



# **Victoria Independent School District**

Administration Report  
February 2019

## **Administration Report Purposes:**

- To keep the Board of Trustees and community apprised and connected to the work of administration
- To be radically transparent with all stakeholders
- To demonstrate strategic alignment from the boardroom to the classroom
- To keep everyone informed as we learn together
- To seek continuous improvement

## **Curriculum, Instruction and Accountability:**

- **2017-2018 Texas Accountability Performance Report (TAPR):**

TEC §39.206 requires each district's Board of Trustees to publish an annual report that includes the Texas Academic Performance Report (TAPR), campus performance objectives, the district's accreditation status, any distinction designations awarded, the district's current special education compliance status (included in the district's TAPR cover page), information on violent or criminal incidents and prevention policies, information on the performance of the previous year's graduates in their first year of college as reported by the Texas Higher Education Coordinating Board (THECB) and any supplemental information.

Each district's Board of Trustees must hold a public hearing to discuss the annual report within 90 days of receiving the TAPR on December 17, 2018. Within two weeks following the public meeting, each district must widely publish its annual report, including posting it on the district website and other public places. VISD's TAPR is currently published on the website:

[https://www.visd.net/apps/pages/index.jsp?uREC\\_ID=1100138&type=d&pREC\\_ID=1383682](https://www.visd.net/apps/pages/index.jsp?uREC_ID=1100138&type=d&pREC_ID=1383682) and hard copies are distributed to the Public Library and Public Health Center. Copies are also available at the VISD Administration Office.

Below is an abbreviated report of the information required and of the information that can be found in the TAPR. Very detailed academic achievement data based on STAAR; college and career readiness data such as SAT/ACT/TSI/CTE; financial data; student and staff demographics; and graduation information can be found in the detailed report.

1. Annual Report – The TAPR comprises the main part of the district's annual report and can be found at:

[https://www.visd.net/apps/pages/index.jsp?uREC\\_ID=1100138&type=d&pREC\\_ID=1383682](https://www.visd.net/apps/pages/index.jsp?uREC_ID=1100138&type=d&pREC_ID=1383682)

This report provides a great amount of detail related to the academic performance by campus, grade level, and subpopulations.

**Texas Education Agency**  
**2018 Accountability Ratings Overall Summary**  
**VICTORIA ISD (235902)**

	Component Score	Scaled Score	Rating
<b>Overall</b>		<b>69</b>	<b>Not Rated: Harvey Provision</b>
<b>Student Achievement</b>		<b>69</b>	<b>D</b>
STAAR Performance	38	67	
College, Career and Military Readiness	42	72	
Graduation Rate	90.2	65	
<b>School Progress</b>		<b>73</b>	<b>C</b>
Academic Growth	64	65	D
Relative Performance (Eco Dis: 67.1%)	40	73	C
<b>Closing the Gaps</b>	<b>16</b>	<b>61</b>	<b>D</b>

**Texas Education Agency**  
**2018 A-F Accountability Listing**  
**VICTORIA ISD (235902)**

**CONFIDENTIAL**

District/Campus Name	School Type	Grades Served	Alt Ed	% Eco Dis	Overall		Student Achievement		School Progress		Closing the Gaps		Support Label		
					Grade/Rating	Score	Grade/Rating	Score	Grade/Rating	Score	Grade/Rating	Score			
VICTORIA ISD			No	67.1	Not Rated: Harvey Provision	69	D	69	D	65	C	73	D	61	
ALOE EL	Elementary	PK - 05	No	61.1	Met Standard	67	Met Standard	72	Met Standard	60	Met Standard	72	Impr Reqd	55	Add Target
C O CHANDLER EL	Elementary	EE - 05	No	65.1	Met Standard	61	Impr Reqd	59	Met Standard	60	Impr Reqd	57	Met Standard	64	Add Target
CRAIN EL	Elementary	EE - 05	No	87.6	Met Standard	85	Impr Reqd	57	Met Standard	89	Impr Reqd	59	Met Standard	75	Add Target
DUDLEY EL GT MAGNET SCHOOL	Elementary	EE - 05	No	78.4	Not Rated: Harvey Provision	59	Met Standard	62	Met Standard	67	Met Standard	65	Impr Reqd	41	Comp Support
ELLA SCHORLEMMER EL	Elementary	EE - 05	No	55.0	Not Rated: Harvey Provision	59	Met Standard	67	Met Standard	62	Impr Reqd	58	Impr Reqd	39	Comp Support
F W GROSS EL	Elementary	EE - 05	No	92.1	Met Standard	64	Impr Reqd	55	Met Standard	65	Impr Reqd	57	Met Standard	62	Add Target
GUADALUPE EL	Elementary	KG - 05	No	68.9	Met Standard	63	Met Standard	69	Met Standard	75	Met Standard	69	Impr Reqd	35	Comp Support
HOPKINS EL	Elementary	EE - 05	No	94.0	Met Standard	83	Met Standard	60	Met Standard	86	Met Standard	67	Met Standard	75	Add Target
MARTIN DE LEON EL	Elementary	EE - 05	No	48.5	Met Standard	78	Met Standard	73	Met Standard	79	Met Standard	66	Met Standard	76	Add Target
MISSION VALLEY EL	Elementary	PK - 05	No	48.2	Met Standard	83	Met Standard	83	Met Standard	83	Met Standard	82	Met Standard	82	
O'CONNOR EL	Elementary	PK - 05	No	85.7	Not Rated: Harvey Provision	51	Impr Reqd	51	Impr Reqd	57	Impr Reqd	53	Impr Reqd	38	Comp Support
ROODLO TORRES EL	Elementary	PK - 05	No	85.7	Met Standard	68	Met Standard	64	Met Standard	69	Met Standard	69	Met Standard	65	Add Target
ROWLAND EL	Elementary	EE - 05	No	88.5	Not Rated: Harvey Provision	59	Impr Reqd	56	Met Standard	62	Impr Reqd	58	Impr Reqd	59	Add Target
SHIELDS EL	Elementary	EE - 05	No	88.1	Not Rated: Harvey Provision	53	Impr Reqd	53	Impr Reqd	53	Impr Reqd	54	Impr Reqd	51	Add Target
SMITH EL	Elementary	PK - 05	No	78.0	Met Standard	60	Impr Reqd	57	Met Standard	60	Impr Reqd	57	Met Standard	60	Add Target
VICKERS EL	Elementary	PK - 05	No	42.4	Met Standard	91	Met Standard	91	Met Standard	82	Met Standard	86	Met Standard	92	
WILLIAM WOOD EL	Elementary	KG - 05	No	72.2	Not Rated: Harvey Provision	56	Met Standard	62	Met Standard	53	Met Standard	60	Impr Reqd	43	Comp Support
HAROLD CADE MIDDLE	Middle School	06 - 08	No	52.5	Met Standard	75	Met Standard	75	Met Standard	69	Met Standard	75	Met Standard	73	Add Target
HOWELL MIDDLE	Middle School	06 - 08	No	57.6	Met Standard	71	Met Standard	74	Met Standard	60	Met Standard	72	Met Standard	63	Add Target
MITCHELL GUIDANCE CENTER MIDDLE	Middle School	06 - 08	No	85.7	Not Rated: Harvey Provision	70	Met Standard	60	Met Standard	72	Met Standard	66	Met Standard	74	
PATTI WELDER MIDDLE	Middle School	06 - 08	No	81.7	Met Standard	73	Met Standard	60	Met Standard	72	Met Standard	66	Met Standard	74	
STROMAN MIDDLE	Middle School	06 - 08	No	83.8	Not Rated: Harvey Provision	51	Impr Reqd	57	Impr Reqd	59	Met Standard	60	Impr Reqd	30	Add Target
LIBERTY ACADEMY	High School	09 - 12	Yes	73.2	Met Alt Std	70	Met Alt Std	87	Met Alt Std	87	Not Rated	Not Rated	Impr Reqd	30	Add Target
MITCHELL GUIDANCE CENTER	High School	09 - 12	No	74.4	Not Rated	70	Not Rated	70	Not Rated	57	Not Rated	72	Met Standard	65	Add Target
VICTORIA EAST H S	High School	09 - 12	No	58.9	Met Standard	70	Met Standard	72	Met Standard	57	Met Standard	72	Met Standard	65	Add Target
VICTORIA REGIONAL JUVENILE JUSTICE	High School	07 - 12	Yes	91.4	Not Rated	70	Not Rated	70	Not Rated	57	Not Rated	72	Met Standard	65	Add Target
VICTORIA WEST H S	High School	09 - 12	No	53.3	Met Standard	69	Met Standard	73	Met Standard	65	Met Standard	74	Impr Reqd	56	Add Target

