



WESLACO INDEPENDENT SCHOOL DISTRICT

319 W. Fourth Street
Weslaco, TX 78599-0266

Winners. Innovators. Scholars. Doers.

Dr. Priscilla Canales, Superintendent

BOARD OF TRUSTEES

Meeting:
Place:
Location:
Date:
Time:

Public Hearing
WISD Board Room
319 W. Fourth Street
January 13, 2020
5:45 P.M.

MINUTES

- I. The meeting was called to order by Isidoro Nieto, Board President.
- II. A quorum was established. The following board members were present.

Isidoro Nieto, President
Dr. Richard Rivera, Vice President
Andrew Gonzalez, Trustee
Armando Cuellar, Trustee
Erasmus Lopez, Trustee
Dr. Jaime Rodriguez, Trustee

Patrick Kennedy was absent.

- III. Public Hearing on the Texas Academic Performance Report (TAPR)

Texas Academic Performance Report (TAPR) Annual Report and Public Hearing

January 13, 2020

Dr. Priscilla Canales, Superintendent of Schools

Sue Peterson, Asst. Superintendent for Secondary Education & Leadership
Abel Aguilar, Asst. Superintendent for Elementary Education & Leadership
Melva Segura, Human Resources Director
Michael De La Rosa, Employee Benefits Risk Management Director
Andres Sanchez, Asst. Superintendent of Business and Finance

WESLACO INDEPENDENT SCHOOL DISTRICT

2019 Accountability Ratings

Weslaco ISD 2019 Accountability Rating: **B**

2018-2019 District Accreditation Status

- Each year, TEA assigns one of four accreditation statuses to each district in the state:
 1. *Accredited*
 2. *Accredited-Warning*
 3. *Accredited-Probation*
 4. *Not Accredited-Revoked*
- In assigning an accreditation status to a district, TEA considers
 - ☐ Academic accountability ratings
 - ☐ Financial accountability ratings
 - ☐ Data integrity
 - ☐ Program-area deficiencies identified through PBMAS

The District's 2018-2019 Accreditation Status is: **Accredited**

Source: http://teadavcastro.tea.state.tx.us/accountability/accreditation/2018_2019_accreditation_statuses.html

➤ Weslaco ISD is one of three 6A school districts, from Laredo to Brownsville, in which all campuses received A's and B's. Dr. Canales commended the principals, teachers, students, and all staff members for this accomplishment.

Mr. Abel Aguilar and Mrs. Sue Peterson, Assistant Superintendents for Elementary and Secondary Education and Leadership, presented the following report.

2019 Weslaco ISD STAAR Performance

Campus	Domain I	Domain II		Domain III	Economically Disadvantaged	Overall Score	Letter Grade Rating
	Student Achievement	School Progress		Closing the Gaps			
		Part A: Academic Growth	Part B: Relative Performance (Eco Dis)				
Airport	82	77	89	81	85.3%	87%	B
Cleckler-Heald	91	91	92	100	85.0%	94%	A
Gonzalez	75	91	84	77	93.3%	87%	B
Margo	80	80	89	89	89.1%	89%	B
Mario Ybarra	79	89	89	90	93.9%	89%	B
Memorial	91	90	91	100	66.8%	94%	A
North Bridge	77	86	86	79	95.9%	84%	B
Rico	77	83	85	77	92.7%	83%	B
Sam Houston	89	89	91	100	87.1%	94%	A
Silva	76	82	83	79	80.5%	82%	B
Central	85	66	91	73	76.9%	86%	B
Cuellar	76	60	87	62	85.0%	80%	B
B. Garza	77	60	87	64	79.8%	80%	B
Mary Hoge	75	69	87	70	93.3%	82%	B
CTE Early College	84	56	89	74	83.6%	85%	B
South Palm*	87	N/A	N/A	N/A	N/A	96%	A
Weslaco East	80	72	85	76	88.8%	82%	B
Weslaco High	84	72	88	73	79.9%	84%	B
Weslaco ISD	86	79	91	81	85.6%	88%	B

➤Below are the goals for all elementary, middle, and high school campuses:

Campus Performance Objectives
Elementary Schools

CAMPUS	READING	MATH	WRITING	SCIENCE	SOCIAL STUDIES
AIRPORT ELEM.	90%	90%	83%	85%	75%
RICO ELEM.	85%	85%	75%	90%	85%
CLECKLER-HEALD ELEM.	90%	95%	80%	95%	85%
MARGO ELEM.	85%	85%	75%	85%	80%
GONZALEZ ELEM.	85%	90%	80%	85%	80%
MEMORIAL ELEM.	94%	96%	90%	94%	80%
NORTH BRIDGE ELEM.	80%	85%	70%	80%	70%
YBARRA ELEM.	85%	90%	84%	89%	80%
SAM HOUSTON ELEM.	90%	90%	90%	90%	90%
SILVA ELEM	85%	90%	85%	85%	80%

Campus Performance Objectives
Middle Schools

CAMPUS	READING	MATH	WRITING	SCIENCE	SOCIAL STUDIES
Mary Hoge MS	75%	90%	75%	90%	90%
Cuellar MS	79%	89%	75%	89%	86%
Central MS	85%	85%	80%	85%	80%
B. Garza MS	85%	85%	80%	85%	80%

6

Campus Performance Objectives
High Schools

CAMPUS	English I	Biology	Algebra I	English II	U.S. History
Weslaco East HS	70%	90%	80%	75%	90%
Weslaco High School	70%	95%	80%	70%	100%
South Palm Gardens HS*	70%	100%	100%	70%	85%
Weslaco 21 st Century CTE Early College	75%	95%	90%	75%	100%

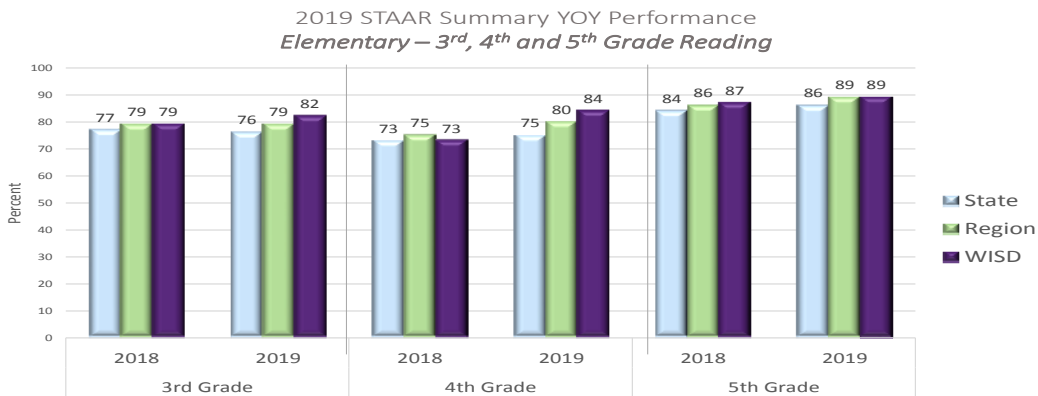
* Alternative Education Accountability (AEA Campus)

