

Debra Guerrero  
SAISD Board Secretary

Pedro Martinez  
Superintendent

September 27, 2019

# Why a Turnaround?

BECAUSE IN 2016...

SAISD  
would have  
been rated  
an



\*

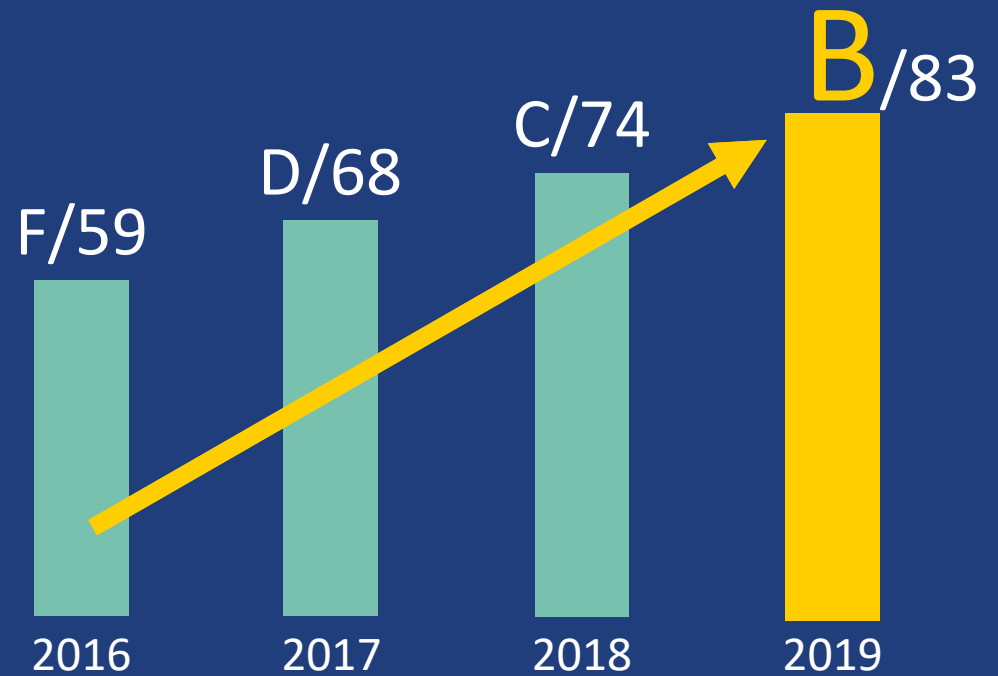
**35,089** Students  
were enrolled in  
**IR schools\***

**5%** College-ready  
performance on  
**SAT/ACT**

**3%** Attending  
**Tier I** universities

\* Using 2018 Texas State Accountability methodology

SAISD RECEIVED  
**B RATING** FROM  
THE TEXAS  
EDUCATION  
AGENCY (TEA)



# TEXAS LANDSCAPE

(DATA FROM 2017 – 2018 SCHOOL YEAR)

Size	Enrollment (Fall 2017)	Number of Districts/Charters	% of All Students
50,000 & Over	1,609,056	20	29.80%
25,000-49,999	1,125,114	31	20.84%
10,000-24,999	1,032,648	66	19.12%
5,000-9,999	547,205	79	10.13%
3,000-4,999	324,282	85	6.01%
1,600-2,999	303,167	140	5.61%
1,000-1,599	190,541	151	3.53%
500-999	166,541	237	3.08%
Under 500	101,128	391	1.87%
<b>Total</b>	<b>5,399,682</b>	<b>1,200</b>	<b>100.00%</b>

