2020 STATE OF THE DISTRICT
Vision

Spring Independent School District will be a district of choice known for high quality academics with innovative and specialized programs that meet the needs of all students in a positive learning environment.
“I believe in accessibility of education for everyone, and what better way for your children to see what the real world is like than to be a part of public education.”
“I do appreciate the variety of cultures, the variety of personalities that are within the schools.”

“You don’t have to just follow one path and that’s it.... The point is, what do you want?”

“Choice is what is going to drive students and families in the future.”
“Education is the treasure that we can give them. That is something that people cannot take away from you.”

“Someone in my neighborhood was talking about this school, and I said, ‘That’s a perfect spot for my boy.’”
“All you have to do is say ‘I have a need, I have a concern,’ and they are there to guide you every step of the way.”
Today’s Discussion:

- Commitments Met
- Our Environment
- Current State
- Next Up
**FALL SEMESTER**

2015-16:
- Comprehensive review of all specialty programming

2016-17:
- Select CTE pathways are moved and a new Oil & Gas pathway is launched at Carl Wunsche Sr. High School
- First Spring Early College Academy class graduates

2017-18:
- Dual language launches
- Spring Early College Academy expanded its offerings to include AP courses

2018-19:
- In partnership with Lone Star College-North Harris, Dual Credit CTE courses are expanded
- The Construction Management Pathway launches at Carl Wunsche Sr. High School

2019-20:
- Two new specialty program middle schools open
- Roberson Middle School moves to its new state-of-the-art campus
- Spring Early College moves to Lone Star College-North Harris

**SPRING SEMESTER**

- District of Innovation process launched to provide more local flexibility in hiring of CTE teachers and the instructional calendar

**YEAR ONE**

**YEAR TWO**

**YEAR THREE**

**YEAR FOUR**

**YEAR FIVE**

- First EMERGE students accepted into selective colleges

- LIFT 6 is launched to strengthen six of our comprehensive middle schools

“District of choice” vision is set forth in strategic plan
FALL SEMESTER
A review is completed of the following areas:
 All three specialty schools
 CTE programming across district
 AP and Dual Credit offerings
 GT programming

SPRING SEMESTER
District vision is set by Board of Trustees
EVERYchild 2020 launches with a strong commitment to greater equity
New Oil & Gas Pathway launches at Carl Wunsche Sr. High School
Auto Tech Pathway moves to Dekaney High School
Animation Pathway moves to Dekaney High School

District of Innovation process launched to provide more local flexibility in hiring of CTE teachers and the instructional calendar.

Media Technology Pathway moves to Westfield High School
Spring ISD’s Future Educator Signing Day launches, supporting our Grow Your Own initiative
First graduating class of Spring Early College Academy awarded 28 associate degrees
Three Dual Language programs launch: Hirsch, Northgate Crossing and Clark Primary

Spring Early College Academy expands its offerings to include AP courses, providing students additional opportunities to earn college credits

Second graduating class of Spring Early College Academy is awarded 67 associate degrees

EMERGE is approved by Board of Trustees and launches

All EMERGE students accepted into selective colleges

Third graduating class of Spring Early College Academy awarded 63 associate degrees

In partnership with Lone Star College-North Harris, Dual Credit CTE courses are expanded

New Construction Management Pathway launches at Carl Wunsche Sr. High School in partnership with Launch Point LLC, which helps students secure their Construction Management certifications and provides hands-on experiences building Tiny Houses
Two new specialty program middle schools open:
- Spring Leadership Academy opens, offering a small campus, blended learning environment
- Springwoods Village Middle School opens, offering International Baccalaureate (IB) programming

Roberson moves to its new state-of-the-art campus
Spring Early College moves to its new home on the Lone Star-North Harris campus
LIFT 6 launches to strengthen our six comprehensive middle schools
At the launch of our Strategic Plan *EVERY* child 2020
Today after five years of work expanding choice and opportunity
Today’s Discussion:

Commitments Met

Our Environment

Current State

Next Stop
In Texas in 2018, there were:

705 charter school campuses

10 out of 19 local charter schools have opened since 2016.