- PEIMS Financial Standard Reports (2016-17 Financial Audit Reports)--the financial section of the TAPR is provided by the State Funding Division. VISD is an "ACCREDITED" District - "Met Standard" and received a "B--Above Standard" FIRST Rating. These reports can be accessed from a link on the last page of the TAPR or at <http://tea.texas.gov/financialstandardreports/>.
- District Accreditation Status for 2017-18 is "Not Rated, Harvey Provision."  
 Armed Services Vocational Aptitude Battery (ASVAB): "Meets Requirements"  
 Our campuses received a total of 17 distinctions
- Campus Performance Objectives--TEC §11.253 requires each campus to have an improvement plan with performance objectives and to measure progress toward meeting each objective. The VISD Board of Trustees reviewed the Campus and District Improvement Plans for the 2017-18 school year quarterly and received the annual report on June 21, 2018. Since that time quarterly reports have been shared for the 2018-19 school year.

5. Special Education Determination Status is “Needs Intervention.” The Special Education Department along with other state-funded programs have submitted a Targeted Improvement Plan to the state agency to comply with requirements based on this rating. The Targeted Improvement Plan’s strategies and activities are based in the district’s comprehensive improvement plan.
  6. The Report on Violent or Criminal Incidents refers to information that is coded as such by each campus. VISD has a total of 6 incidents with Victoria East HS reporting 3 felony-controlled substance incidents, Mitchell Guidance Center reporting 1 felony-controlled substance incident and 1 aggravated assault, and Patti Welder reporting 1 felony-controlled substance incident. VISD had no incidents reported for the other five categories (Used, Exhibited, Possessed -- Prohibited Weapon; Used, Exhibited, Possessed -- Illegal Knife; Indecency with a Child; Arson; and, Aggravated Assault Against Staff/Volunteer). VISD provides a number of programs that support School Safety including Making Healthy Choices and Healthy Lifestyles through student civic organization work (Builders Club aligned with the Kiwanis, LEO Club aligned with Lion’s Club); Relationship Building and Character Education (EAFK, Teen Leadership, Positive Behavior Supports, AVID, Crisis Prevention Intervention, Ripple Effects); Anti-Bullying Campaign (annual employee training, student training videos and classroom supports, national bullying prevention Unity Day Celebration); Multiple Partnerships with Local Agencies (Mid-Coast Family Services, radKIDs supported by Detar, Citizens Medical Center, STAR Family Services, CIS); School Safety Partnership and Programs (Victoria Sheriff’s Office, Victoria Police Dept., Victoria Fire Dept., Victoria JJC, Zapata Security, and Victoria Office of Emergency Management); Mental Health (Gulf Bend Mental Health Organization, STCH); Prevention of Drug, Alcohol and Tobacco (Mid-Coast Family Services Support and Counseling, Health Curriculum, SHAC, Red Ribbon Week Celebration, Random Drug Testing). Additional information about the report of violent or criminal incidents can be found at the Safe and Healthy Schools website: [http://tea.texas.gov/Texas\\_Schools/Safe\\_and\\_Healthy\\_Schools/](http://tea.texas.gov/Texas_Schools/Safe_and_Healthy_Schools/).
  7. Student Performance in Postsecondary Institutions requires postsecondary institutions in Texas to report student performance during the first year of enrollment after high school graduation to the high school from which students graduated. The information published in this report is for the year ending with the 2016 high school graduates. Victoria ISD campuses tracked a total of 378 out of 753 graduates who were in either a Four-Year Public University (105) or a Two-Year Public College (273). Eleven (11) students were identified as attending Independent Colleges and Universities.
- **Federal Report Cards for 2017-2018:** Federal Report Cards for the state, district, and campuses are now available on the Texas Education Agency’s (TEA) website. Each district, or Local Education Agency (LEA), who receives Title I, Part A funding is responsible for disseminating the state, LEA, and campus-level report cards to: 1) all LEA campuses, 2) to parents of all enrolled students and 3) to make the information widely available through public means such as posting on the internet, distributing to the media or distributing through public agencies. At a minimum, the LEA must [Section 1111(h)(2)] post direct links to the state, LEA, and campus report cards on its website; make hard copies available to parents upon request; make hard copies available in public locations, notify parents of all students about the availability of the report cards and the options for obtaining them; and provide appropriate translation (either oral

or written) upon request. LEAs must make the federal report card information readily accessible to the public, and parents must be notified of the availability of the federal report card information no later than Monday, March 4, 2019.

[https://tea.texas.gov/Finance\\_and\\_Grants/Grants/Federal\\_Report\\_Card/](https://tea.texas.gov/Finance_and_Grants/Grants/Federal_Report_Card/)

Victoria ISD will be: sending out Edulink calls to parents, posting the 30 report cards on our VISD website, and providing hard copies to campuses as well as the public library before the deadline.