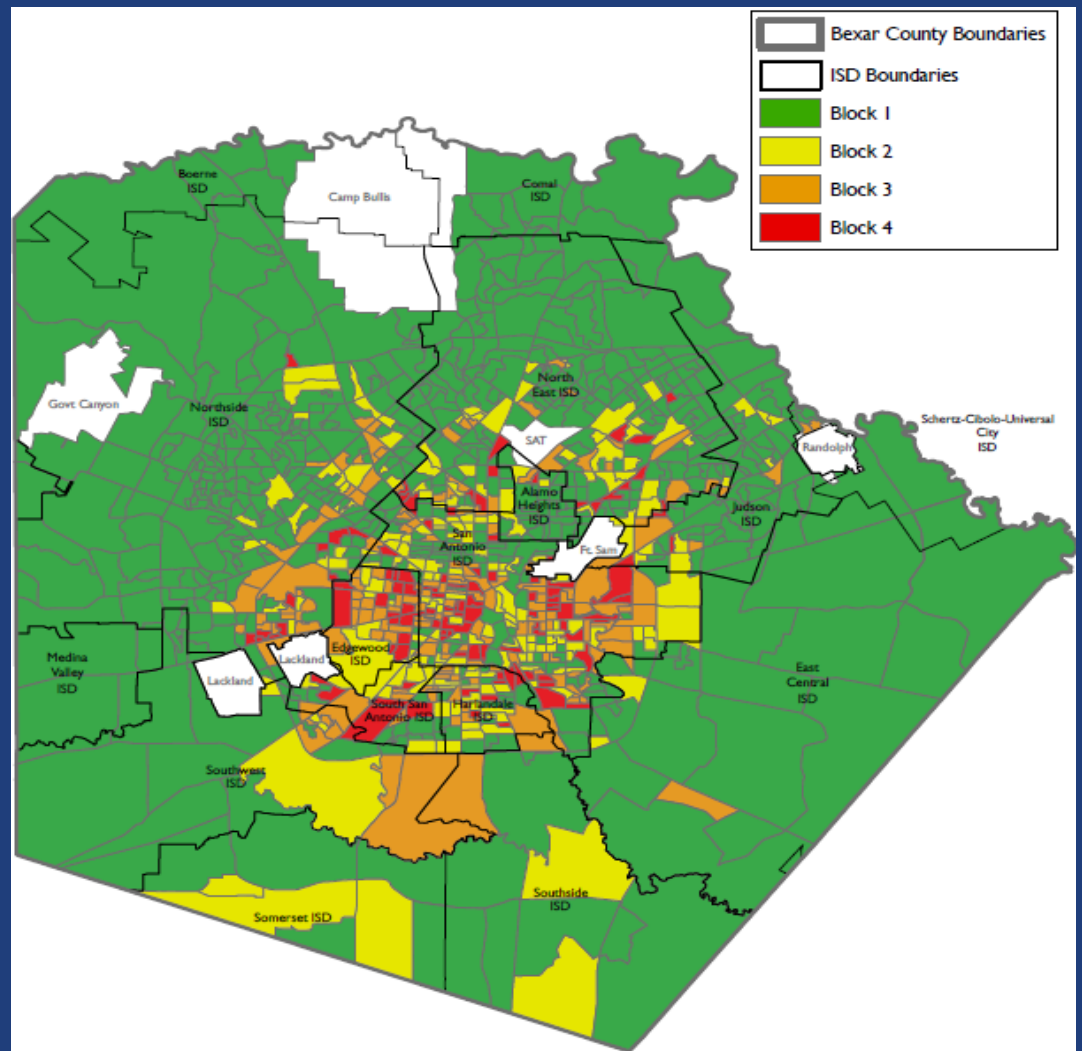


## SAN ANTONIO LANDSCAPE

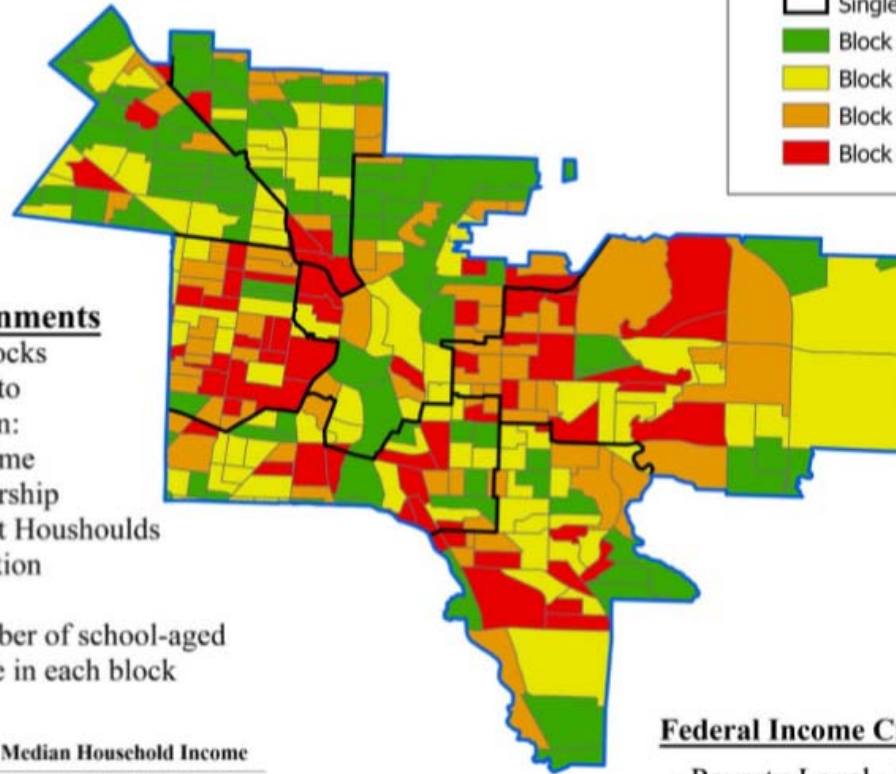
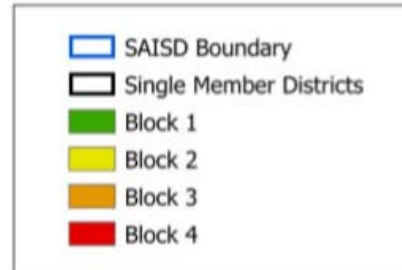
- There are **16 school districts** in the Greater San Antonio area.
- SAISD is the **3<sup>rd</sup> largest** district in San Antonio.
- SAISD has the **highest percentage of poverty and serves the poorest zip code** in SA and one of the poorest zip codes in the state.