Sources: Texas Education Agency, Texas Charter Schools Association, Various Local Charter Schools/Community Impact Newspaper
Today’s Discussion:

- Commitments Met
- Our Environment
- Current State
- Next Stop
Last year, the majority of our schools made the grade.

**Elementary**

- Anderson
- Bammel
- Beneke
- Booker
- Burchett
- Clark Primary
- Clark Intermediate
- Cooper
- Heritage
- Hirsch
- Hoyland
- Jenkins
- Lewis
- Link
- Marshall
- McNabb
- Meyer
- Northgate Crossing
- Ponderosa
- Reynolds
- Salyers
- Smith
- Thompson
- Winship

**Secondary**

- Roberson MS
- Twin Creeks MS
- Carl Wunsche Sr. HS
- Spring Early College Academy
- Spring HS
- Dekaney HS
- Westfield HS

81 PERCENT OF OUR CAMPUSES EARNED A PASSING GRADE
And **more schools** made the **top grade**

- Spring Early College Academy
- McNabb Elementary
- Roberson Middle
- Carl Wunsche Sr. High School
- Spring Early College Academy

2017-18

2018-19
Overall... district achievement grew

2019 ACCOUNTABILITY RATINGS
GROWTH IN OVERALL GRADE

70% +8 ppts 78%

2017-18 2018-19

*2017-19 Texas Academic Performance Report (TAPR)
Several campuses showed outstanding performance.

**CAMPUS DOUBLE-DIGIT GROWTH**

- Heritage ES: 15 PPTs
- Link ES: 24 PPTs
- Marshall ES: 11 PPTs
- McNabb ES: 15 PPTs
- Dekaney HS: 10 PPTs

**GOLD RIBBON**

- McNabb Elementary School
- Roberson Middle School

Children at Risk
Our **focus on literacy** is building a **strong foundation**

**Kindergarten**
- **2015-16**: 43%
- **2018-19**: 67%
  - **Increase**: +24 ppts

**3rd Grade**
- **2014-15**: 37%
- **2018-19**: 65%
  - **Increase**: +28 ppts

*Data from Northwest Evaluation Association (NWEA) “Measures of Academic Progress (MAP)” tests*
Full-day Pre-K work has prepared us for 2020-21...

Since the launch of EVERYCHILD 2020

2015-16: Full-day at one campus
2016-17: Full-day at five campuses
2017-18: Full-day at seven campuses
2018-19: Daycare center opens at Dekaney HS
2019-20: Full-day at nine campuses
...When full-day Pre-K expands to all campuses

2020-21

Anderson
Bammel
Beneke
Boomer
Burchett
Clark
Cooper
Eickenroth
Heritage
Hirsch
Hoyland
Jenkins
Lewis
Link
Major
Marshall
McNabb
Meyer
Northgate Crossing
Ponderosa
Reynolds
Salyers
Smith
Thompson
Winship
Gifted and Talented program has been strengthened

**2017-18**
- **GT Identification**: 294 students identified
- **Instructional Offerings**: Renzulli Learning
  - New student profiler for learning styles, interests, and differentiation launches
- **Enrichment Opportunities**: GT Summer Academy: Literacy & Social Emotional Development
  - Field Experiences are launched

**2018-19**
- **GT Identification**: 357 students identified
- **GT Talent Pool developed**
- **Instructional Offerings**: Texas Performance Standards project relaunches
  - Middle School GT service design launches — supporting all 4 core Pre-AP Courses
- **Enrichment Opportunities**: District participation in Odyssey of the Mind launches

**2019-20**
- **GT Identification**: 514 students identified
- **Instructional Offerings**: Advanced Academics Interdisciplinary Studies established at the middle school level
- **Enrichment Opportunities**: GT Parent Book Study launches
- **Summer Test Window launches**