- **2018-2020 Texas Hurricane Homeless Children and Youth Program:** Victoria ISD received a Notification of Grant Award (NOGA) on January 29, 2019 for \$129,599. This grant will run through September 18, 2020 and will be utilized to:
  - Provide tutoring/transportation in addition to regular campus tutoring times/locations for our homeless students needing flexibility in scheduling
  - Create systems and tools for staff to expedite the identification of students under the McKinney-Vento status and to evaluate/meet their needs
  - Provide professional development and other activities for educators and specialized instructional support staff that are designed to heighten the understanding and sensitivity of such personnel to the needs of homeless children and youth, the rights of such children and youths and specific educational needs of runaway and homeless youth
  - Increase Mid-Coast Summer Program access to include more McKinney-Vento students, provide summer school fees for students to regain credits, and provide opportunities to attend community programs, such as the Boys & Girls Club, YMCA, etc.
  - Provide the payment of fees and other costs associated with tracking, obtaining, and transferring records necessary to enroll homeless children and youth in school, such as birth certificates, immunization records, etc.
  - Provide support groups, counseling services after school or during the summer to address the needs of homeless children and youth that may arise from domestic violence and parental mental health or substance abuse problems
  - Provide other extraordinary or emergency assistance needed to enable homeless children and youth to attend school and participate fully in school activities, such as transportation needs, food, housing, clothing, necessities, extracurricular activity needs, etc.

The goal of this grant is to not only address immediate student needs but also to put in place additional systems for campus staff to recognize and meet the needs of our homeless population for years to come. As of February 11th, there were 703 identified Mc-Kinney-Vento students in VISD. Yvonne Rossman-Ramos, Family and KIDZ Connection Coordinator/Homeless Liaison shared that based on her 20 years of experience in working with families, this time of the year is the most difficult. She typically sees an additional 20 students a week identified each week for about six weeks in January through mid-February. It is our mission to help students who are in transitional living situations, enroll, attend, and succeed in school.

- **English Language Arts Instructional Materials Adoption:** The State Board of Education creates an adoption cycle for subjects in the foundation curriculum every eight years. Instructional materials are one of the most important tools educators use in the classroom to improve

student outcomes. We are currently under Proclamation 2019 calling for instructional materials for: English language arts and reading (grades K-8), Spanish language arts and reading (grades K-6), English and Spanish spelling (grades 1-6), English and Spanish handwriting (grades K-5), English Learners language arts (grades 7-8) and Personal Financial Literacy.

Because this adoption is extremely critical to the success of our students and is also costly for instructional resources, the VISD Instructional Materials Adoption Committee is carefully considering all resources and tools available to assist in evaluating materials. In addition, the textbook adoption committees have worked with the materials to review TEKS alignment and to use the adoption samples to plan instruction at each grade level. Engaging in this process has allowed the committee to evaluate the materials at a deeper, higher level. Due to TEAs extended timeline for their review of the instructional materials, we considered withholding a recommendation to the Board for final approval until May when all information from the state review committee has been received. However, based on recent information from the TEA, the materials that will be reviewed are small companies that have not been used in the past. (They are not the big players school districts typically use). The Instructional Materials Portal process and review is a new a resource that the state is creating to better assist districts in making these important decisions. VISD has not discounted what the state is doing, but based on this latest information, VISD does not feel like this information is timely or will represent a broad scope for us to make a better decision. VISD's internal review will consist of using the state rubric and related resources, but VISD will also use a tool developed to specifically meet the needs of VISD.

The Board of Trustees approved the Instructional Materials Adoption Committee back in fall of 2018. At that time VISD Administration indicated we would bring forward a recommendation in March. In addition to the adoption of the ELAR materials, TEA has gone through a cycle of the adoption of new standards (TEKS) for ELAR to be implemented beginning in 2019-2020. The STAAR assessment will only test those standards which are common to both the previous and the new curriculum. Given the new Portal development and the adoption of new standards, the VISD Instructional Materials Adoption Committee is proposing the following timeline for adoption:

- Fall of 2018 VISD provided training to the Instructional Materials Committee regarding the new ELAR TEKS to be implemented during the 2019-20 school year.
- December 2019 – VISD has received instructional materials from vendors
- January 2019 – Elementary and Secondary Instructional Committee Members will use the TEA rubric to review materials and create mock lessons from the resources
- January 16, 2019 – Secondary Instructional Materials Committee Members will meet to begin review
- January 23, 2019 – Elementary Instructional Materials Committee Members will meet to begin review
- January 25, 2019 – Elementary Writing Task Force will meet
- January 2019 – Region III Vendor Fair
- February 2019 – Elementary and Secondary Instructional Committee Members will participate in a Vendor Fair and Vendor Material Training Opportunity.
- Last week of February – Share information with all ELAR teachers for voting and tally votes
- March – Recommend adoption of resources to Board

- April– Order materials when TEA ordering system opens
- Fall 2019 – Receive materials and begin distribution. Use previous resources to start year if new materials are not yet in house.

- **Quarterly Campus and District Improvement Plans Update:**

The district and campus continuous improvement plans are aligned with seven broad areas found in the District of Innovation Plan. [Excellent Student Achievement, Safe and Nurturing Environment, Optimal Educational Resources, Responsive to Student Needs, Highly Effective and Qualified Personnel, Open, Effective Communication, and Active Parent, Student and Community Involvement].

The District Improvement Plan for the 2018-19 school year has 19 Goals. Each of the 19 Annual Goals are divided into 4 quarterly goals. January 11<sup>th</sup> marked the end of the second quarter and thus goals were reviewed. All 19 goals were evaluated for the second quarter and results are listed below:

- Exceeded Expectations
  - Goal 2 – Elementary ELAR - Reading
  - Goal 3 – Elementary ELAR – Writing
  - Goal 8 – Secondary Science
  - Goal 9 – Elementary Social Studies
- Met Expectations
  - Goal 1 – Early Childhood (Pre-K)
  - Goal 5 – Elementary Math
  - Goal 11 – Fine Arts
  - Goal 12 – College, Career and Military Readiness
  - Goal 13 – Advanced Academics and G/T
  - Goal 14 – Bilingual/ESL (PBMAS)
  - Goal 15 – Special Education (PBMAS)
  - Goal 19 – School Safety
- Made Significant Progress
  - Goal 17 – Teacher Retention
  - Made Some Progress
    - Goal 4 – Secondary ELAR
    - Goal 6 – Secondary Math
    - Goal 7 – Elementary Science
    - Goal 16 – ESSA (PBMAS)
- Made No Progress
  - Goal 10 – Secondary Social Studies
  - Goal 18 - Attendance

Elementary schools continue to make progress on 96 of the 104 goals found within the 17 elementary campuses’ plans. Middle schools made progress on 19 of the 20 goals found in the 4 middle school campuses’ plans. High schools made progress on 34 of the 35 goals found in the 3 high school campuses’ plans (along with Mitchell Guidance Center, JJC and CTI).

