



[Facilities Repurposing Video](#)
[\(Click Link for Video\)](#)



Children's Cabinet

Quarter 1

September 11, 2024

8:00 – 10:00 am



PATRIOT DAY

REMEMBER & HONOR

SEPTEMBER 11

DÍA DEL PATRIOTA

RECODAR Y HONRAR

11 DE SEPTIEMBRE





Patti Salzmann

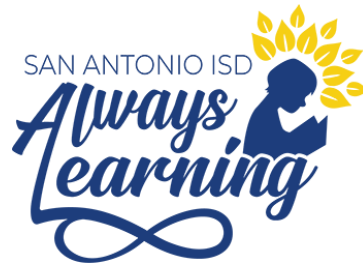
your new MC



Community Builder



We're always so glad that you can join us, THANK YOU!



At your table...summer homework is due...
take 2 minutes:

**How did you connect with someone
related to *Always Learning* since May?**

*If you didn't, share:
one learning moment you had this summer.*





Today's Agenda



Old Business

- ▶ Member job description activity



Timely Topics

- ▶ Discussion on improving academic outcomes
- ▶ Facilities updates and advice



New Business

- ▶ Syllabus, KPIs, and reporting process
- ▶ Introduce routine district staff



OLD BUSINESS

items for us



Your 3-2-1 Feedback

- Collaboration and Inclusivity
- Transparency and Communication
- Student and Community Involvement
- Vision and Transformational Goals
- Networking and Relationship Building
- Rightsizing and Accountability

3 things
going well...

Your 3-2-1 Feedback

- Concrete Action and Implementation
- Community and Student Engagement
- Mental Health and Support
- Feedback and Follow-Up
- Collaboration and Partnerships
- Engagement and Accountability
- Special Education and Resources

2 things
we could
improve...

Your 3-2-1 Feedback



- ▶ What key components of the *Always Learning* plan should be prioritized and effectively implemented in the next 1-2 years?
- ▶ How can we mobilize the community to advocate for better local, city, and state support?
- ▶ What mechanisms will ensure feedback from the Cabinet is integrated into decision-making?
- ▶ How can we include missing voices and ensure diverse representation in our discussions?
- ▶ How will the district ensure it hires compassionate and effective leaders for all students and families?

Member Job Description



KEEP IN MIND

(copies are on your table to reference)

Jaime's vision for the Children's Cabinet

3-2-1 feedback from last May

DON'T FORGET

Your own strengths, and
those of your table members

Read

- ▶ Digest the **Children's Cabinet Member Job Description** drafted by staff and the steering committee; copies are on your table.

React

- ▶ What on the JD are you willing to **commit to do, at meetings and between meetings**?
- ▶ Are we **missing something** that you really want to do, that plays to your strengths?
- ▶ What on here **may be too much**?

Report

- ▶ **Capture** your table's thoughts on the **printouts** so staff and the steering committee can **finalize for November's** meeting.



TIMELY TOPICS

updates for you



Focus on Achievement



Read the academic results and analysis provided on your table.



Review our response plan.

While our panel comes up, consider any questions or comments you have.



We'll bring mics around to facilitate discussion between the panel and the audience.