7

›2019 Special Education Determination Status
Weslaco ISD – Category #2: Needs Assistance

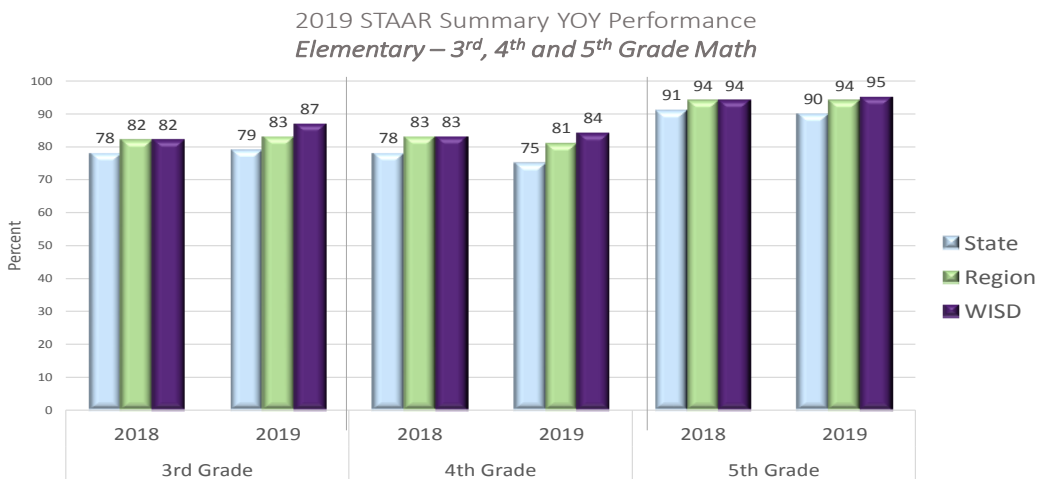
- Results Driven Report
- Staff is working on the Strategic Plan that is due February 7, 2020.
- Staff is currently working with Content Area.
- ›WISD slightly missed the mark where criteria is set.

›Reading: Growth in 3rd, 4th, and 5th grade for 2019

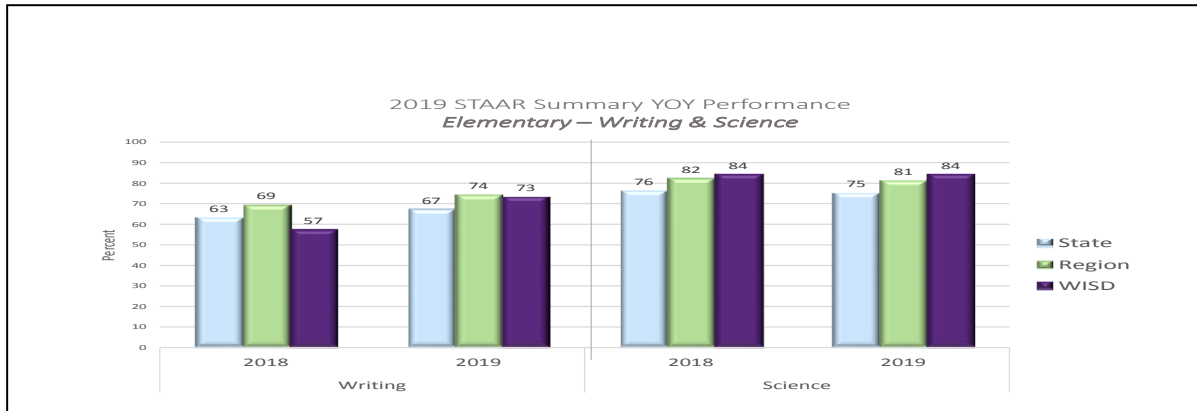


9

›Math: Growth in all grade levels

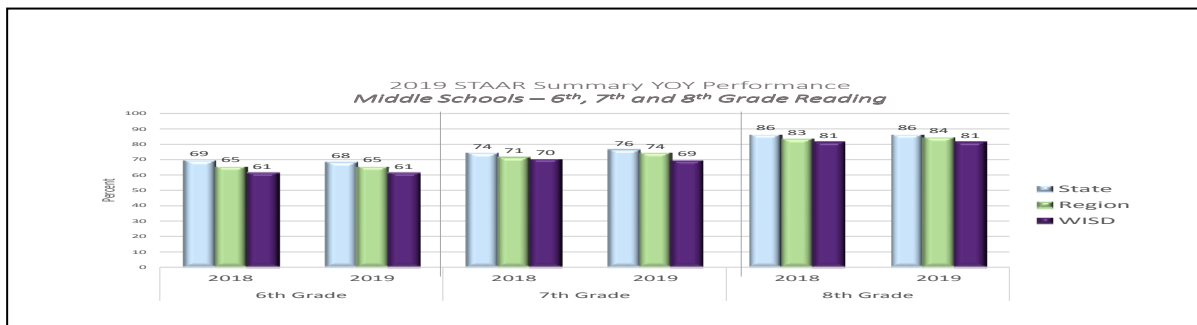


- >Writing: Significant increase in 2019
- >Science: Maintained performance at 84%