When analyzing the quarterly goal and its results, if a strategy is not working or results are not achieved, adjustments are made to meet the needs of the students so that the campus is moving in a direction that supports achieving the goal in the future. Some strategies are completely eliminated because they are not meeting the needs of the students on the campus while other strategies are added. Continuous improvement is about a process of “plan, do, study, act.” Our campuses and departments are always analyzing the learning opportunities for our students and reviewing the processes that support our seven aims so that VISD can be the best it can possibly be for students and their families!

- **Comprehensive School Update (William Wood, Guadalupe, Dudley, Schorlemmer and O’Connor):**

During Quarter 2, our comprehensive schools engaged in multiple school improvement activities directly aligned to the needs of their campuses. Some of the main areas of focus included:

- Lesson Planning - Campuses implemented TExGUIDEs which provide teachers with a bridge between curriculum, aligned resources and instructional planning. TExGUIDE is an online tool aligned to the TEKS Resource System. Each campus staff also engaged in extended planning sessions to ensure teachers had adequate time to prepare high-quality lessons and instructional materials.
- Professional Development – Campus staff attended on-site and off-site training sessions focused on a variety of topics including utilizing technology tools, tracking student progress, providing student accommodations and supports, understanding the standards and implementing hands-on strategies in classrooms.
- Technology - Campuses acquired new technology including laptops, iPads, mimeo teach devices and desktop computers. This new technology assists teachers in utilizing planning tools, incorporating technology into their lessons and providing individualized student support.
- Data Tracking - Students and teachers engaged in goal-setting and data tracking. Campus staff tracked student data using both formative and summative assessments including the new Interim Assessments provided by TEA.

- **2019-2020 Courses and Schedule Updates:**

Course selection for the 2019-20 school year is underway. It will continue through the last week in March. All 8th grade students attended the Learn to Earn and Career & Technical Education Expo at CTI and the VC Emerging Technology Complex on February 5<sup>th</sup> and 6<sup>th</sup>. Students toured the facilities and experienced the classes first-hand. The Expo provided students the opportunity to learn about the CTE course offerings at East and West, certification opportunities, and how these certifications can help students with their post-secondary goals. 8<sup>th</sup> grade students and parents will also be invited to the East and West Parent Nights held on their respective campuses on March 19<sup>th</sup> at 6 pm. This event will provide useful information regarding graduation requirements, advanced academics, dual credit, CTE, fine arts and extra-curricular opportunities. Clubs and organizations will have members available to answer questions and highlight their goals.

VISD has several new course offerings for the 2019-20 school year. Art & Media Communications will connect students to art through technology. In response to students’

request, Guitar III and IV will be offered for the first time. The CTE agriculture department will be offering Turf Grass Management and Landscape Design and Management. These courses offer certification opportunities to students, enhancing their credentials for employment. Accounting will be available to students to promote the business pathway. Robotics will now be taught at the students' home campus to accommodate their needs and provide a more flexible scheduling option since the course will now be one class period per year (instead of two).

VISD will continue to partner with Mid-Coast Construction Academy to offer Electrical and Plumbing Technology I & II to juniors and seniors. This pre-apprenticeship provides on-the-job training for students along with NCCER training credentials and certifications.

VISD Middle Schools are also preparing for course selection. Middle School counselors will visit the elementary schools in the upcoming weeks to assist fifth grade students with choosing their courses.

VISD will also offer a new middle school course to 7<sup>th</sup> and 8<sup>th</sup> grade students entitled "Investigating Careers." This course will expose students to a multitude of options across many different career fields. Partnering with local businesses and industries within this course in an effort to provide hands-on presentations will further enhance students' learning and enthusiasm for future career planning.

- **New Campus Schedule Times:**

Campus	Start Time	End Time
High School	7:45 am	3:00 pm
Middle School	8:15 am	3:30 pm
Elementary School	8:00 am	3:15 pm

The High School Task Force met several times and developed a schedule based on the new start and end times. This new schedule eliminates advisory periods.

- **Staff Development Waiver Day Request:** During the January Board meeting, a recommendation was made for four Staff Development Waiver Days for the 2019-2020 school year. The Waiver Request (based on Board approval received at the January meeting) was submitted to TEA for the 2019-2020 school year. Intended use of these waiver days is for professional development and review of curriculum materials for content understanding in campus-based and district-based Professional Learning Communities. The waiver was submitted on January 31, 2019 and approved on Friday, February 1, 2019 by the Texas Education Agency. Minutes on these 4 designated days count as minutes toward the state's 75,600 instructional minute requirement.
- **Texas Performance Standards Project:** The Texas Performance Standards Project (TPSP) strengthens GT programs by providing students with project-based learning aligned to the TEKS and connected to real-world applications. Each task provides interdisciplinary connections and includes open-ended investigations that address multiple content areas. The end result is a

product to demonstrate student learning that is presented to a panel. Examples of student tasks include the creation of a 3D terraforming model, plans for a community container garden, and a multimedia sales presentation for real estate on another planet. More information about these tasks can be found at <https://www.texaspsp.org/>.

We invite you to a showcase of VISD students' projects on March 7 from 5:30 – 6:30 pm at the VISD Conference Center. The top 2 students in 1<sup>st</sup> through 12<sup>th</sup> grades from each campus will display their projects and share their learning. We are excited to see what our students have accomplished!

### **Administration:**

- 47 VISD staff members (including campus administrators and teachers) participated in a two-day ALICE Staff Development on January 23<sup>rd</sup> and 24<sup>th</sup>. The ALICE acronym stands for Alert, Lockdown, Inform, Counter and Evacuate. The ALICE program empowers individuals to participate in their own survival using proactive response strategies in the face of violence. Prior to the training, all campus instructional personnel completed a one-hour e-Learning training to learn the ALICE strategies. The training served as a first step to increase survivability in a violent intruder situation and meets federal guidelines while also mitigating risk. With this training, campus administrators practice safety drills and continue awareness training for staff and students. In addition, all campus administrators have updated their Emergency Operations Plans with guidance from RS Consulting.
- The Office of Administration will also begin considering Clear Bag Procedures for the upcoming school year. Samples from surrounding districts will be reviewed. Administration will make a recommendation for possible implementation for next school year for events held in VISD stadiums, high school gymnasiums and the District Event Center.
- VISD will partner with Mid-Coast Family Services and KIDZconnection to offer a summer camp targeted towards supporting our homeless students. The camp will be housed at one of our elementary campuses. For the past several years, the camp was held at a local church. VISD's Child Nutrition Department will provide breakfast and lunch as they have in the past. We anticipate 100 students will benefit from this wonderful opportunity.
- Policy Update 112 has arrived! We look forward to scheduling a Board Policy Review of Update 112 in March with our Board Members. Sheila Garcia has the binders ready for your review.