Panel on Academic Outcomes

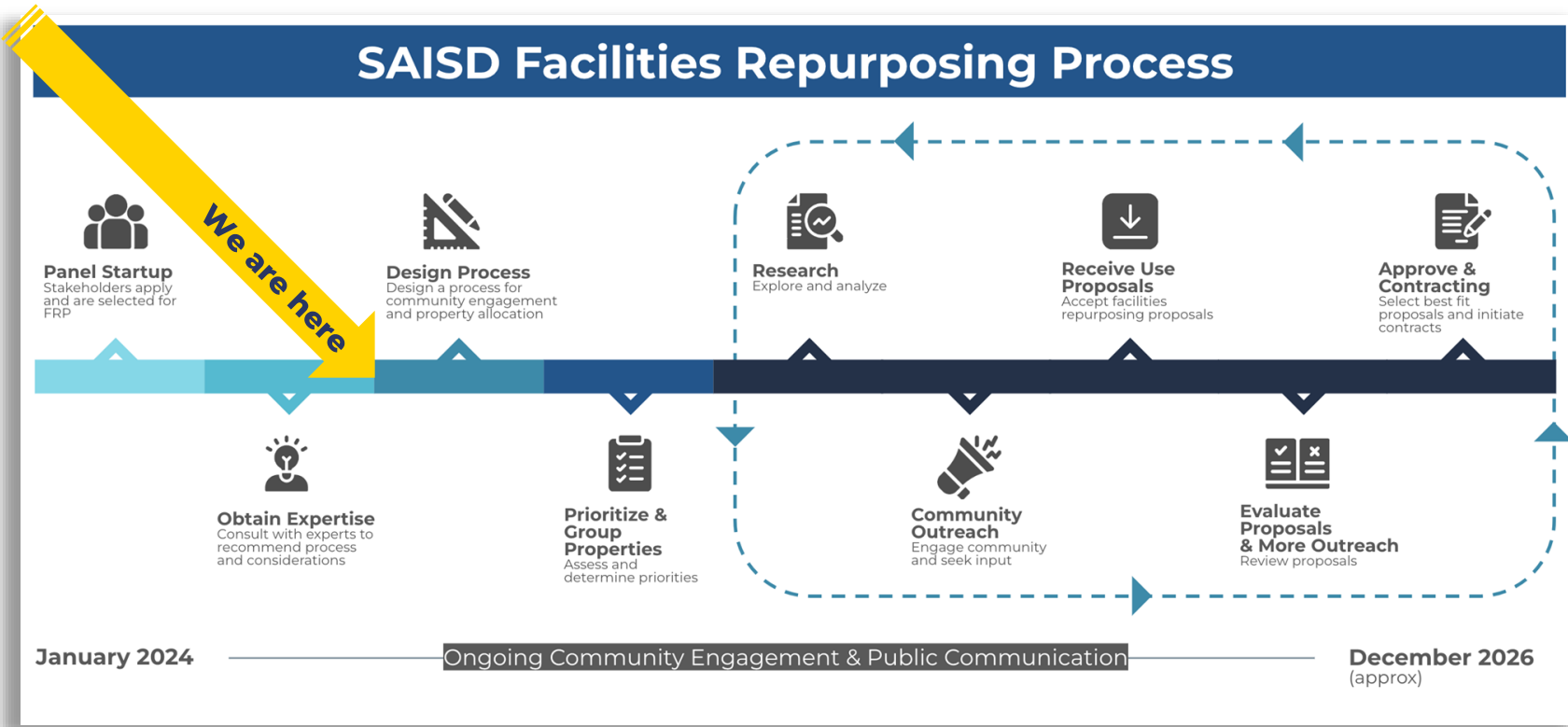


- ▶ **Dr. Jaime Aquino** – Superintendent
- ▶ **Dr. Shawn Bird** – Deputy Superintendent
- ▶ **Alejandra Lopez** – President, San Antonio Alliance of Teachers and Support Personnel
- ▶ **Paige Clark** – Counselor, Fox Tech High School



Facilities Repurposing

SAISD Facilities Repurposing Process





Advice from the Cabinet



MORE DATA

- ▶ We have more data than we've ever had before.
- ▶ We've completed a Facility Condition Assessment.
- ▶ We gathered data and recommendations internally and externally from the HVAC After Action process.
- ▶ We've gone into empty buildings during and after rightsizing moves.



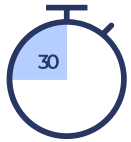
STRATEGIES

- ▶ The data we have, and our long-term plans, helped us develop strategies for tackling facility related concerns.
- ▶ Anchored in the focus on improving academic outcomes that we spoke about the panel with, we know we cannot afford the distraction that poor facilities conditions bring into the learning environment.