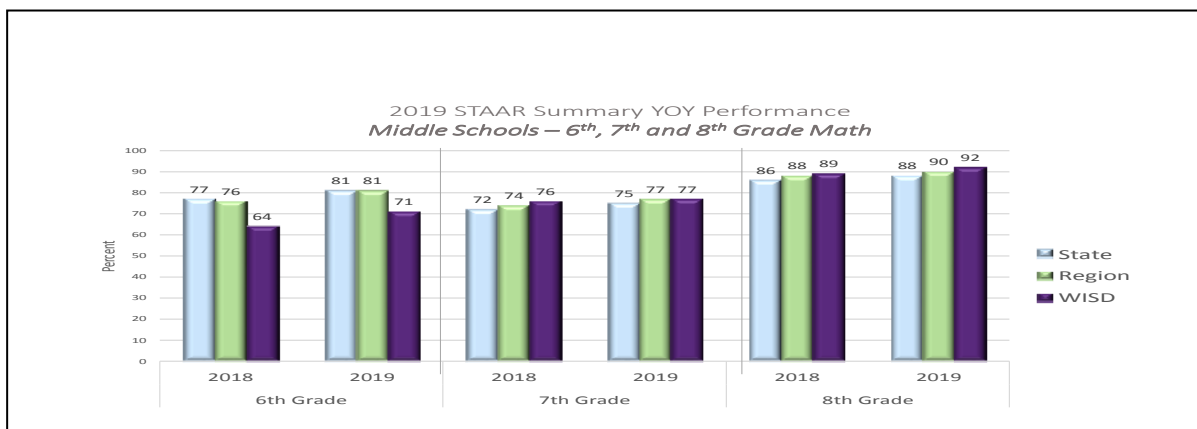


Mrs. Peterson presented the scores for the middle schools and high schools.

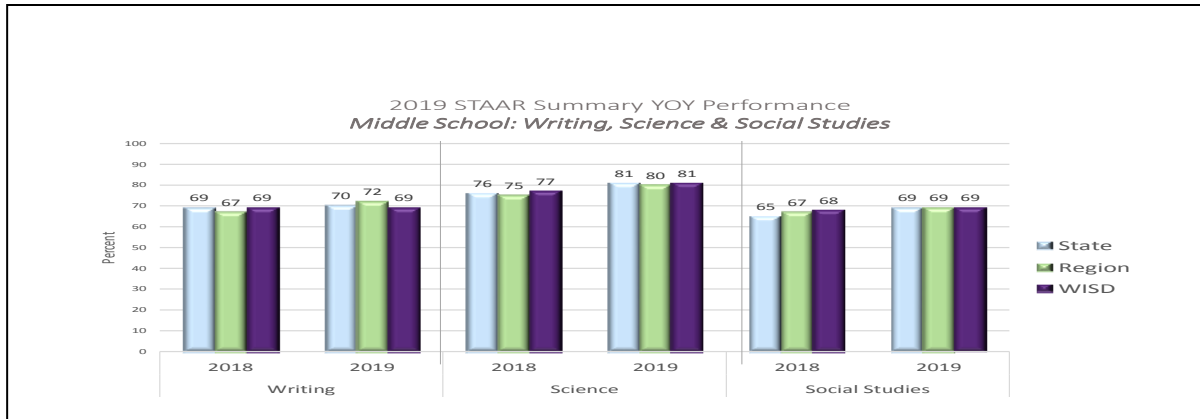
- >Reading: The middle schools are struggling in all grade levels, but maintained performance.
 - Strategists are working with teachers on independent reading and reading with sustained amount of time.
 - The teachers are working with students to help them learn to read for pleasure.
 - Staff is working with teachers on learning how to better teach character analysis and inferences.
 - Staff is conducting learning walks at the middle schools and high schools.
 - The middle schools are coached by a Region I consultant.
 - The middle schools will be now be using the APEX software to provide independent practice specific to each learner's need. The high schools have been using the APEX software and it has been well received by staff.



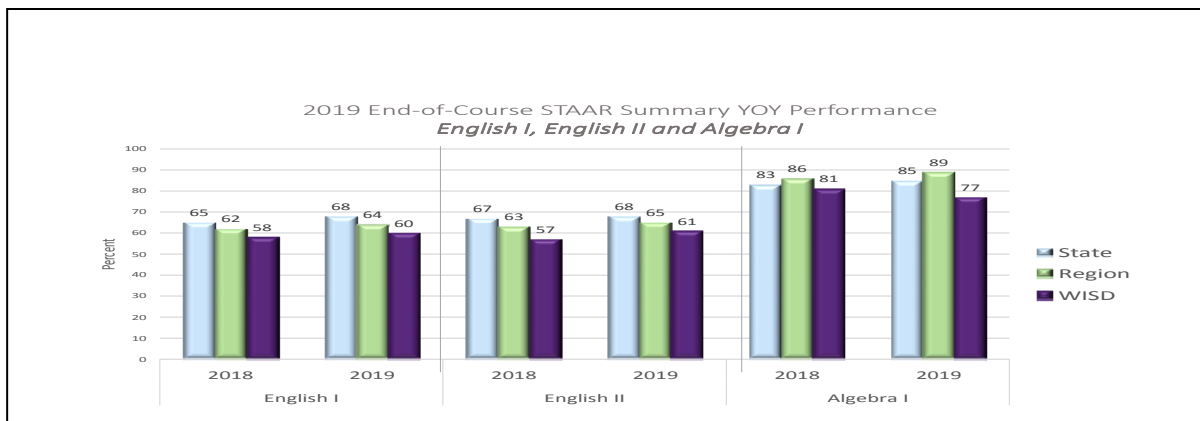
- >Math: Growth in all grade levels
 - The strategist is closely working with 6th grade teachers to identify problem areas of need.



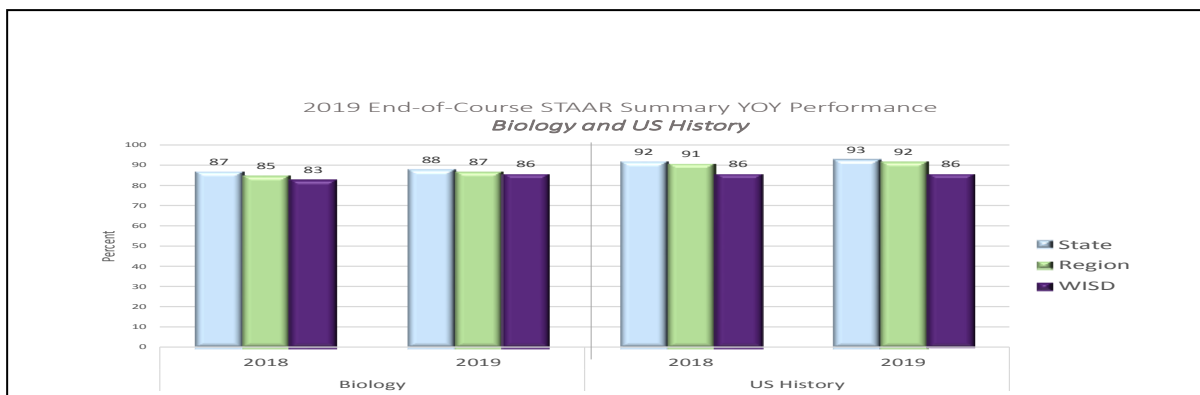
- Writing: Scores maintained in 2019 (35% of test is composition)
 - Dr. Lopez is providing extra staff development after school for 7th grade teachers new to the district.
- Science: Scores increased in 2019
- Social Studies: Scores remained the same as the region and state.