- **Central Supply and Purchasing Department:**

#### **April Bids**

- Copy & Assorted Color Paper
- Canned & Frozen Fruits & Vegetables
- Frozen Meats & Meat Products
- Staples & Misc. Frozen Foods
- Chemicals, Supplies & Paper Products
- Child Nutrition Beverage Products
- Alternative Entrée Item (maybe)
- Technology

- Computer Software
- Glass Work Service
  
- **Child Nutrition Department:**
  - March 1<sup>st</sup> - let TDA (Texas Department of Agriculture) know the sites we will operate for summer feeding (we are mandated to provide services during the summer)
  - March - Food service bids go out to vendors
  - March (Spring Break) - 2 walk-in coolers/freezers (Harvey replacements) will be installed at Aloe and FW Gross.
  - June - 3 walk-in coolers/freezers (Harvey replacements) will be installed at Howell, Patti Welder and Stroman
  - June - Food bids go to the Board
  
- **Maintenance Anticipated Summer Projects:**
  - **Carpentry Department** will inspect/replace ceiling tile for Fire Marshall Inspections; inspect magnetic hold open system on fire doors; repair exterior doors at East HS, West HS, Cade MS, Torres Elementary and Schorlemmer Elementary; inspect toilet partitions on all campuses and replace hardware; conduct preventive maintenance on all campuses including desk repairs, flooring, walls and cabinetry; replace dumpster bottoms; conduct a campus accessory check for installation (flag holders, maps, projector screens, dry erase boards); assess playground equipment for safety and make repairs; inspect roofs and repair roof leaks; inspect and repair athletic facilities including bleachers, locker rooms and gyms; repair overhead doors, canopies and sidewalks; inspect fire extinguishers.
  - **Mechanical/Electrical/Plumbing (MEP)** will conduct hood inspections in all campus kitchens; conduct inspections on the following systems: sprinkler system, fire alarm panel, emergency lighting, boiler and elevators as required by code; conduct gas line inspections replace air conditioning as needed; assist with fire marshal inspections, for exit signs, electrical panel clearances, bulb replacements; and respond to deficiencies as they arise per campus requests.
  - **Paint Department** will paint all classrooms at East HS, West HS and Cade MS; touch-up paint all campus canopy poles, stairwell hand rails, crosswalks by front of schools/facilities, and all VISD entrances; pressure wash designated sidewalks and exterior walls; paint dumpsters; remove graffiti; stripe designated parking lots; paint Howell's exterior foundation base; paint football goal posts, flag poles.
  - **Roads & Grounds** will trim trees; clean gutters; move furniture as requested; continue the mowing rotation and landscaping; patch pot holes with asphalt at all parking lots.
  - **Mechanic Garage** will provide continuous repairs on maintenance vehicle fleet, mowers, tractors, chainsaws, blowers and weed eaters; address campus work order requests for golf carts, ATV's, mules and gators.
  - **Custodial Crew** will restore flooring with new wax at all facilities; remove furniture for waxing at all VISD classrooms and offices; conduct detail cleaning. Custodial crew is currently utilizing disinfectant preventative measures due to the recent flu outbreak; provide Maintenance and Custodial support for summer school locations.

- **Student Services:**

- VISD's student attendance rate through end of the first semester (12.19.18): 95.2%
- The flu bug hit VISD VERY hard during the week of Feb. 4-8. Our student attendance rate went down to 91.3%. Both Schorlemmer and Cade MS are eligible to be considered for low attendance day waivers (as a result of excessive student illness) which will be presented to the Board in March.
- Student Enrollment (February 1, 2019) = 13,946 students
- Same time last year (February 2018) = 14,187 students
- First day of school (August 21, 2018) = 13,772 students
- 2019-2020 Student Registration Updates/Dates to Remember:
  - Monday, May 6, 2019: Snapcodes will be emailed to parents and letters will be sent home with current students.
  - Wednesday, May 8, 2019: All parents (of both current and new students) may begin online registration.

- **Transportation:**

- Our current fleet has 73 buses. 39 of the buses are reserved for regular ed routes and 10 are regular ed reserve buses. 21 of the buses are designated for special ed routes. 13 buses are designated for field trips, athletics, fine arts, UIL events etc. During the spring semester, additional buses (up to 24) may be used to support out of town trips/events.
- Currently, 3 of the 73 buses are down and in the shop in need of repairs and parts. Some buses need to be refurbished. 5 buses are in fair condition and need parts which are hard to secure due to the age of the bus. 3 buses are in poor condition and need to go to auction. 11 of the buses are over 28 years old and pose some concerns. The average age of our buses is 15 years old.

- **Insurance Update:**

- As of October 2, 2018, the school district has received \$3,476,224.23 from Carlisle Insurance
- The total insurance claim from Hurricane Harvey was \$7,588,666.06
- VISD claimed \$8,304,085.86 for the statement of loss: building and contents
- We have completed 15 specific bids for restoration of our District as a result of Hurricane Harvey.
- All gym floors are completed.

- **FEMA Update:**

- We have received \$1,795,850 from FEMA to date.
- Installation of the elevator in the Administration Building began on January 20<sup>th</sup> and will take approximately 3 weeks to complete due to the complexity.

## **Finance:**

- 2019-2020 Budget Update: We held a preliminary budget planning workshop with the Board of Trustees on Friday, February 1<sup>st</sup>. During our time together, we covered a tremendous amount of information. The four critical points from that meeting were:
  1. We have a declining fund balance that needs to be remedied (our “glidepath” is moving in the wrong direction).
  2. In a comparative group analysis, we carry more buildings and more staff than other similarly sized school districts in Texas. The comparative group includes both rural and urban districts and enrollment ranges from 12,000-16,000 students. (When we look to other districts like us, we are slightly out of alignment).
  3. Regarding compensation, we have low market competitiveness (our compensation is low).
  4. We are working on a list of program reductions and soliciting recommendations from task-forces about resource management and efficiencies for next year. (We know we have some tough decisions to make).
- Our stated goals are:
  - Pay salary increases “across the board”.
  - Increase pay in identified critical need areas.
  - Budget and appropriate funds for urgent maintenance work throughout the district.
  - Budget and appropriate funds for transportation support as needed.
  - Appropriate funds for necessary support services.
- **Gifts & Donations:**

The total donations for January 2019 were \$24,751.93. The grand total for fiscal year 2019 is \$205,252.55.