# BEXAR COUNTY SOCIO-ECONOMIC BLOCK MAP

- Block 4 Students:**
1. Median Income < 23, 000
  2. Home Ownership < 35%
  3. Single Parent Household >70%
  4. Educational Attainment Score <.4  
(HS diploma or less)



# SAISD Socioeconomic Blocks



## Block Assignments

321 census blocks categorized into levels based on:

- Median Income
- Home Ownership
- Single Parent Housholds
- Adult Education

An equal number of school-aged children reside in each block

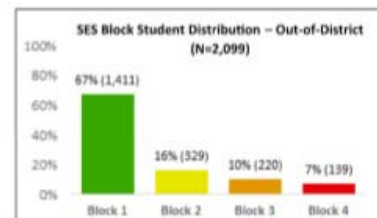
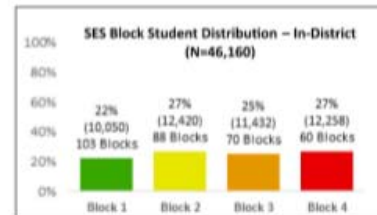
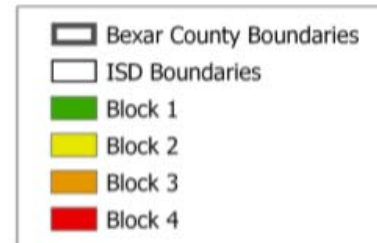
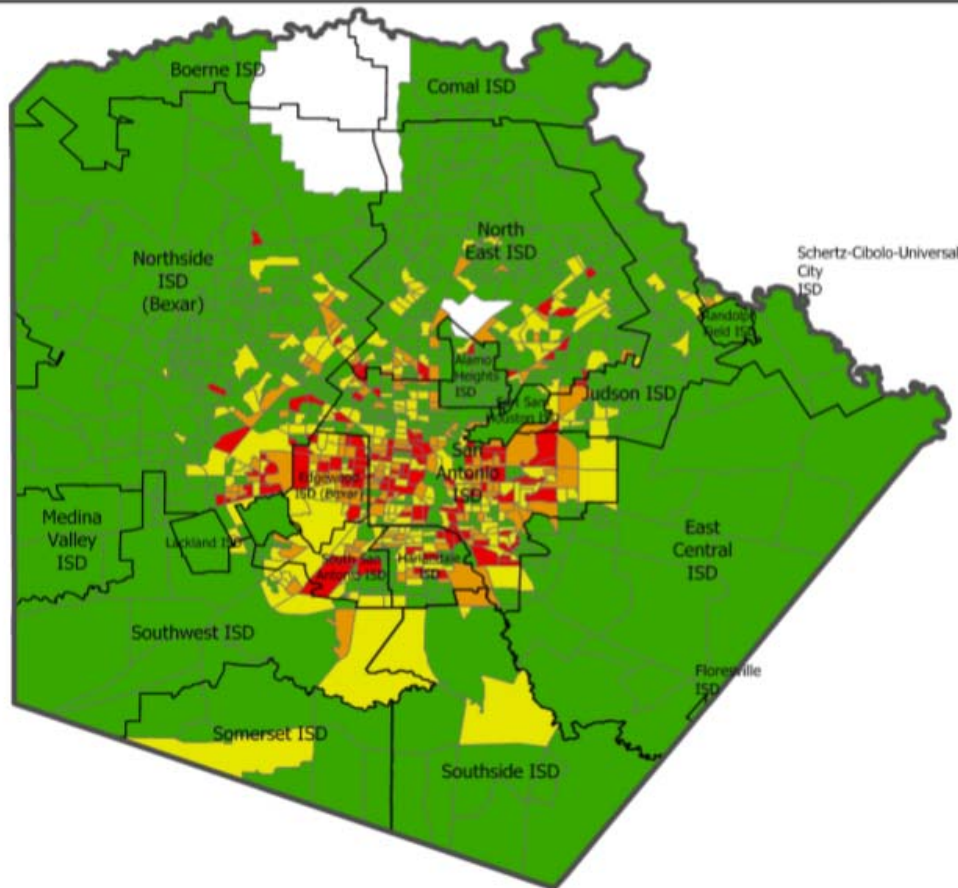
Block Level	Median Household Income
Block 1	\$50,046
Block 2	\$33,557
Block 3	\$27,208
Block 4	\$19,533