- English I & II: Showed a gain but still behind the region and state
 - The strategist is working with teachers on independent reading in an effort to foster a love of reading so that students read more and for longer periods of time.
 - Test is very lengthy.
 - Staff anticipates seeing more gains in the spring.
- Algebra I: Expect to have gains in the spring

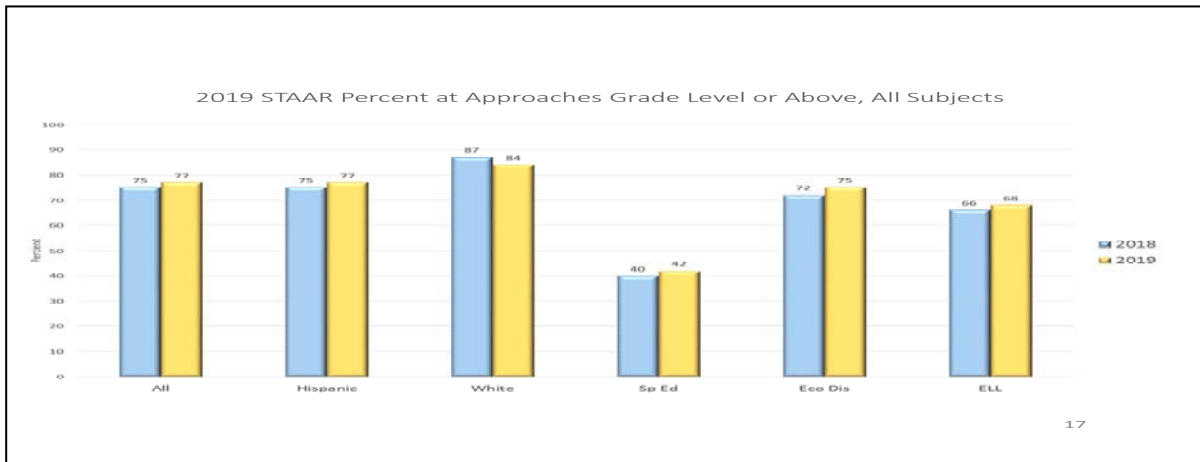


- Biology: Scores increased in 2019
- US History: Scores remained the same at 86%.
 - Mr. Cantu is working with teachers on reading strategies to provide assistance to students who have reading difficulties.



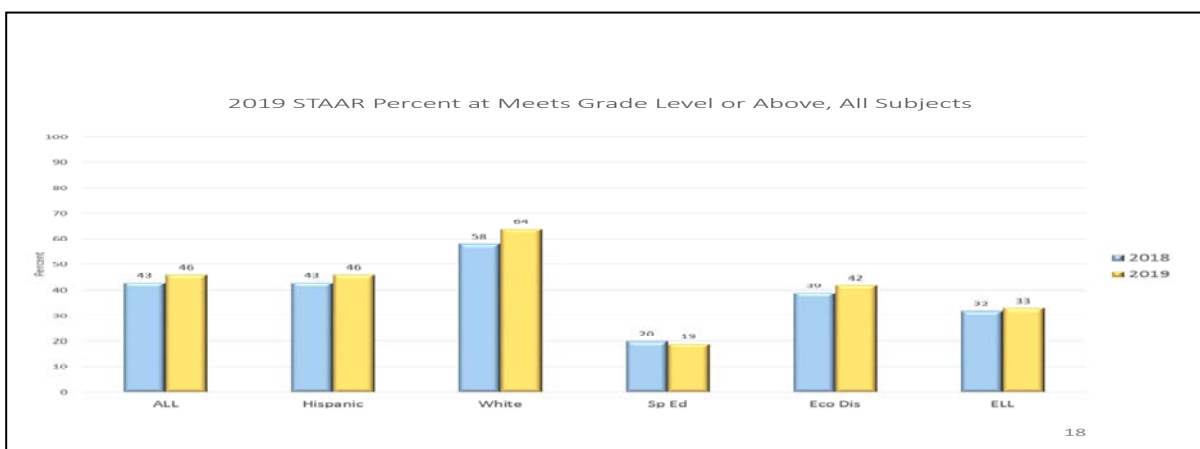
➤Approaches Level:

- The following groups had growth: All, Hispanic, Special Education, Economically Disadvantaged, and the English Language Learner (ELL).
- White population: Slightly missed growth by 3 points

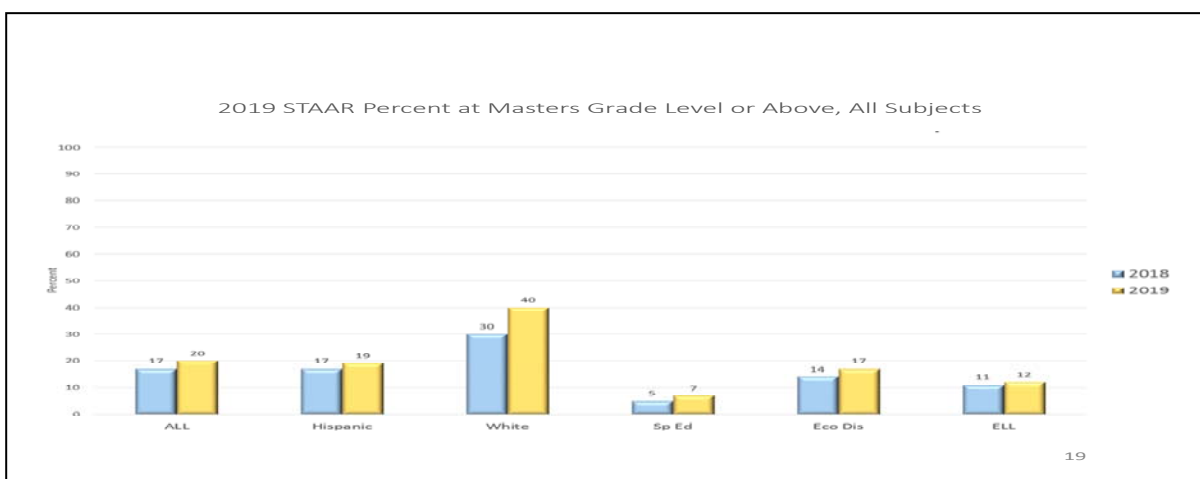


➤Meets Level:

- The following groups had growth: All, Hispanic, White, Economically Disadvantaged, and the English Language Learner (ELL).
- Special Ed: Slightly missed growth by 1 point



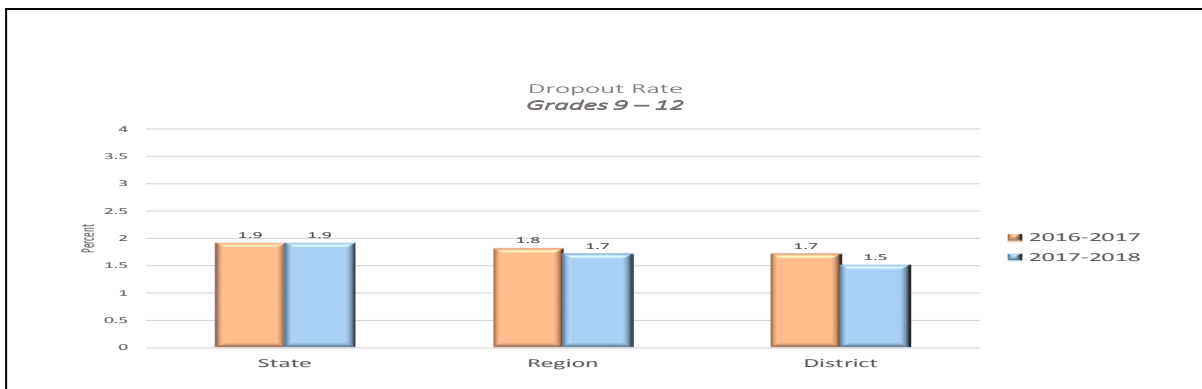
➤Masters Level: All groups showed a growth.



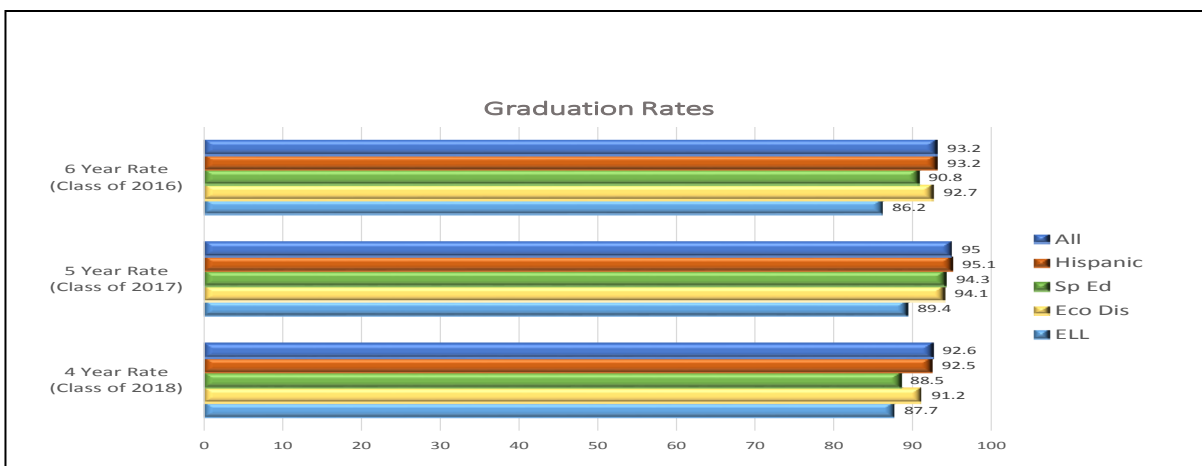
➤Attendance Rate: Slight drop from last year but slightly above the region and the state



➤Dropout Rate: The number of students in grades 9-12 who leave the district are tracked every week by campuses and administrators at the secondary level. The dropout rate for WISD is lower than the region and the state, which is good.

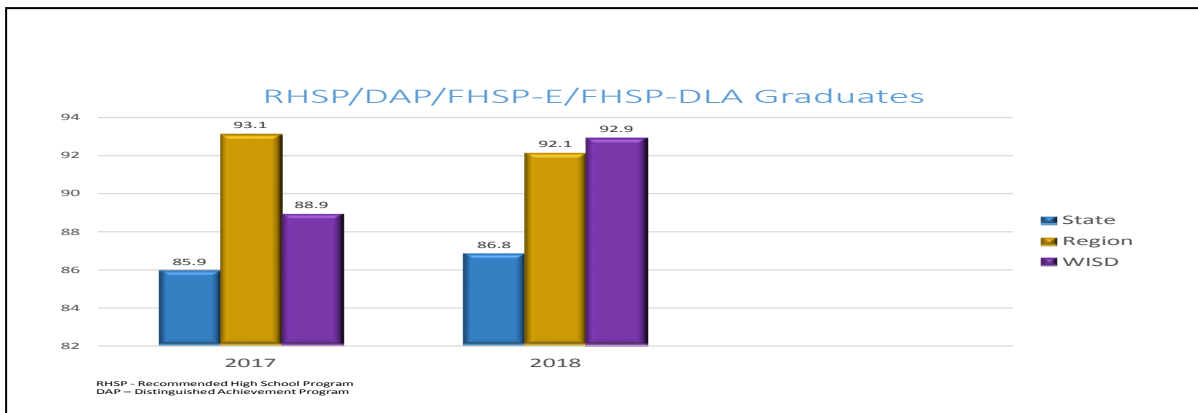


➤Graduation Rate: Below is the 4-year, 5-year, and 6-year graduation rate.
The graph below shows an improvement on the 5-year rate.
The goal is to graduate the students in the 4-year rate.



