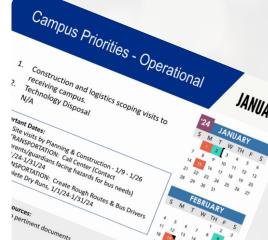
- 1. Campus Planning Meetings
- 2. Identification of Site Support Staff
- 3. Digital Inventories & Textbook Surplus
- 4. Weeding of Library Collections

Important Dates:

- ☐ Digital Library Inventory Completed 12/15 (District)
- Textbook Inventory 1/16-2/24(District)
- ☐ Textbook Surplus Pick-up 1/16-2/239 (District)
- ☐ Library Weeding 2/12-3/15 (Campus)
- Weeded Library Books Distributed to Students 2/12-5/1 (Campus)
- ☐ <u>Library Weeding Assistance</u> Request Form (Campus)

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FEBRUARY							
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4	5	6	7	8	9	10	
11	12	13	14	15	16	17	
18	19	20	21	22	23	24	
25	26	27	28	29			



Academic Resources

- Meeting Agenda
- 2. Rightsizing Operational Readiness PRINCIPAL Website
- 3. Campus Data Sheet (Coming Soon)
- 4. <u>Deadline Checklist by Campus</u>
- 5. <u>Library Weeding Process / Documentation</u>
- 6. FAQs

Due from Campus:

 Select dates on <u>Library Weeding Assistance Calendar</u> (2/5)

Note: The initial pick-up of the print Library Disposal Weeded Materials is scheduled during Spring Break 3/11-15; custodians must be on hand to help retrieve materials from staging area

Projected Time Needed for Work Completion:

- Textbook Inventory 2 Days
- Textbook Surplus Collection - 1 Day
- Weeding Library Collection - 2-4 Days
- March Library Weeded Print Disposal - 1 Day

Completion DUE DATE:

February 26

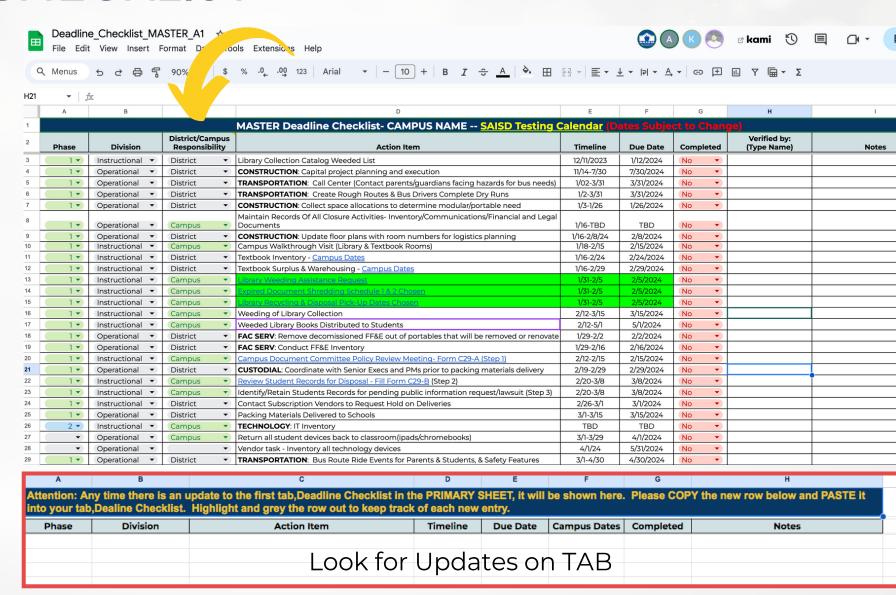


For questions, contact Elizabeth Brown, Ed Tech & Extended Learning Coordinator at 210-554-8422 (ext. 48422) or ebrown2@saisd.net.

DEADLINE CHECKLIST

- Phases
- Division
- Action Items
- Timeline
- Due Date
- Campus Dates
- Complete
- Notes

Available in the Campus Folder (Principal Website)





We have launched the **Blending**Our Familia section of the
Empower Plan, which is publicly
available as a draft of resources.

These **resources** serve as a **springboard** for **principals** to use in developing their **transition plan** and also include **resources for families**.

Blending Our Familia activities are already in action on campuses.

A MESSAGE TO OUR FAMILIA

This section represents a **start** to **blending our familia** and is a **draft** of resources, events and activities that campuses may use to **design** their **transition activities**. Principals have the autonomy to develop other activities aligned to their campus needs that are not in this plan.