## Federal Income Criteria Family of Four:

- Poverty Level - \$25,750
- Reduced Lunch Program - \$47,638
- Free Lunch Program - \$33,475

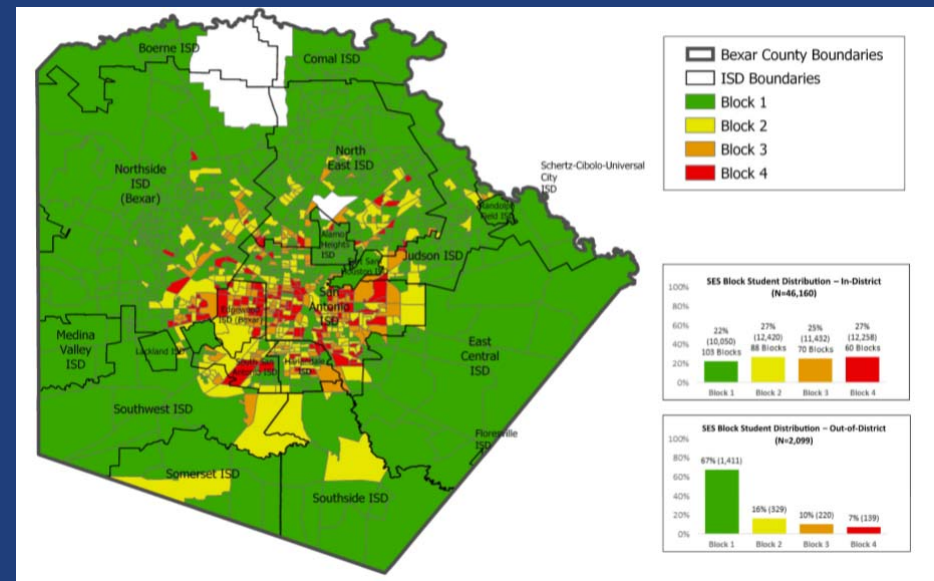
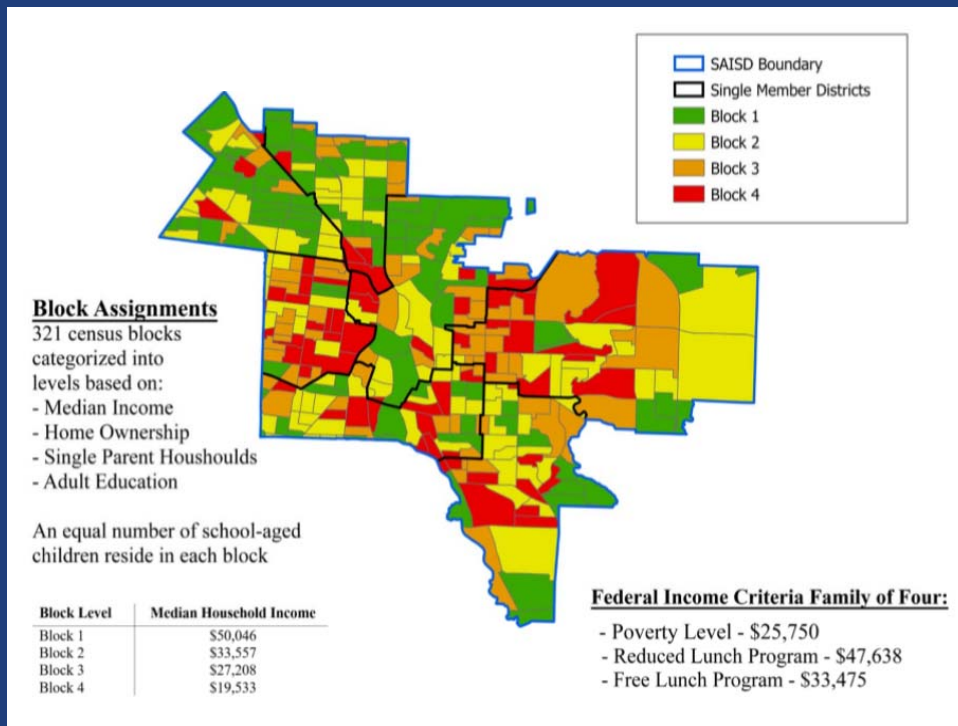


## 2018-19 SAISD Socioeconomic Block Map - Bexar County Students Residing In and Out of District





# San Antonio ISD and Bexar County Blocks



# SAISD At-a-Glance

## Facts & Figures

- Educating children since 1854
- **Third largest** school district in Bexar County
- **92** schools
- **48,745** students
- **7,376** employees
  - Including **3,202 teachers**
- SAISD encompasses **79** square miles