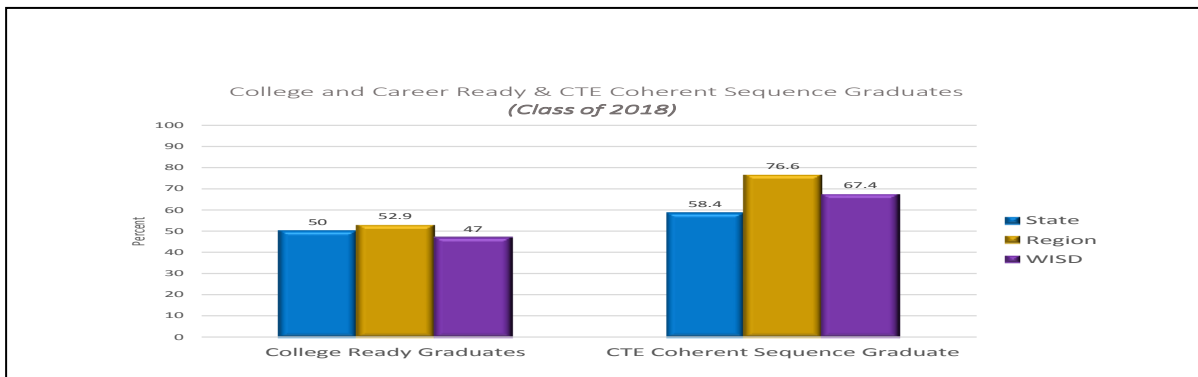
>WISD is above the region and the state in 2018.

- The increase is due to more students graduating on the endorsement plan.
- The goal is for all students to graduate with an endorsement.



>College Ready Graduates: Increased from 44.7 to 47

>CTE Coherent Sequence Graduate: Experienced a drop for Class of 2018



>Ms. Samantha Mize, Advanced Academic Coordinator, is working with AP teachers to increase enrollment.

College Readiness Indicators			
AP/Dual Credit Course Completion, All Subjects			
Year	State	Region One	District
2018	43.4%	51.6%	45.0%
2017	37.1%	44.6%	34.6%
AP Participation, All Subjects			
Year	State	Region One	District
2018	25.8%	29.4%	17.4%
2017	26.2%	29.9%	21.6%
AP Examinees >=Criterion, All Subjects			
Year	State	Region One	District
2018	50.7%	34.5%	36.0%
2017	49.1%	33.2%	30.2%

- >All high schools will be testing 100% of juniors on February 25, 2020.
- >Average SAT Score, All Subjects: Slightly decreased for class of 2018
- >Average ACT Score, All Subjects: Increased in 2018
- >Students who are trying to get into competitive schools take the SAT test.

SAT/ACT Indicators

SAT/ACT Tested			
Year	State	Region One	WISD
Class of 2018	74.6%	73.4%	54.6%
Class of 2017	73.5%	69.3%	55.5%

At/Above Criterion			
Year	State	Region One	WISD
Class of 2018	37.9%	21.7%	15.3%
Class of 2017	22.3%	10.0%	6.6%

Average SAT Score, All Subjects			
Year	State	Region One	WISD
Class of 2018	1036	987	1026
Class of 2017	1019	970	1031

Average ACT Score, All Subjects			
Year	State	Region One	WISD
Class of 2018	20.6	18.1	18.6
Class of 2017	20.3	17.8	17.8

- >The chart below shows the enrollment at postsecondary institutions in the state of Texas.
 - Does not include private schools
 - Counselors work with students in completing the common application for entrance to a state university so that students have applied to at least one school before they leave high school.
 - The district had an increase in the number of students who enrolled in Texas Institutions without remediation in 2017.

Performance in Postsecondary Institutions

Enrolled in Texas Institution of Higher Education (IHE)			
Year	State	Region One	WISD
2017	54.6%	59.7%	53.4%
2016	54.7%	57.2%	53.0%

Enrolled in Texas IHE One Year Without Remediation			
Year	State	Region One	WISD
2017	59.2%	59.5%	48.8%
2016	55.7%	55.0%	43.2%

- >Counselors track the GPA of students enrolled in their 1st year of public higher education.
- >The goal is for students to enter college and be successful.

High School Graduates from 2016-2017 Enrolled in Texas Public or Independent Higher Education in 2018

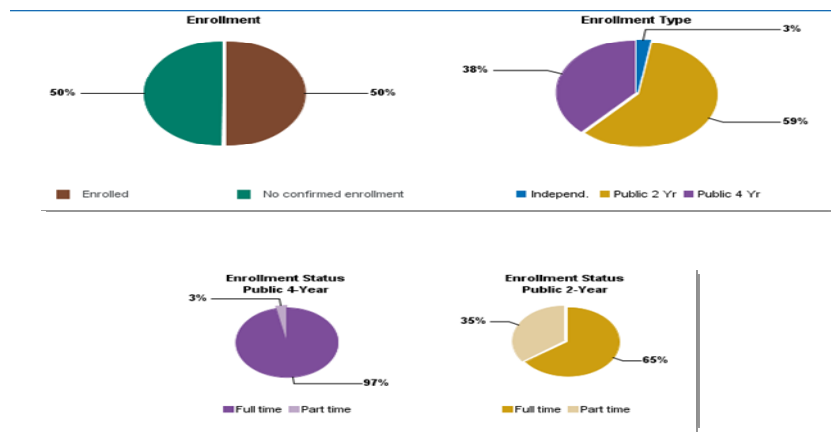
County	District	Total Graduates	GPA for 1st Year in Public Higher Education in Texas					Unk
			<2.0	2.0- 2.49	2.5- 2.99	3.0- 3.49	>3.5	
WESLACO ISD								
	108913003 SOUTH PALM GARDENS H S							
	Four-Year Public University	0						
	Two-Year Public Colleges	20	9	2	2	2	2	3
	Independent Colleges & Universities	0						
	Not Trackable	19						
	Not Found	154						
	Total High School Graduates	193						
	108913006 WESLACO EAST H S							
	Four-Year Public University	98	10	22	12	29	25	0
	Two-Year Public Colleges	144	47	17	25	30	11	14
	Independent Colleges & Universities	4						
	Not Trackable	37						
	Not Found	163						
	Total High School Graduates	446						
	108913001 WESLACO H S							
	Four-Year Public University	136	25	21	29	38	22	1
	Two-Year Public Colleges	233	90	27	30	40	27	19
	Independent Colleges & Universities	9						
	Not Trackable	11						
	Not Found	175						
	Total High School Graduates	564						

Source: Texas Higher Education Coordinating Board and Texas Education Agency
 "Not found" graduates have standard ID numbers that were not found in the specified year at Texas higher education institutions.
 "Not trackable" graduates have non-standard ID numbers that will not find a match at Texas higher education institutions.
 Includes high schools with more than 25 graduates. If enrollment in public higher education less than 5, the GPA data is omitted.