## **Human Resources:**

- Staffing Allocation Committee: The VISD has re-established a district hiring review committee. Some may recall this committee was in place for several years in the past as an oversight and review committee in order to keep staffing levels balanced throughout the district. The Staffing Allocation Committee meets weekly to review requests submitted by Hiring Managers (Principals/Department Supervisors) to replace vacant positions as they occur and to review any requests for new positions. Current members of the Committee are: Greg Bonewald, Frances Koch, Kelli Cotton, Tammy Nobles, Tammy Sestak and Sherri Hathaway.
- Increase in New Teacher Retention Rate: Our Human Resources Department has been focused on increasing teacher retention rates in general, and more specifically, on increasing the retention rate of first-year teachers during their first school year. We have tracked new teacher retention rates during the school year for the past several years and are experiencing our best year yet! At this point, our new teacher retention rate is 95.8% for the 2018-2019 school year which is an increase of 3.4% from this same time during the 2017-2018 school year.
- Lisa Cortez from our HR Department is currently holding small group meetings with our zero-year teachers to gather feedback and learn how we can increase our systemic supports and streamline new teacher training for the 2019-2020 school year.

## **Communications:**

- **Economic Development:** In July 2013, the Victoria ISD Board of Trustees passed a resolution titled “Economic Development Letter of Support.” This resolution has been helpful for the VEDC (Victoria Economic Development Corporation) members to have when speaking with potential businesses as they discuss the prospect of coming to Victoria. The VEDC has asked our current Board of Trustees to update the letter of support. This does not oblige the VISD to approve any tax incentives; it merely states we are open to that conversation should we deem it beneficial to overall development of our community and our schools.
- **Exit Ticket:** In the past few months, we have received feedback about our Board Meetings and the information we have been sharing. Our conversations related to teaching and learning and building-related items have “connected” with our audience. We have room to grow in helping our audience connect with the “Team of 8” discussions.
- **Legislative Update:** Texas House Speaker Dennis Bonnen agrees teachers should receive a pay raise, but he doesn’t agree with the \$5,000 across-the-board increase proposed by the State Senate. The House Speaker says local school districts should decide how new education money should be spent. Bonnen also doesn’t support student test scores as a determination of school funding. The House has proposed spending an additional \$9 billion on schools in the next biennium, nearly \$2 billion of which would go toward property tax reform and to reduce recapture funding that transfers money from property-wealthy districts to property-poor districts. The Senate has proposed about half that amount—\$4.3 billion—largely to give teachers the \$5,000 raise and to reduce recapture funding. Senate Bill 3 would allocate the money directly into the hands of teachers instead of districts.
- **“Designing Our Future” Updates:** The Task Forces held a kick off meeting on Friday, February 8, 2019 at the Victoria College Emerging Technology Center for Elementary and Secondary Pathways and the Efficiency and Resource Management Task Force Members. An opening presentation was delivered and each Task Force then met individually.
  - A website link has been developed and information has been uploaded.
  - Local Media have been apprised of our efforts and will continue to be updated regularly.
  - Task-Force trustee communicators will be provided an opportunity to give brief verbal updates at our Board meeting.
  - February 20, 2019 –the Efficiency and Resource Management Task Force will meet at the VISD Conference Center to continue the work.
  - February 22, 2019 –students on the Task Forces will meet with the District Student Leadership Academy to share information and gather feedback from the district’s approximately 65 students representing high school and middle school campuses.
  - March 1, 2019 –a second joint meeting is scheduled at the Victoria College Emerging Technology Center for all Task Forces to come together to review work to date. Results from a Thought Exchange for the Task Force members will be shared at the March 1<sup>st</sup> meeting. Task Force members were asked, “What possibilities do you see for the future of VISD?”
- **Social Media Report**

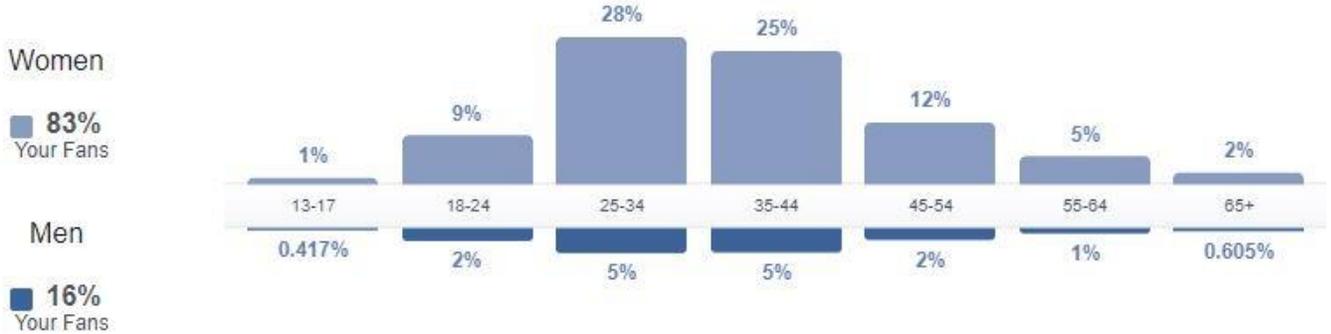
VISD created their social media accounts in May 2016. At the beginning, we focused on growing our presence on Facebook since the majority of our followers are parents (*see image 1*). After

the 2016 school year began, we started posting more content on our Instagram and Twitter accounts to reach our student population. However, we noticed that although our student following is larger on Instagram (vs. Facebook), we still have a good number of adults using Instagram as well (see image 2).

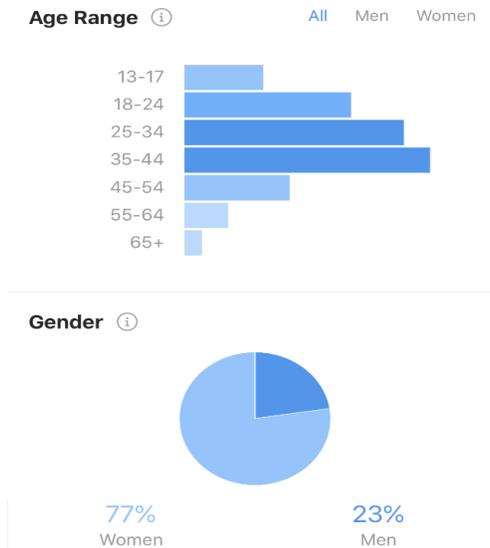
*Demographics*

*Image 1, Facebook:*

Aggregated demographic data about the people who like your Page based on the age and gender information they provide in their user profiles. This number is an estimate.



*Image 2, Instagram:*



We have grown tremendously over the past two years on all three social media accounts (see image 3). This growth, however, was not just by luck. There were several factors that contributed to our spike in followers.