## Student Demographics

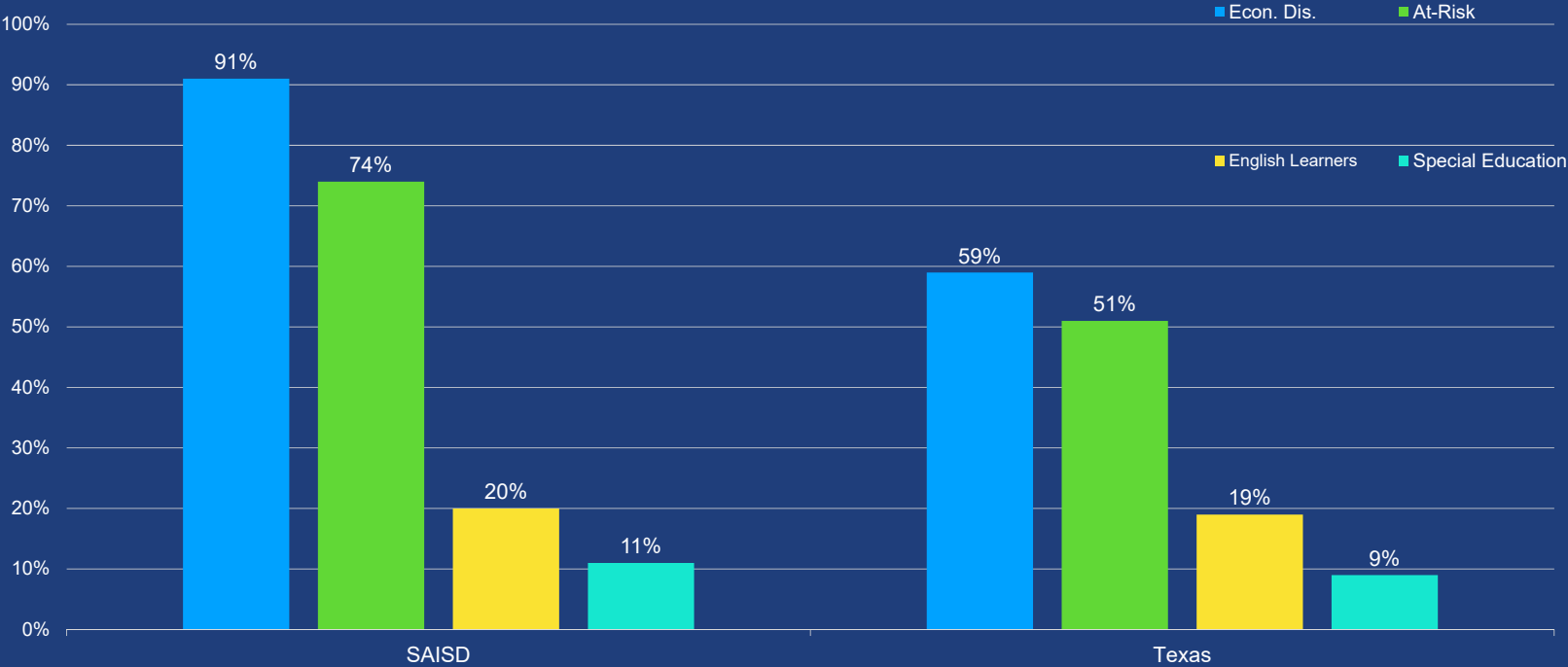
Economically Disadvantaged

**90.36%**

Hispanic/Latino(a).....	<b>90.50%</b>
Black or African American.....	<b>6.25%</b>
White.....	<b>2.18%</b>
Other.....	<b>1.06%</b>