29

- >The graph below shows that: 59% of students attend a 2-year institution.
 - 65% of students attend on a full-time basis while 35% attend on a part-time basis
- >The graph below shows that: 38% of students attend a 4-year institution.
 - 97% of students attend on a full-time basis while 3% attend on a part-time basis

High School Graduates from 2016-2017 Enrolled in Texas Public or Independent Higher Education by Fall Following HS Graduation



30

➤Mr. Mike De La Rosa, Risk Management/Employee Benefits Director, provided the following information:

- TEA uses the codes listed below to identify potentially dangerous schools.
- WISD had three campuses with disciplinary codes.
- WISD did not meet the definition of a persistently dangerous school under No Child Left Behind.

Code	Description	Weslaco HS	Weslaco East	Horton DAEP
11	Brought a Firearm to School-TEC 37.007(e), Unlawful Carrying of a Handgun PC 46.02-TEC 37.007(a)(1)		2	
12	Unlawful Carrying of an Illegal Knife under PC 46.02 - TEC 37.007(a)(1) (blade longer than 5.5")			
13	Unlawful Carrying of a Club under Penal Code 46.02 - TEC 37.007(a)(1)			
14	Conduct Containing the Elements of an Offense - Prohibited Weapons PC 46.05 - TEC 37.007(a)(1)	2		1
16	Araon - TEC §37.007(a)(2)(B)			
17	Murder, Capital Murder, Criminal Attempt To Commit Murder, Or Capital Murder - TEC §37.007(a)(2)(C)			
18	Indecency With A Child - TEC §37.007(a)(2)(D)			
19	Aggravated Kidnapping - TEC §37.007(a)(2)(E)			
29	Aggravated Assault PC §22.02 Against a school district employee or volunteer - TEC §37.007(d)			
30	Aggravated Assault PC §22.02 Against someone other than a LEA employee - TEC §37.007 (a)(2)(A)			
31	Sexual Assault Under PC §22.011 Or Aggravated Sexual Assault Under Penal Code §22.021 against employee			
32	Sexual Assault - PC §22.011 Or Aggravated Sexual Assault Under Penal Code §22.021 against non-employee			
36	Felony Controlled Substance Violation - TEC §37.007(a)(3)	9		3
37	Felony Alcohol Violation - TEC §37.007(a)(3)			
46	Aggravated Robbery - TEC §37.007(a)(2)(F), TEC §37.006(C)-(D) (HB 9680)			
47	Manslaughter - TEC §37.007(a)(2)(G)			
48	Criminally Negligent Homicide - TEC §37.007(a)(2)(H)			

Disciplinary Action Reason Codes 11, 12, 13, 14, 16, 17, 18, 19, 29, 30, 31, 32, 36, 37, 46, 47 and 48 are the Codes used by TEA in identifying a "Persistently Dangerous School" NCLB.

2018-2019 Report on Violent and Criminal Incidents
Presented by: Michael De La Rosa, Director of Employee Benefits Risk Management

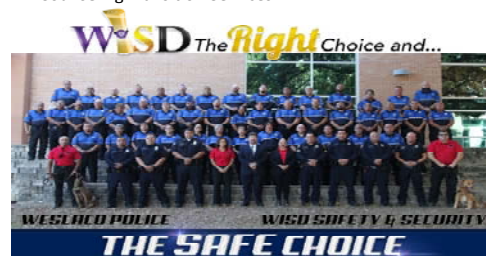
➤The chart below lists preventive measures taken to prevent school violence at WISD.

Two new safety measures implemented this past year:

- Electronic access controls installed in all elementary schools; and
- Threat Assessment Teams were formed throughout the district at every campus as required by Senate Bill 11. WISD is one of the first school districts that has implemented the Threat Assessment Teams.

School Violence Prevention and Intervention Policies and Procedures used by Weslaco ISD

- School Resource Officers at Main High Schools and Middle Schools
- First Offender Program
- Chapter 37: Prevention and Interventions
- Standard Response Protocols
- Surveillance Cameras at all Campuses
- Referrals to Outside Mental Health Agencies
- Anti-bullying Trainings and Procedures
- Drug Prevention Programs
- K9s
- DAEP Program
- Section 504
- Special Education Services
- Parental Involvement Activities
- Violence Prevention Programs
- Secondary Schools use of Discipline Intervention Resources
- Drug Prevention and Awareness Programs
- Restorative Justice Training
- Social Workers at all Secondary Campuses
- Monthly Emergency Drills
- Electronic Access Control – **NEW**
- Threat Assessment Teams - **NEW**
- Counseling Transition Services



2018-2019 Report on Violent and Criminal Incidents
Presented by: Michael De La Rosa, Director of Employee Benefits Risk Management

- Mrs. Melva Segura, Human Resources Administrator, presented information on the percentage of staff members in comparison to the Region and the State.
- Professional Support includes the counselors, diagnosticians, librarians, OT, PT, school nurse, social workers, and athletic trainers located at the campus.
- Campus Administration includes the Principals and Assistant Principals
 - WISD is at 1.1% - (below the region and the state)
 - Years ago WISD reclassified CIF's to Assistant Principals and they are now coded under Professional Support
- Central Administration includes the Superintendent, Assistant Superintendents, Executive Directors and Central Office Directors.
- Educational Aides includes all paraprofessionals who serve as instructional aides working directly to support with student instruction.
 - WISD is at 8.7% - (below the region and the state)
 - Pre-K aides were hired this year which should increase the percentage next year.
- Auxiliary Staff includes Maintenance, Custodial, Transportation, Security, and Food Service staff.