More stakeholder feedback is needed in order to In order to create a plan that will support campuses to create schools where all students, staff and families feel comfortable, welcomed, and have a sense of belonging.

DESIGN INCUBATORS

A design incubator is a process for brainstorming ideas and considering the potential success or failure of ideas around a central idea.

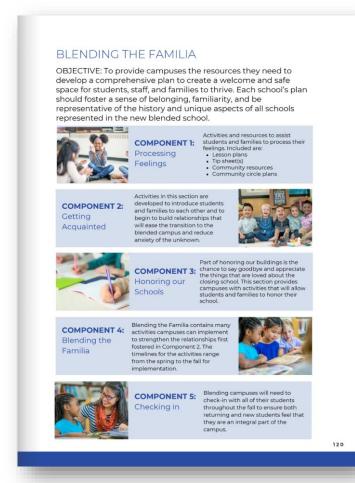
A series of design incubators will be held this spring to gain input from families, teachers, and administrators on how we blend our schools to create a welcoming space for all. For example, one consideration is whether mascots become a new mascot, if there will be multiple mascots for a single campus, or if there is a different way to treat the mascots of blended campuses. The voices of families, teachers, and administrators are critical as we move forward with the work of blending our schools.

If you would like to participate in a design incubator, please indicate your interest using this <u>link.</u>









There are **5 components** to the draft plan available now in the **Empower Plan**:

- Processing Feelings
- Getting Acquainted
- Honoring Our Buildings
- Blending Our Familia
- Checking-In



To further develop the Blending Our Familia section, we have launched design incubators to gain feedback from a variety of campus-level stakeholders with a focus on school identity.

Incubators are concluding this week and have/will include students, teachers, parents, administrators, and specialists, as well as representation from the Alliance.

GETTING ACQUAINTED ACTIVITIES



Activities

These activities were designed to familiarize students and families with each other and their newly blended campus.

- Pen Pals Encourage and assign students from each closing or newly blended campus to exchange letters through the Pony or through email as pen pals. Have students exchange letters at biweekly or on another schedule that works for both teachers.
 Consider social media or video pals for students who are homebound or lack sufficient writing skills.
- TikToks Invite and encourage students to make TikToks to highlight the great things that can be found at the closing and newly blended schools.
- Joint newsletter Provide a campus newsletter containing important information about the new campus and right sizing process, to include timelines, research and the feedback received during this process.
- Introduce new culture concepts Invite a guest speaker from the campus that all other campuses will blend into to introduce new culture concepts such as dual language, IB, common area expectations, or school wide rules for the newly blended school. Administration will also attend to facilitate a Q & A session.
- Campus visits for students served by ALE Provide an opportunity for ALE students to visit the new school, classroom, and explore the campus, and to get acquainted with new campus routines.

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VIDEO





The Facilities Repurposing Panel is fifteen community members, including a student.

It will advise the district in deciding how we make the best use of nineteen unused properties, including schools affected by rightsizing.

The panel has met three times since January, and will make its first report to this body at its May 2024 meeting.

San Antonio ISD's school buildings are a community legacy. Not only our children, but sometimes our parents and grandparents have walked the halls, cheered for the teams and loved the staff, neighbors and friends who they met there.

The Board and District are committed to preserving the heritage of the schools affected by rightsizing, while at the same time ensuring that they have viable future in their community.





Pursuant to the Board's Rightsizing Resolution, the District has convened the **Facilities Repurposing Panel**, which:

- includes families from the neighborhoods of the closed schools
- functions as a subcommittee of the Always Learning Children's Cabinet
- advises staff recommendations to the Board of Trustees on how to make the best use of all of our vacant facilities including those closed due to this year's rightsizing decision
- will prioritize access to current San Antonio ISD schools with waiting lists before any other organization







Recentering on Always Learning





Gallery Walk Directions:

Welcome to the Always Learning Gallery. The gallery features 14 stations of posters which highlight our work from the 12 components of Always Learning. We invite you to take part in a gallery walk.

During the gallery walk, you will have time to visit as many stations as you wish to learn more about and to leave feedback.

Each station has 3 posters:

- Poster 1 displays the Always Learning objective, activities, and intended outcomes
- Poster 2 describes the activities completed and next steps
- Poster 3 highlights data and images

Give Feedback



Use coral Post-it for warm feedback:

Strengths, kudos, positives, high-5's, etc.



Use teal Post-it for cool feedback:

Areas for growth, suggestions, ideas, wonderings, recommendations, etc.

Station Guide:

Use this guide to determine which station/s you wish to review.