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2020 STATE OF THE DISTRICT
School climate is improving at the middle school level

- 20% fewer overall incidents
- 33% fewer suspensions
- 32% fewer disruptions

More students are preparing for high-demand fields

- **Auto Tech**: 48% increase in students
- **Engineering**: 71% increase in students
- **Health Sciences**: 34% increase in students
- **Oil and Gas**: 70% increase in students

*Growth in student participation since launch of strategic plan*
And **more students** are on track for **industry certification**

**Growth in CTE Coherent Sequence Rate**

- **22%** of students in 2016-17
- **47%** of students in 2017-18

**+25 ppts**

*2017-18 Texas Academic Performance Report (TAPR)*

2020 State of the District
Participation in Advanced Placement (AP) is also growing.
And **equity has improved** with AP participation growth.
Removal of barriers has **opened doors** to higher education

**GROWTH IN SAT PARTICIPATION RATES SINCE 2013-14**

- **60%** of seniors took the SAT Exam
- **+36** ppts
- **<96%** of seniors took the SAT Exam

- **2013-14**
- **2017-18**

*2013-14 and 2017-18 Texas Academic Performance Report (TAPR)*

**SECOND EMERGE COHORT**

**2020 STATE OF THE DISTRICT**
College-bound students are securing more dollars

**TOTAL STUDENT SCHOLARSHIP AND GRANT AWARDS**

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$28 Million</td>
</tr>
<tr>
<td>2016</td>
<td>$28 Million</td>
</tr>
<tr>
<td>2017</td>
<td>$27 Million</td>
</tr>
<tr>
<td>2018</td>
<td>$75 Million</td>
</tr>
<tr>
<td>2019</td>
<td>$93 Million</td>
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</tbody>
</table>

**GRAND TOTAL**

$251 Million

*Scholarship/Grant Award Summary (RaiseMe + Campus Reported)
A focus on mental health supports students and staff

2016-17
- Comprehensive mental health resource guide developed
- Anti-bullying educational program launches
- Restorative practices piloted at Bammel MS
- Crisis response team established

2017-18
- Youth mental health first aid training established
- Anonymous anti-bullying reporting tool established
- Restorative practices expanded to all secondary campuses
- Support to students and staff impacted by Hurricane Harvey

2018-19
- Director of mental health and mental health coordinator added to team
- Partnership with UT Health launches
- Suicidal ideation protocol created and training provided
- Mindfulness training piloted for students and staff

2019-20
- Adult mental health first aid training established
- Partnership with Baylor College of Medicine teletherapy launches
- Healing Species program launches in pilot schools

2020 State of the District
We’re partnering to grow our leadership pipeline

**Our Cohort**
- ALDINE Independent School District
- Lower Lakeport Lions Club
- Harlingen Public Schools
- Judson Independent School District

**Time Commitment**
- 5 YEARS

**Year 1 Work**
- Site Visits
  - HEB
  - Singapore
  - Canada
- Trainings with National Leadership Experts
- Development of a Leadership Definition
Strategic compensation work is giving us an edge.

**Average Teacher Salaries by Years of Experience**

- **Over 20 Years Experience**
  - Spring ISD: $61,428
  - Region 4: $66,537
  - State: $69,717

- **11-20 Years Experience**
  - Spring ISD: $55,246
  - Region 4: $58,953
  - State: $62,717

- **6-10 Years Experience**
  - Spring ISD: $52,056
  - Region 4: $56,103
  - State: $59,168

- **1-5 Years Experience**
  - Spring ISD: $49,663
  - Region 4: $53,617
  - State: $55,516

- **Beginning Teachers**
  - Spring ISD: $47,667
  - Region 4: $47,152
  - State: $52,725

*2018-19 Texas Academic Performance Report (TAPR)*
It’s also helping us attract **highly educated teachers**

![Bar Chart]

