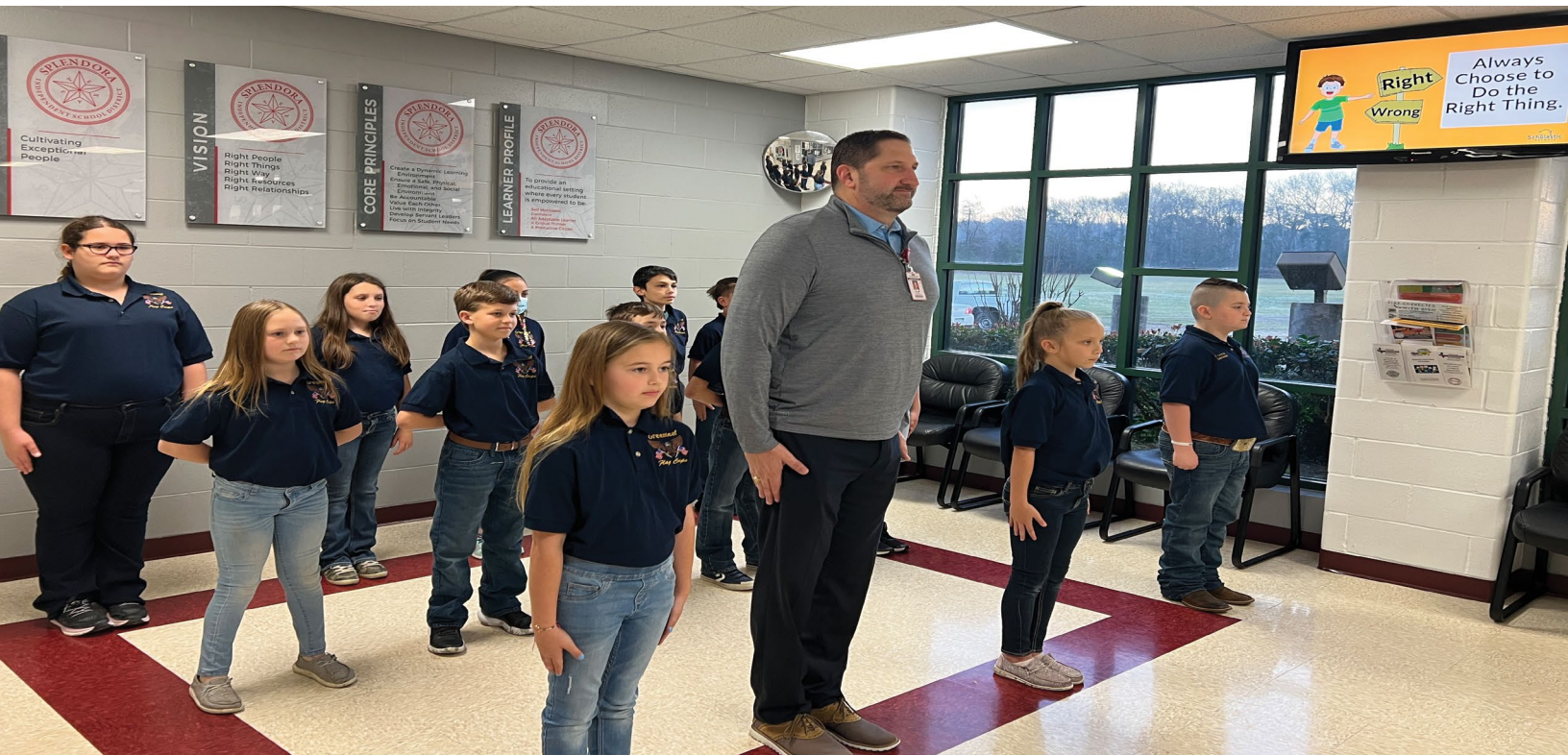




Annual Report 2022-2023





“Every child has strengths and talents. Splendoria ISD will focus on these strengths and talents regardless of a test score. To do anything less neglects our duty as parents, educators, and community members.”
- Splendoria ISD Design Team

As Splendoria ISD continues to experience tremendous population growth, we are also excited about our district’s academic and cultural development. The 2022-2023 Annual Report reflects what we’ve accomplished and provides a deeper look into what makes our district special, unique, and successful. Our responsibility is to provide our community with a transparent, honest, and accurate reflection of our progress toward our strategic priorities and goals. Still, it is also critical to understand our journey of continuous improvement.

The Community-Based Accountability System outlined in this report serves as a comprehensive overview of the strategies and initiatives undertaken to address the various needs of students within our district. This system demonstrates our commitment to not only academic excellence but also the holistic development of our students. By focusing on student success, staff engagement, community involvement, and responsible financial management, we aim to foster an environment conducive to long-term growth and positive outcomes.

Dr. Jeff Burke
 Superintendent

How we measure Splendora ISD success...