- **Thriving Profiles**
 - Leadership
- Content Based Language Instruction
- Finance & Business Operations

Professional Development Nutrition & Transportation

Mathematics

- Technology
- Early Childhood Education
- Continuous Improvement
- Social Emotional & Academic Development
- Family & Community Engagement

HCM: Teacher Pipeline

Rightsizing











- Dashboards
- Quarterly reports
- Annual reports
- Automated reminders
- Ongoing support
- Strategy sessions





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499

Green = On Time/On Schedule

Legend (unless otherwise noted)

Blue = Completed

Yellow = Delayed/Behind Schedule

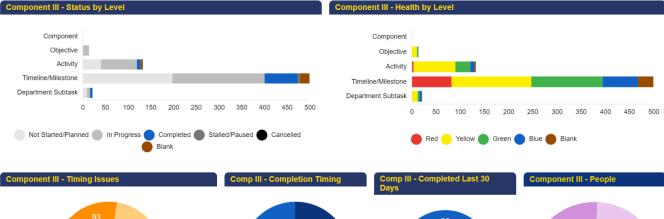


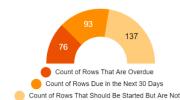


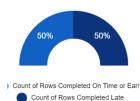
Earliest Start 01/03/22

Latest Finish 07/31/29 **Total Duration** 1780d

Red = Critically Delayed/Schedule At Risk











Total At
Risk Rows



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Health	Item ID	Primary	Status	End Date	Start Date	Percent Complete	Owner
•	III.A.02.b.0	Plan for implementation of a 0-3 program in SAISD facilities by the 2023- 2024 school year.	In Progress	01/12/24	08/08/23	20%	Aleida Perez
•	III.C.02.b.0	Draft and develop IIT model of service delivery for dyslexia and tier 3 literacy intervention	In Progress	09/29/23	08/23/23	75%	Julie Ann Gonzalez
•	III.C.02.c.0	Determine instructional materials, inventory, & order/purchase needs for campuses	In Progress	03/01/24	08/23/23	25%	Julie Ann Gonzalez
•	III.C.02.d.0	Develop IIT job description	In Progress	09/29/23	08/23/23	75%	Julie Ann Gonzalez
•	III.C.02.e.0	Determine levels/campuses to receive allocation for an IIT	In Progress	11/17/23	08/23/23	90%	Julie Ann Gonzalez
•	III.C.02.f.0	Draft and implement plan for current DPS to support transition	In Progress	09/29/23	08/23/23	50%	Julie Ann Gonzalez
•	III.C.02.g.0	Work with HCM to determine placement of currently interested DPS into IIT	Not Started/Plann	03/28/24	08/23/23	15%	Julie Ann Gonzalez

Component	III Flags List					
Quick Win or Story Highlight	Flag for Strategy Follow Up	Needs Funding Assistance	Item ID	Primary	Status	End Date
*	F		III.A.04.c.0	 Partner with SAISD's Adult Education Department to market and offer workforce development courses August 2023. 	In Progress	06/02/27
*			III.B.03.a.0	Convene a teacher review committee by March 2023.	Completed	03/30/23
*			III.B.03.b.0	Order materials by April 2023 and deliver materials by August 2024	Completed	07/21/23
*			III.B.04.c.0	Develop SAISD curriculum documents to support Scholastic PreK On My Way adoption	In Progress	04/30/24
*			III.B.06.b.6	PUENTES Family Engagement Training	In Progress	05/30/24
*			III.C.01.a.2	Convene LAC to review the instructional framework and relevant research regarding the Science of Teaching Reading in both monolingual and bilingual settings.	Completed	03/29/23
	_		III E 1 E h A	▲ Encure menter toyte are in place for every echael by January 2024	In Drogroce	04/24/24



Monitoring Progress



Reporting JANUARY-FEBRUARY 2024

Grow the sophistication of dashboards and reports for program managers as well as for stakeholders





Children's Cabinet FEBRUARY-MAY 2024

Build capacity with this body to advocate for SAISD and to monitor and report on *Always Learning*



Provide the first quarterly update on progress made toward completion of *Always Learning* projects



Outcomes MARCH-MAY 2024

Identify outcome-based metrics for each component to ensure the path is leading to the goals





Inner Workings of the Children's Cabinet





Steering Committee

 If you would like to volunteer, please add your name to the worksheet

Regular reporting

- Quarterly progress monitoring
- Annual report to the Board of Trustees

Boosting membership

Add a name or two to your worksheet