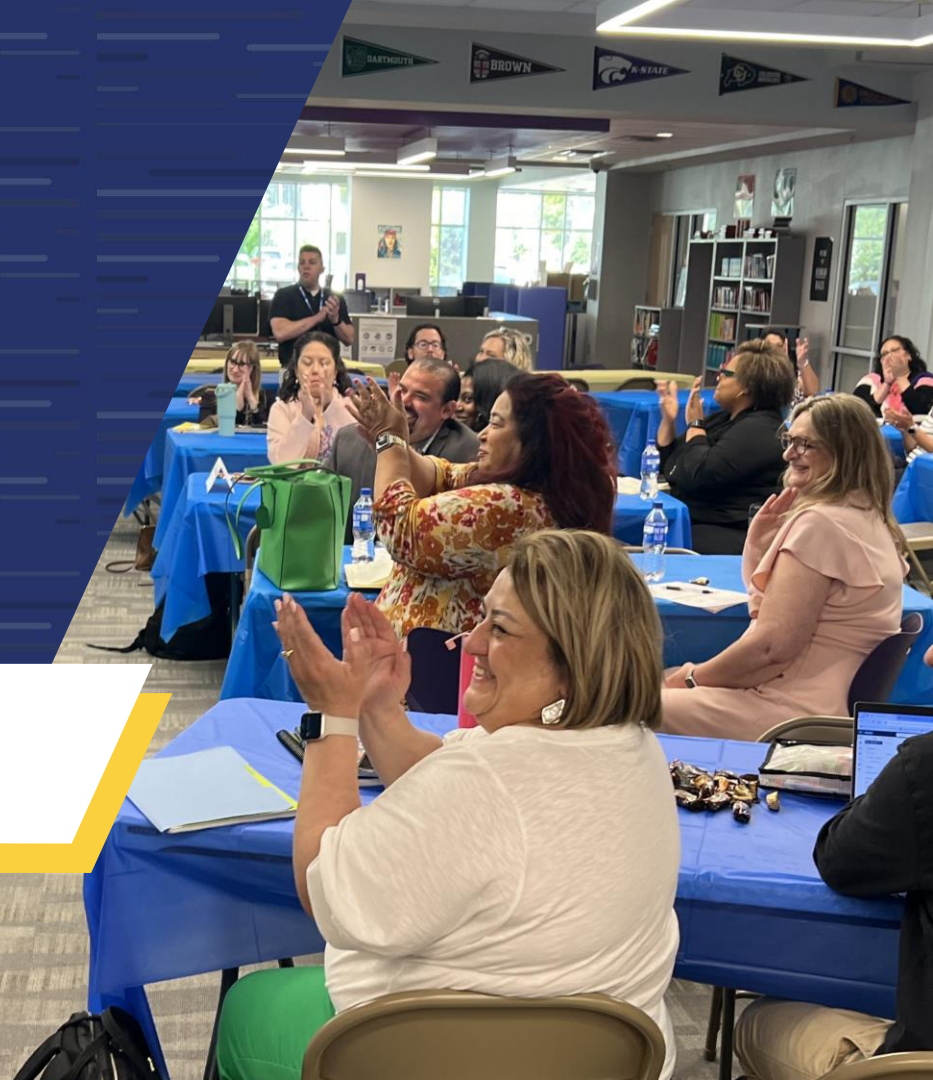
ADVICE

- ▶ **What advice do you have for us as we continue long-term planning to address facilities within SAISD?**



NEW BUSINESS

items for us





Syllabus and Routines

3 quarterly updates + 1 annual report

- ▶ This will form the backbone of the Cabinet's efforts to keep the Board and community informed on progress towards the promises within *Always Learning*

Data from routine district participants

- ▶ Based on the components for that quarter, the Cabinet will receive data related to Key Performance Indicators identified for each of the twelve, and have access to data showing objective completion metrics

Report

- ▶ The Cabinet will then provide feedback that will be compiled and drafted into a report by the Steering Committee for publication



Reporting Format



Feedback will be organized in three primary categories:

- ▶ **Commendations** - *what went well or is going well; keep doing these*
- ▶ **Recommendations** - *what didn't go as well, or isn't working; consider changing in some way*
- ▶ **Considerations** - *questions, open ended feedback, new ideas, etc. for the district's staff*



Key staff implementing the component, along with District Leaders, will be at each table to hear feedback and take that back for immediate consideration, not waiting for the final report to act



KPIs – Our Students: Our Future



I

SAISD will communicate a clear vision of thriving people and learning spaces where students and staff succeed to their fullest potential.

Executive: Patti Salzman

Owner: Angelica Romero

Key Performance Indicator

TBD



II

SAISD will achieve high academic expectations for all students by ensuring highly skilled and equity-centered educators in every classroom who prepare students to pursue, persist, and flourish in a future of their choosing.

Executive: Shawn Bird

Owner: Instructional Supts.

Key Performance Indicator

By December 2024, all principals and curriculum leaders will complete training by UnboundEd on standards based instruction.



III

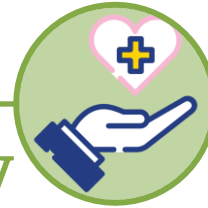
SAISD cultivates high academic expectations for all students, offering an aligned curriculum, rich in literacy, mathematics, science, and social studies that develops students' ability to read, write, speak, and think critically so that students possess skills that help them fully realize their power to shape the world.

Executive: Shawn Bird

Owner: Kendra Doyle

Key Performance Indicator

By August 2025, we will adopt and begin implementation of high quality instructional materials in reading/ language arts and mathematics for grades K-12.



IV

SAISD is committed to the social, emotional, and academic development (SEAD) of the whole child through the integration of SEAD into the educational experience in support of positive outcomes for students.

Executive: Shawn Bird

Owner: Dawn Kulpa

Key Performance Indicator

By November 2025, San Antonio ISD will have established baseline data on a districtwide SEAD assessment and following the fall 2026 administration of that survey, the District and its campuses will begin demonstrating improvement from those baseline scores.