For example, you will notice on image 3 that our Facebook following has had a few significant spikes:

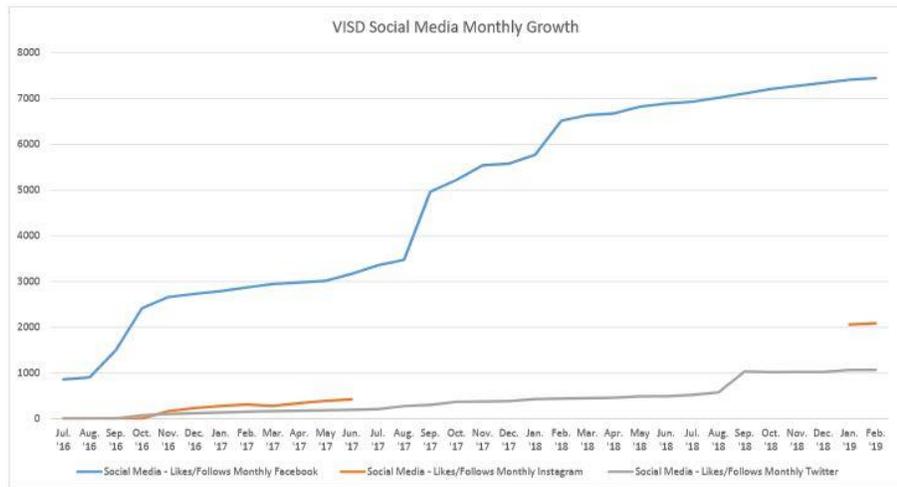
**Sept. 16 – Oct. 16: Battle of the Boot (#BOB)**—This was our first VEHS vs. VWHS social media competition to raise school spirit the week of the football game. The goal here was to flood our social media pages with school-spirit photos.

**Aug. 17 – Sept. 17: Hurricane Harvey** – Many parents and community members liked/retweeted our page to stay informed during this chaotic time.

**Jan. 18 – Feb. 18: Freezing Weather/School Cancellations**—Parents/community members liked/retweeted for updates.

*Image 3: Monthly Growth*

Social Media - Likes/Follows Monthly			
Month/Year	Facebook	Instagram	Twitter
Jul. '16	861	1	3
Aug. '16	906	1	6
Sep. '16	1501	3	8
Oct. '16	2418	6	77
Nov. '16	2662	168	107
Dec. '16	2732	237	123
Jan. '17	2789	279	142
Feb. '17	2872	315	158
Mar. '17	2948	282	170
Apr. '17	2981	342	180
May '17	3015	392	188
Jun. '17	3169	426	196
Jul. '17	3355		213
Aug. '17	3475		280
Sep. '17	4963		305
Oct. '17	5222		373
Nov. '17	5540		380
Dec. '17	5577		387
Jan. '18	5771	966	431
Feb. '18	6514		445
Mar. '18	6636		453
Apr. '18	6674		461
May '18	6822		491
Jun. '18	6890		494
Jul. '18	6930		522
Aug. '18	7017		579
Sep. '18	7111		1037
Oct. '18	7208		1022
Nov. '18	7275		1025
Dec. '18	7342		1026
Jan. '19	7411	2060	1066
Feb. '19	7447	2090	1069



\*\*taken at the 1st of each month

In between these spikes, we've seen a steady growth as a result of regularly sharing student achievements and celebrations, staff achievements, acknowledging community members/entities that partner with/support our schools, and day-to-day campus/student activities. Below are some examples of our most popular posts from this school year (August 18 – Now) from **Facebook** and the engagement between us and our followers:

**Victoria ISD**  
Published by Melanie Rodriguez · September 14, 2018

It's that time of year again for East vs. West week!  
We are holding our district-wide social media spirit competition next week between East & West – which school has the most spirit leading up to the big game?! The competition starts Monday!

We have made a few changes to the competition, a big one being that we will only be able to count the hashtags #BOB18VEHS and #BOB18VWHS on Twitter & Instagram (due to Facebook privacy settings). See the other changes below:



**Show us your school spirit!**  
**#BOB18 Social Media Competition Rules:**

- ★ Follow @VictoriaISD on
- ★ Photo posts or tweets must include one of the following:
  - #BOB18VEHS
  - #BOB18VWHS
- ★ Must mention or tag @VictoriaISD in each of your posts
- ★ Comments made under a post on Instagram will **not** count
- ★ Retweets will count

**Contest will end Friday, September 21 at 9am.**

\*\*If your account is set to private, your posts will not be counted in the competition because we will be unable to see the content, even if you use the hashtags.\*\*

**Performance for Your Post**

**8,280** People Reached

**293** Reactions, Comments & Shares

98 Like	48 On Post	50 On Shares
18 Love	4 On Post	14 On Shares
1 Haha	0 On Post	1 On Shares
1 Angry	0 On Post	1 On Shares
67 Comments	13 On Post	54 On Shares
106 Shares	106 On Post	2 On Shares
<b>878</b> Post Clicks		
87 Photo Views	0 Link Clicks	791 Other Clicks

**NEGATIVE FEEDBACK:**

1 Hide Post	0 Hide All Posts
0 Report as Spam	0 Unlike Page

Reported stats may be delayed from what appears on posts

**Victoria ISD**  
Published by Melanie Rodriguez [?] · October 31, 2018 · 🌐

Flintstones, meet the Flintstones! Oh, wait...Vipers?  
Our Stroman leadership team is having a yabba-dabba-doo time on Halloween!



👍 Get More Likes, Comments and Shares  
Boost this post for \$30 to reach up to 24,000 people.

**Performance for Your Post**

**3,122** People Reached

**244** Reactions, Comments & Shares

192 Like	151 On Post	41 On Shares
35 Love	18 On Post	17 On Shares
4 Haha	0 On Post	4 On Shares
3 Comments	0 On Post	3 On Shares
10 Shares	10 On Post	0 On Shares

**338** Post Clicks

209 Photo Views	0 Link Clicks	129 Other Clicks
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**NEGATIVE FEEDBACK**

0 Hide Post      0 Hide All Posts  
0 Report as Spam      0 Unlike Page

**Victoria ISD**  
Published by Hootsuite · January 21 at 7:48 AM ·  
#MLKDay

**“**

**Darkness cannot drive out darkness; only light can do that.**

**Hate cannot drive out hate; only love can do that.**

**- MARTIN LUTHER KING, JR.**

**”**

**Performance for Your Post**

**12,033** People Reached

**785** Reactions, Comments & Shares

456 Like	185 On Post	271 On Shares
185 Love	91 On Post	94 On Shares
13 Comments	0 On Post	13 On Shares
135 Shares	133 On Post	2 On Shares

**180** Post Clicks

67 Photo Views	0 Link Clicks	113 Other Clicks
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**NEGATIVE FEEDBACK**

1 Hide Post      0 Hide All Posts  
0 Report as Spam      0 Unlike Page

Reported stats may be delayed from what appears on posts

Just before the 2018-2019 school year, we discovered that a VISD LinkedIn account existed. We retrieved access to the account and have started posting some material but plan to grow our presence on LinkedIn within the next year. Our goal is to not only share district and staff achievements but to highlight our secondary students and the steps they are taking toward higher education or certification in a trade. Another huge way we could benefit from LinkedIn would be to utilize the job-posting feature so that it is easier to market our open positions online.