- **27.8%** Teachers with Master’s in Spring ISD
- **24.1%** Teachers with Master’s in Region 4
- **23.8%** Teachers with Master’s in State

*2018-19 Texas Academic Performance Report (TAPR)*
Community engagement continues to gain momentum

Twitter:
- 4,823 followers (June 2015)
- 11,962 followers (Aug. 2019)
- +148%

Facebook:
- 2,997 likes (June 2015)
- 10,168 likes (Aug. 2019)
- +239%

Instagram:
- 1,008 followers (Jan. 2019)
- 2,026 followers (Jan. 2020)
- +101%
Efforts to secure external funding have been successful since launch of strategic plan:

- $2.4M Grant dollars in support of Career and Technical Education (CTE)
- $5.7M Grant dollars in support of After-school Enrichment
- $5.2M Grant dollars in support of Principal & Teacher Trainings
- $4.5M Grant dollars in support of English Language Learners
Today's Discussion:

Commitments Met

Our Environment

Current State

Next Up
New literacy program to leverage community and staff

New Volunteer Reading Initiative + Army of Volunteers = Thousands of Students Reading

Central Administration Staff + Community Members

2020 STATE OF THE DISTRICT
Campus Leadership Program set to launch in 2020-21

2020 STATE OF THE DISTRICT
New Teacher Effectiveness Program on the horizon

House Bill 3 (HB 3): TEACHER INCENTIVE ALLOTMENT

TEACHER EFFECTIVENESS DESIGNATIONS

- Master: $12,000 TO $32,000
- Exemplary: $6,000 to $18,000
- Recognized: $3,000 to $9,000

NEW TEACHER EFFECTIVENESS PROGRAM

+ springREWARDS
  investing in high performance

+ COMPETITIVE TEACHER SALARIES

IMPROVED STUDENT ACHIEVEMENT

2020 STATE OF THE DISTRICT
New **Effective Leader Initiative** on the horizon

- **STRATEGIC PLACEMENT**
  - Optimize new teacher and principal pipelines for strategic placement

- **PROFESSIONAL DEVELOPMENT**
  - Increase Effectiveness through Targeted Professional Development and performance evaluation

- **TARGETED RETENTION**
  - Leverage and Retain the most highly effective teachers and principals

- **RECOGNIZE & REWARD**
  - Recognize and reward Effective Teachers and Principals for achieving equitable outcomes

- **PERFORMANCE PLANNING**
  - Develop, Improve or Exit persistently less effective leaders

2020 STATE OF THE DISTRICT
District’s new 9th Grade Centers to open in 2020-21

Dekaney High School 9th Grade Center
District’s new 9th Grade Centers to open in 2020-21

Spring High School 9th Grade Center
District’s new 9th Grade Centers to open in 2020-21

Westfield High School 9th Grade Center
COMING SOON

School for International Studies

A Pre-K–8 Academy

Located at Bammel Middle School

In Partnership With: 

Key Program Components

- Dual Language
- Sign Language, French, Spanish, German and Mandarin Chinese
- Enrichment Opportunities
- Supportive Environment

2020 STATE OF THE DISTRICT
International School at Salyers

Specialty Elementary Program

Key Program Components

- Dual Language
- World Cultures and Languages
- Global Awareness
- Solid Foundation
School for Performing and Visual Arts

A specialty middle school — serving its community

Located at Bailey Middle School

KEY PROGRAM COMPONENTS

- Dance, Drama, Film and Creative Writing
- Instrumental Music and Visual Arts
- Pre-AP Classes
- Arts-Integrated Curriculum
- Arts-Related Internships

2020 STATE OF THE DISTRICT
Polytechnic Middle School

A specialty middle school — serving its community

Located at Claughton Middle School

Key Program Components

Communications
Video Game Programming
Pre-AP Classes
Technology-Related Internships
Animation
Digital Forensics and Robotics

2020 STATE OF THE DISTRICT
EVERYchild2025
THANK YOU