KPIs – Our Employees: Our Strength



V

SAISD will be a sought after, rewarding place to work where our employees come and stay to perfect their craft as educators, school and district staff, and leaders.

Executive: Patti Salzmann

Owner: Angelica Romero

Key Performance Indicator

Decrease the number of vacancies filled by substitute teachers | Decrease the number of teachers resigning/annual rate of turnover.



VI

SAISD is a destination district where all members of the SAISD familia come and stay to cultivate their knowledge, skills, and abilities to provide exemplary, equity-centered leadership that is results-oriented with an unwavering belief in the ability of every child to achieve at high levels.

Executive: Shawn Bird

Owner: Angelica Romero

Key Performance Indicator

By May 2025, we will have completed our first cohort of LEAD academies in order to develop our bench of talent for future administrative openings.

KPIs – Our Operation: Our Heartbeat



VII

SAISD Financial Services & Business Operations division strives for excellence in all functional areas to ensure a solid and sustainable financial foundation for District operations.

Executive: Dottie Carreon

Owner: Velinda Salas

Key Performance Indicator

Each year, the ratio of budgeted General Fund (1**) and Strategic Initiatives Fund (470) Expenditures & Other Uses budget to the sum of both funds' budgeted Revenues & Other Sources (excluding extraordinary items such as building sale proceeds) will reduce by 3.5 percentage points from the prior year budget, resulting in a balanced budget in the 2027-2028 school year.



VIII

SAISD will efficiently and effectively deliver goods and services to foster thriving schools and facilities that are safe, future-ready, and well-maintained, so students and staff can learn and lead.

Executive: Patti Salzman

Owner: Jenny Arredondo

Key Performance Indicator

San Antonio ISD will maintain full operational readiness at all of its campuses every day the school district is open.



IX

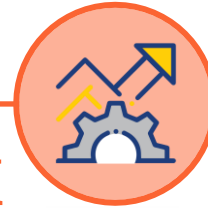
SAISD Information Technology will deliver technology services to create a safe, secure, reliable, and equitable digital environment where our familia can devote their attention to improving student outcomes.

Executive: Patti Salzman

Owner: Eva Mendoza

Key Performance Indicator

Decrease the phishing failure rate from 22% to 10% over the next 12 months to enhance organizational cybersecurity awareness and reduce vulnerability to phishing attacks.



X

SAISD will implement a sustainable, system-level approach to continuous improvement across SAISD central office and schools.

Executive: Patti Salzman

Owner: Beth Jones

Key Performance Indicator

By May 2025, all San Antonio ISD schools will use a uniform school improvement planning process that is aligned with the District's School Performance Framework as well as state and federal accountability systems to improve academic outcomes for all students.

KPIs – Our Community: Our Familia



XI

SAISD will establish real connections between families, staff, and community partners that sustain their humanity and are grounded in respect and acknowledgement of the community, families, cultures, and voices.

Executive: Laura Short

Owner: Jackie Navar

Key Performance Indicator

By August 2025, community engagement for SY 2024-25 will be demonstrated by the number and channels of outreach that occurred during the school year, the number of individuals/entities targeted, and the relationship of the individuals to the district.



XII

All SAISD families will have equal access to high-quality school options, including open enrollment and neighborhood schools, aligned to family demand and in close proximity to their homes.

Executive: Shawn & Patti

Owner: Instructional Supts.

Key Performance Indicator

Each year, the percentage of schools, and students in those schools, determined as high-quality by the District's School Performance Framework will increase.



KPI Feedback

- ▶ The first report on KPIs will be for the four associated with **Our Students: Our Future**, at the next Children’s Cabinet meeting in November.
- ▶ The first Annual Report will be in September 2025 after we’ve gone through the whole cycle.
- ▶ Staff are working on a refresh of the plan right now, given changes to the district’s reality since initially drafting their activities from Nov. 2022 to Feb. 2023.

Use **YELLOW**
paper to...



...share thoughts on the KPIs

How well do these align with their Components?

Use **GREEN**
paper to...



...share thoughts about the process

Your advice? Is anything missing? Questions?

2024-2025 Children's Cabinet



September

9/11/2024

- Annual Report
- All Components & Summer Updates



November

11/21/2024

- Our Students, Our Future
- Components I, II, III, IV

*See You
Soon!*

February

2/20/2025

- Our Organization, Our Heartbeat
- Components VII, VIII, IX, X

April

4/24/2025

- Our Employees, Our Strength
- Our Community, Our Familia
- Components V, VI, XI, XII



SAN ANTONIO ISD

Children's Cabinet

FALL 2024