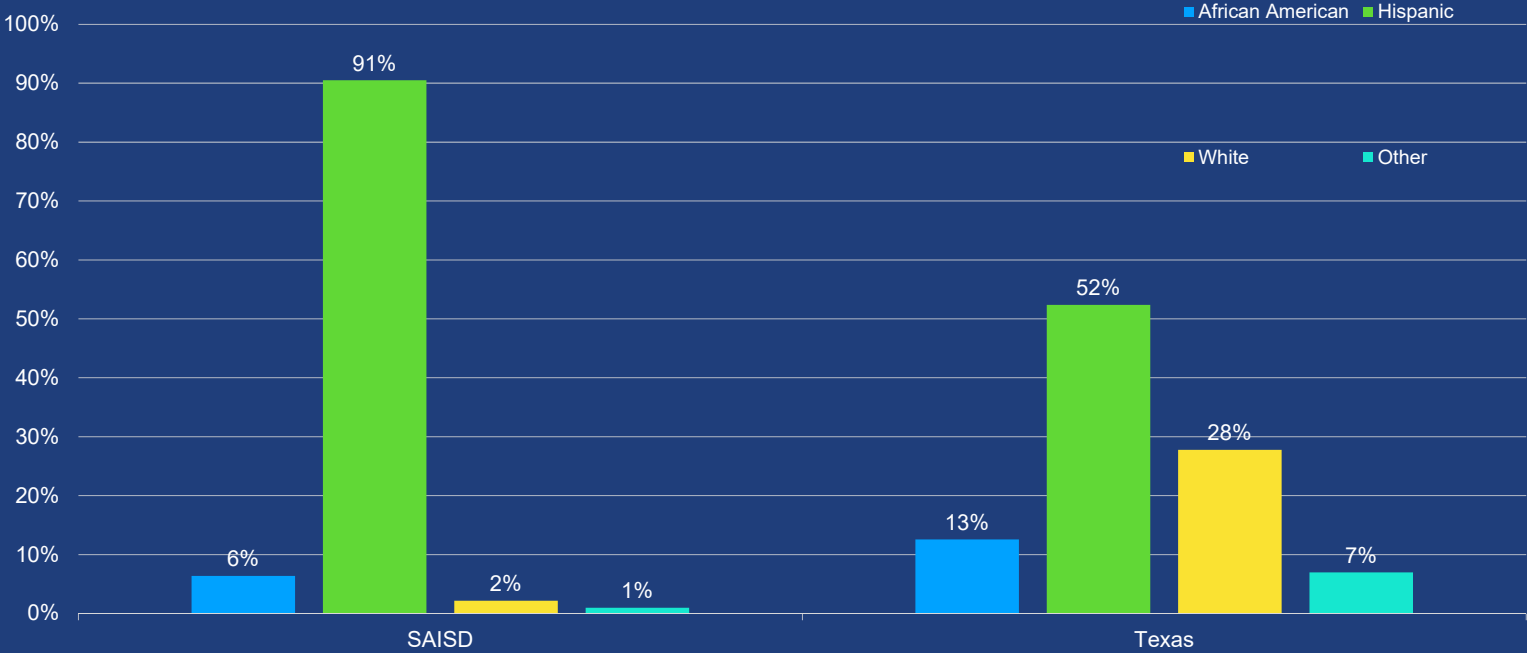
# District Key Demographics

2018-19 SAISD Total Students: 48,745

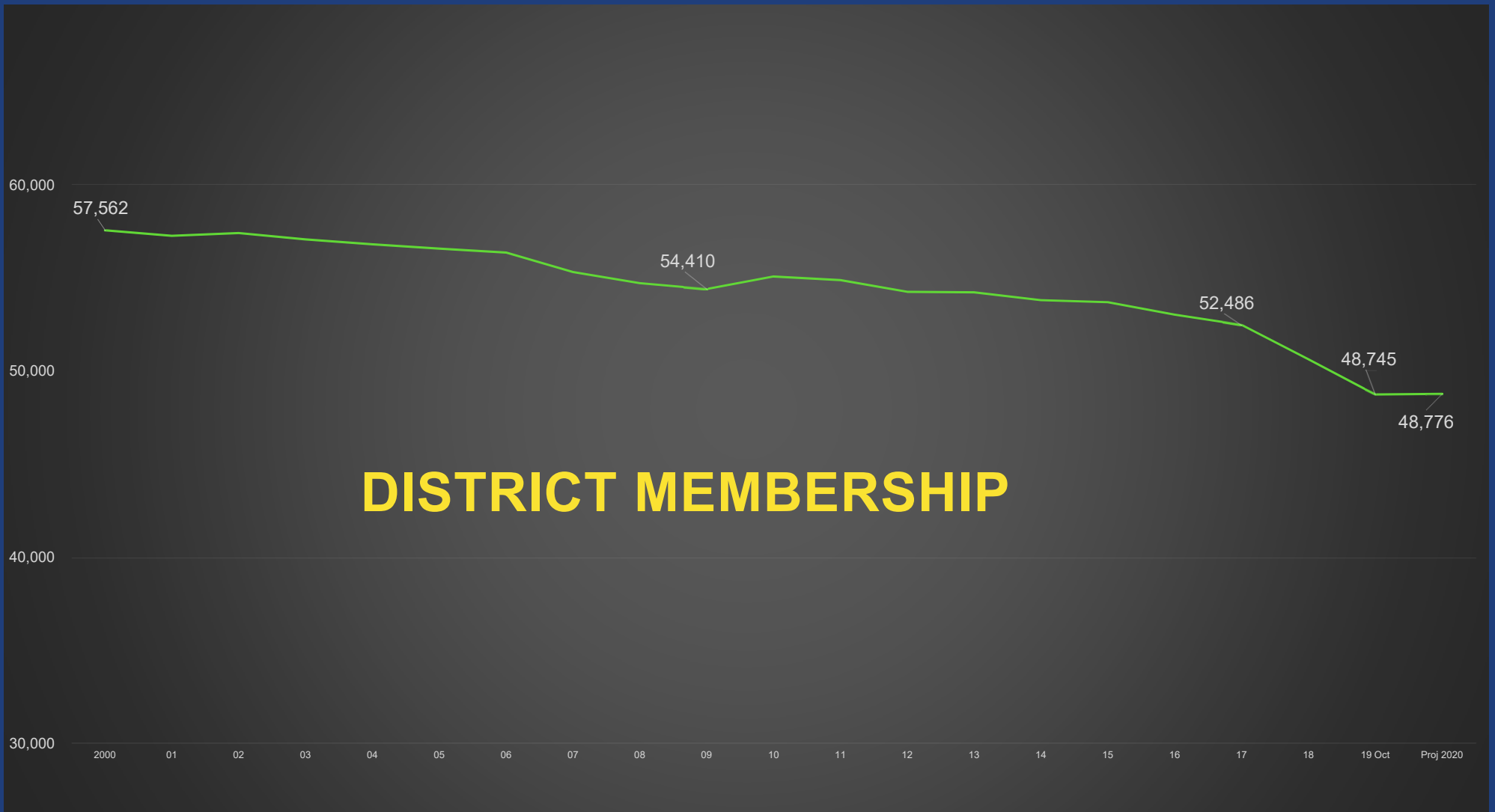


# District Key Demographics

2018-19 SAISD Total Students: 48,745



# DISTRICT MEMBERSHIP



## Texas Education Commissioner MIKE MORATH

*At Schenck Elementary, rated at A, On August 15, 2019*

“This is no mean feat for a district where as a whole, **90 percent of the kids in San Antonio ISD come from households that struggle with basic necessities.**

San Antonio, in fact, is the **third highest rated district in terms of student poverty** of all the big districts in the state of Texas. The results we see today, at Schenck Elementary, in San Antonio, is proof positive that **poverty is not destiny.**”



## Texas Education Commissioner MIKE MORATH

*At Schenck Elementary, rated at A, On August 15, 2019*

“San Antonio [ISD] gained the most in achievement of every single large school district in Texas...



In school progress, San Antonio gained the second most...

In terms of overall performance, gained the second most...”