STAFF INFORMATION 2018-2019			
	TEXAS	Region I	WISD
PROFESSIONAL STAFF	64.1%	56.8%	58.9%
TEACHERS	49.8%	43.8%	47.2%
PROFESSIONAL SUPPORT	10.1%	9.2%	9.7%
CAMPUS ADMINISTRATION	3.0%	2.8%	1.1%
CENTRAL ADMINISTRATION	1.1%	1.0%	1.0%
EDUCATIONAL AIDES	10.3%	10.7%	8.7%
AUXILIARY STAFF	25.5%	32.6%	32.4%

2018-2019 District Profile
Presented by: Melva Segura, Director of Human Resources

32

TEACHERS BY YEARS OF EXPERIENCE 2018-2019			
	TEXAS	REGION I	WISD
BEGINNING TEACHERS	7.0%	5.1%	1.3%
1-5 YEARS EXPERIENCE	28.9%	22.9%	12.8%
6-10 YEARS EXPERIENCE	19.0%	18.8%	18.6%
11-20 YEARS EXPERIENCE	29.3%	34.9%	39.6%
OVER 20 YEARS EXPERIENCE	15.7%	18.4%	27.7%

2018-2019 District Profile
Presented by: Melva Segura, Director of Human Resources

33

>The starting pay for teachers for 2018-2019 was \$48,100.

>As a result of the pay raise approved by the Board, the salary for 2019-2020 increased to \$51,250.

AVERAGE TEACHER SALARIES 2018-2019			
	TEXAS	Region I	WISD
BEGINNING TEACHERS	\$47,218	\$47,373	\$46,481
1-5 YEARS EXPERIENCE	\$50,408	\$49,413	\$50,934
6-10 YEARS EXPERIENCE	\$52,786	\$51,577	\$53,208
11-20 YEARS EXPERIENCE	\$56,041	\$55,569	\$56,876
OVER 20 YEARS EXPERIENCE	\$62,039	\$63,895	\$65,255

2018-2019 District Profile
Presented by: Melva Segura, Director of Human Resources

34

EXPERIENCE OF CAMPUS LEADERSHIP 2018-2019			
	TEXAS	Region 1	WISD
Average Years Experience of Principals	6.3	7.2	7.3
Average Years Experience of Principals with District	5.4	6.7	7.1
Average Years Experience of Assistant Principals	5.3	5.7	3.8
Average Years Experience of Assistant Principals with District	4.7	5.3	1.8

2018-2019 District Profile
Presented by: Melva Segura, Director of Human Resources

35

>Mr. Andres Sanchez, Assistant Superintendent for Business & Finance, provided the following report:

- WISD's tax rate is at \$1.1597 - lower than the Region and the State.
- Maintenance & Operations: WISD is slightly higher than the Region and the State.
- I&S: WISD is at \$0.0200, which is much lower than the Region and the State.
- 2017 Tax Year Certified Property Tax Value/Pupil: WISD is at \$124,574 - lower than the Region and the State.
- Debt Services: WISD is at 3.89% - lower than the Region and the State.

Tax Rate & Budget Information (Fiscal Year 2017 - 2018)				
Description	State	Region One	WISD	WISD
Tax Year	2017	2017	2017	2016
Total Tax Rate	\$1.3041	\$1.2639	\$1.1597	\$1.1597
Tax Rate Maintenance & Operations (M&O)	\$1.0933	\$1.1134	\$1.1397	\$1.1397
Interest & Sinking Fund (I&S)	\$0.2108	\$0.1705	\$0.0200	\$0.0200
2016 Tax Year Certified Prop. Tax Value/Pupil	\$436,998	\$169,709	\$124,574	\$118,054 (2015)
Revenues by Source (Fiscal Year 2017 - 2018)				
Description	State	Region One	WISD	WISD (2016-17)
Local Taxes	47.34%	17.43%	13.60%	13.31%
Other Local & Intermediate Sources	4.85%	2.42%	1.40%	1.06%
State	37.60%	64.69%	69.08%	67.87%
Federal	10.21%	15.46%	15.92%	17.76%
Expenditures by Function (Fiscal Year 2017-2018)				
Description	State	Region One	WISD	WISD (2016-17)
Instructional Expenditures Ratio by Function	62.78%	60.44%	61.69%	63.18%
11.95 Instruction 31 Counselors				
12 Instructional Resources Media (Library)				
13 Staff Development				
Debt Services	10.95%	6.04%	3.59%	3.89%

PEIMS Financial Information for Fiscal Year 2017-2018
Presented by: Andres Sanchez Jr., RTSBA, CPA, Assistant Superintendent of Business and Finance

Accessing the TAPR Report

The complete TAPR report will be available at the websites and location listed below.

TEA - <https://rptsvr1.tea.texas.gov/perfreport/tapr/2019/index.html>

District Website - www.wisd.us

Central Office – Office of Assessment and Accountability

Campuses – TAPR report will be available upon request

IV. Public Comments on the Texas Academic Performance Report (TAPR)

There were no comments from the audience.

Comments from the Board:

Mr. Andrew Gonzalez pointed out that WISD had missed being an “A” rated school district by only 2 points. He commended the principals and the teachers as well as the support staff (bus drivers and custodians) for everything they do for the students of WISD.

Dr. Rivera congratulated the A rated schools: Cleckler-Heald, Memorial, Sam Houston, and South Palms. He also commended the schools who received B’s and were very close to receiving an A.

Dr. Rivera referred to staff information provided on the category for campus administration, which showed the percentage for WISD at 1.1%. He asked staff to follow up and inform the Board why WISD is lower than the Region and the State. He also asked staff to provide information comparing the salaries for beginning teachers from all Region I districts to see how WISD ranked. He requested the information be included in their weekly update.

Trustee Armando Cuellar thanked everyone for a job well done and said, “Let’s not lose focus on where we need to be and where we want to be.”

Board President Isidoro Nieto commented that Weslaco ISD was one of the few schools that received all A’s and B’s. He thanked Mr. Aguilar, Mrs. Peterson, and Dr. Canales and her team for working with each school. According to Mr. Nieto, each campus has done very well over the last few years. Nonetheless, there are some areas staff needs to focus on which are: Special Education and ELL. He pointed out that this past year there were more students who received Meets and Masters which was very good. He concurred with Dr. Rivera on addressing the number of campus administrative staff and the educational aides which are a little below the region and the state. Mr. Nieto is very hopeful that more campuses will receive more A’s next year.

Dr. Canales clarified that the Campus Administration category did not include the CIF’s on campus because of how TEA collects the information. The CIF’s are included with the Professional Support category. Staff will get clarification on what the numbers would be if they were included in the Campus Administration category and will inform the Board via the update on how WISD would rank with the region and the state.

V. Adjournment

The Public Hearing adjourned at 6:17 p.m.