You can see in the examples shown above that our social media channels are well-utilized for sending out important updates to our community and parents. And you are also able to see that this is an outstanding outlet for us to share all of the amazing happenings in our schools and in our community. It is a way for us to connect to our parents, staff, and students in a fun way. Yes, we have intent when we post to our accounts, but it is also good for us to post casual, fun photos like the posts below:



These types of posts give our followers a break from updates and announcements and allows them to see the fun-side to our school day. Social media makes us more approachable, reachable and improves our customer service. In total, we have received over 350 private messages. We are able to quickly answer a follower's question without having to send them through a web of different contacts to get the answer.

Social media also gives the district an outlet to share OUR story OUR way and gives the community a place to voice their concerns or to show appreciation.

- **Peachjar**

- Peachjar is a service free to the district that allows our schools and community partners to directly email flyers to parents. The flyers are also viewable on each campus website by clicking the Peachjar link. This reduces the amount of paper used, the amount of papers sent home in student folders, and the time it takes for a staff member to sort and distribute the flyers at the campus.
- While there is no cost to the district, community partners are charged a fee by Peachjar. The fee is comparable to the cost to the organization to print and distribute the flyers in person.

- Victoria Symphony recently shared this about using Peachjar when they were attempting to share a free-ticket opportunity with families:

“We are absolutely DELIGHTED with the response we are getting to our Peachjar flyer emailed to families in Victoria ISD! It is the BEST RESPONSE EVER! THANK YOU! THANK YOU! THANK YOU!”

In the past, the Symphony would send the flyer to the VISD Communications Director who would then send it to principals who would then print the flyers for teachers to send home with students. Obviously, this took a lot of time and paper, is not environmentally friendly and allows for the possibility of the flyer never making it home and into the hands of the parents.

- As the 73<sup>rd</sup> Annual Victoria Livestock Show approaches, the administration is seeking the Board’s designation of February 25, 2019 – March 1, 2019 as Western Week in VISD. The designation will bring attention to the agricultural industry and serve as a reminder to all students of the strong heritage of the Crossroads. In addition to the weeklong designation, the resolution seeks approval to name Wednesday, February 27, 2019 as “4-H and FFA Day” in our schools. Members of these organizations will be encouraged to wear their club t-shirts and jackets on that day.

## **Technology**

- Summer Work 2019:
  - Upgrade district computers to Windows 10.
  - Re-write several key programs that are used for transporting data between applications for efficiency.
  - Migrate administrative virtual servers to new physical server.
  - Upgrade server operating systems.
- Resource Mapping: We are working to “map” the curricular resources used throughout the district to support our curricular efforts. From a district-wide perspective, we want to ensure we are offering our students an equitable opportunity towards mastery. In the past several months we have been discussing ways we can understand the full scope of resources our teachers and campuses are using in order to share the great ideas across the district. We also want to ensure future sustainability and that means understanding the cost implications of software and hardware support needs.
- Technology Bid: We are working to re-write specifications for the upcoming Technology Bid to provide a wider variety of equipment standards so staff members can choose the equipment that best fits their needs instead of being limited to a specific model or configuration.

## **Special Education**

### **TEA Strategic Plan (CAP):**

Throughout the year there has been a lot of attention at the state level on Special Education, 504, RTI, Dyslexia, ESL and identification of students with disabilities. TEA created a “Strategic Plan” to work on needs identified at the federal level Office of Special Education Programs (OSEP). Although this strategic plan is officially an effort to improve at the state level, there have been multiple changes within the

district as a result including additional tracking of parent requests for evaluation, training staff about the referral process as well as building consistency in our current practices.

The underlying issue that prompted the OSEP to visit Texas had to do with TEA’s informal 8.5% cap on identifying and qualifying students in special education. In VISD we have never focused on the percent. We focus on student needs. We make every attempt to evaluate, identify and qualify based on best practices -- not a percentage. Refer to the chart below which is a great visual display of VISD’s efforts. Note that although district enrollment has decreased, the number of identified students has increased over the last 5 years.

School Year (Oct Snapshot)	All students	Identified Students	% Identified
13-14	14543	1319	9.06
14-15	14418	1322	9.17
15-16	14432	1385	9.6
16-17	14315	1465	10.23
17-18	14255	1529	10.73
18-19	14031	1623	11.57
Current	13957	1650	11.82

**PBMAS:**

As part of our PBMAS reporting process, the Special Education Department completed an audit of 80 student records. Each audit included an in-depth review of student evaluation, eligibility, programming and placement data.

*TEA instructions: Conduct a compliance review to determine any compliance factors that may be contributing to areas of low performance and program ineffectiveness, as identified by the Performance-Based Monitoring Analysis System (PBMAS) special education program indicators. Using the Special Education Compliance Review Topics Chart, conduct a compliance review on all topics designated for the PBMAS indicators with performance levels (PLs) of 2, or higher. Local education agencies (LEAs) that serve students with disabilities who reside in residential facilities (RFs) will ensure that RF students are proportionally included in the compliance review.*

The internal audit results were submitted to TEA on February 13, 2019 indicating zero reportable errors. The focus on compliance practices have clearly produced positive results.

### **Autism Grant Update:**

One area of focus for the Autism Grant is parent training and involvement, and several networking opportunities have taken place. On the first Tuesday of each month, a parent training session is held that includes childcare, hands-on, practical skills, technology and best practices for children and families with Autism. At the February 12, 2019 parent informational meeting sponsored by the Services to Students with Autism grant, 13 parents and 18 children were in attendance. This is double the number of parents the group started with! More importantly, most parents in the group have attended all of the training sessions!

### **Questions? Feedback?**

Use the link below to share your thoughts and questions about this report. We are building a culture of Continuous Improvement in everything we do, including this report. Your feedback will help us improve over time!

<https://my.thoughtexchange.com/#869594730>

Not near a computer? Use your phone to text this 9-digit code 869-594-730 to the phone number 728-55 to get a link to participate in this exchange! I know what you're thinking..."wow, they really want my feedback!" Yes, we do. :-)

Message and data rates may apply. You may receive around 10 messages a minute while participating and up to 3 messages total to keep you up-to-date with this exchange. Text STOP to opt out or HELP for help. For our Terms of Use and Privacy Policy, go to <https://terms.thoughtexchange.com>