# MANY CAMPUSES MADE DOUBLE-DIGIT GAINS



\* Increase in Percentage Points



# SAISD TRIPLED THE NUMBER OF A & B RATED CAMPUSES FROM 2017

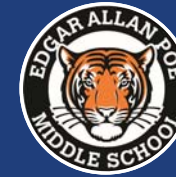
## A-RATED



## B-RATED



# 24 campuses improved by AT LEAST ONE LETTER GRADE



## 5 CAMPUSES WENT UP 2 LETTER GRADES



58 F



79 C



69 D



80 B



57 F



72 C



77 C



92 A



57 F



79 C

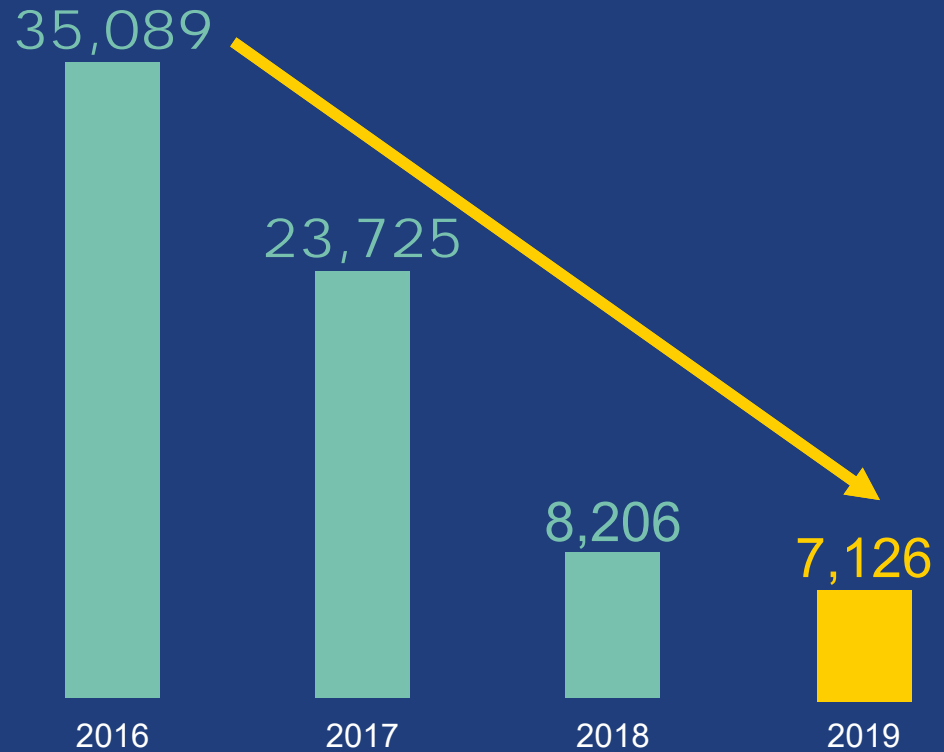
**42**  schools earned

**DISTINCTION  
DESIGNATIONS**

from the TEA for

**ACADEMIC ACHIEVEMENT**

**DECREASED**  
# OF STUDENTS  
ENROLLED IN A  
LOW PERFORMING  
SCHOOL  
**BY ABOUT 80%**



# GRADUATION RATES CONTINUE TO RISE

to **84%**



graduates in the  
**CLASS OF 2018** achieving

**ON-TIME GRADUATION**

## COLLEGE-READY

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SAISD has DOUBLED the percent of students  
**SCORING COLLEGE-READY**  
on SAT and ACT with a 120% increase of  
students scoring college-ready

while significantly increasing the

**PERCENT TESTED**

68% → 94%

2015

2019

## COLLEGE-GOING RATE

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**52%**

of Class of 2018

**ENROLLED IN COLLEGE**



with more than half in  
a 4-year university



# Raising Expectations

## Campus Leadership

- Ensure strong instructional leaders
- Network principals for more pathways



## Elevating Teaching

### MASTER TEACHER INITIATIVE

**318** in 2017-18

**454** in 2018-19 Districtwide

**600** Expected for 2019-20

On-track for goal of **1,000**

**200** Academic Coaches Districtwide



# Retaining “Irreplaceables”

The  
**“Irreplaceables”**  
are teachers so  
successful that  
they are nearly  
impossible to  
replace.



## 475 TEACHERS

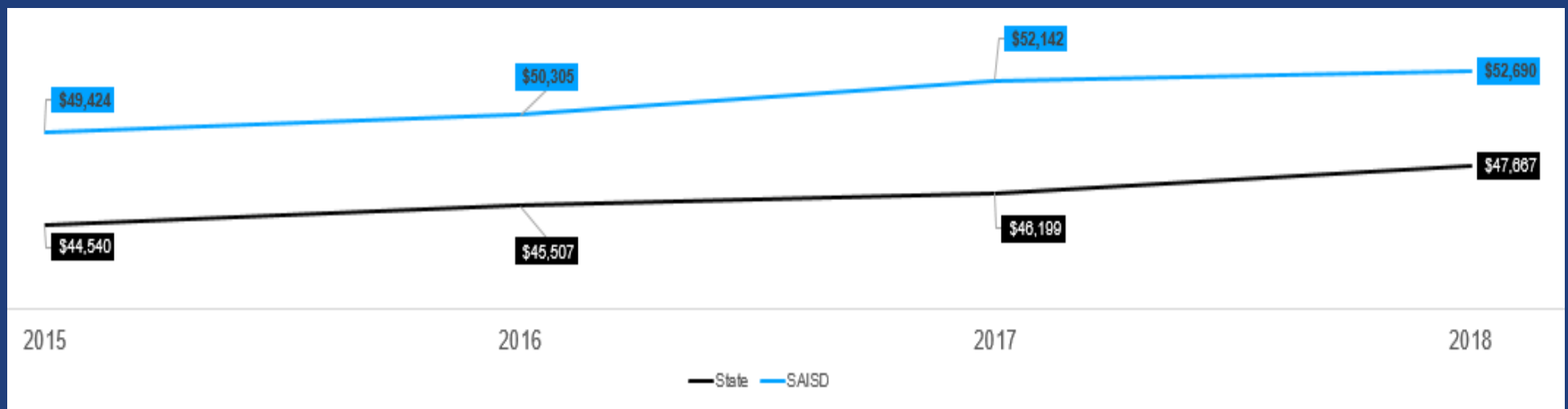
identified by Principals

.....

**94%** retained for 2018-2019

• According to research by *The New Teacher Project*, replacing one “irreplaceable” teacher can take up to 11 new hires.  
<https://tntp.org/publications/view/retention-and-school-culture/the-irreplaceables-understanding-the-real-retention-crisis>

# ATTRACTING TOP TALENT



# GOVERNANCE REFORMS



- United mission and vision
- Personal/team accountability
- Increased team-building sessions
- Intense, self-reflective training
- Creation of an ethics policy
- Academically aligned budget
  
- Changing history/reputation of dysfunction and division
- Planning for long-term sustainability

**7-Trustee board elected to 4-year term with no term limits**