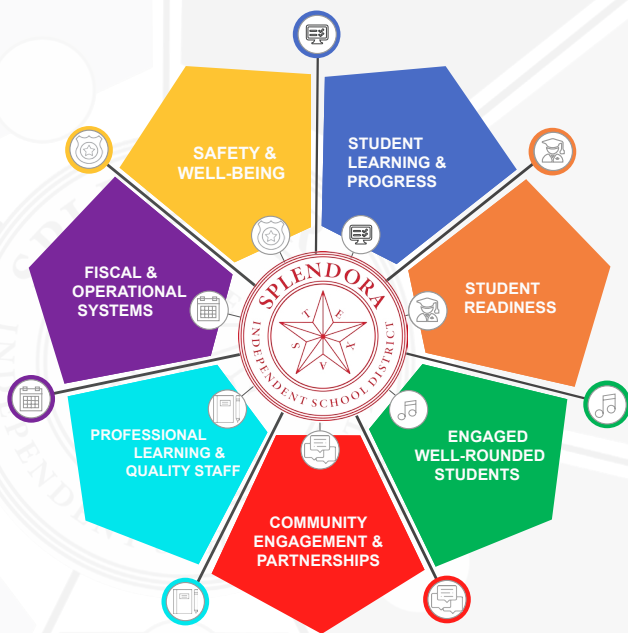
Education professionals from public school districts and advocates across Texas came together to create a Community-Based Accountability System (CBAS). We believe the Texas Education Agency's current accountability system (A-F) cannot and does not fully measure every student's capabilities or qualities in every school. The CBAS allows community stakeholders to develop a localized accountability system that evaluates a school beyond state standardized tests. Seven areas provide the system's foundation, further defined by community values through key questions. This annual report will provide more meaningful accountability that respects every child, every educator, and every community.

Splendora ISD's "Strategic Direction" outlines the vision, mission, core principles, core values, and learner and educator profiles of the district, and we use this as a guiding document to make decisions.

It is employed at every meeting we have, and is the foundation of why we do what we do in Splendora ISD.

To further measure the district's progress, Splendora ISD uses a Balanced Scorecard that focuses on performance in four strategic priorities: 1) Focus on Student Success; 2) Staff Well-Being, Engagement and Growth; 3) Community Engagement, Transparency and Trust; and 4) Strategic Alignment of Financial and Operational Systems for Long-Term District Growth. We report on one of these Strategic Priorities at each Board of Trustees meeting, and make adjustments as necessary. Benchmarks are measured each year over a five-year period to determine if we are making progress in our efforts.

Together, the Community-Based Accountability System, Strategic Direction, and Balanced Scorecard constitutes Splendora ISD's Strategic Plan.



Student Learning & Progress

Ensure academic success for all students, including but not limited to Emergent Bilingual learners, special education students, recent immigrants, gifted students, students with emotional and behavioral issues, etc.



Student Readiness

Ensure students are well prepared for their next level of education and most notably for post-secondary success, including career readiness, college readiness, and military readiness.



Engaged, Well-Rounded Students

Engage students in a way that contributes to their overall development and future well-being



Community Engagement & Partnerships

Ensure that local citizens are a meaningful, integral part of a CBAS and can and will support their local public schools.



Professional Learning and Quality Staff

Ensure that every student has quality teachers and adults in the schools that care about students, their learning, and their well-being



Fiscal and Operational Systems

Ensure the district is using its resources to further its mission to educate the students it is assigned to serve.



Safety & Well-Being

Ensure students are educated in an optimal environment that is safe, secure, and conducive to learning. This includes both physical safety as well as the social emotional needs of each student.



Student Learning & Progress

Since the 2019-2020 school year, we've offered the Dual Language program at Timber Lakes and Greenleaf Elementary. Our first group of dual language students recently completed third grade, showcasing significant academic, social, emotional, and linguistic growth. For detailed Texas English Language Proficiency Assessment System data, visit www.splendoraisd.org/departments/multilingual-services. In the 2022-2023 school year, Splendora ISD proudly hosted students representing 12 languages, highlighting our commitment to diversity and inclusion.

STAAR Performance

	2021	2022	2023
All	61	69	Not available
Reading	61	69	Not available
Math	58	68	Not available
Science	69	70	Not available
Social Studies	72	66	Not available

The district's specialized programs focus on meeting the needs of all learners and continues to grow. We partnered with Unified Champion Schools to provide inclusive activities to build connections in school and beyond. Social emotional learning is a priority for instruction and culture across campuses. We added a Behavior Support Team for on-the-spot training for students, staff, and families. Additionally, our Special Services Department supports our Dyslexia Programs and students served under Section 504.

The numbers below reflect our snapshot data:

2020-21 - 498 at snapshot

2021-22 - 559 at snapshot

2022-23 - 699 at snapshot

Advanced Placement	Total AP Students	Number of Exams	AP Students with Score 3+	% of Total AP Students with Scores 3+
2020-2021	168	204	36	21.43
2021-2022	288	346	46	15.97
2022-2023	284	363	65	22.89

SAT School Day	# of Students	Mean Total Score	Mean ERW Score	Mean Math Score
2020-2021	390	891	441	431
2021-2022	433	859	444	415
2022-2023	226	846	445	402

PSAT/NMSQT	# of Students	Mean Total Score	Mean Reading & Writing Score	Mean Math Score
2020-2021	191	919	485	433
2021-2022	230	850	437	413
2022-2023	243	837	422	416



The High Intensity Tutoring (HIT) after-school program is a grant-funded initiative tailored to students grappling with learning gaps stemming from the COVID-19 pandemic. This program, administered by Splendora ISD staff, focuses on enhancing math and reading skills. To ensure personalized attention, tutoring groups maintain a staff-to-student ratio of no more than 1:5. Elementary and junior high level tutors harness the power of applications like Zearn and Amplify to facilitate effective tutoring, while high school tutors employ Mathia and Quill. The tutoring sessions extend for one hour after school at the elementary level and an hour and a half at the secondary level.

HIT served approximately 148 students and saw growth in both reading and math skills. Complementing this effort, the district also offers the Enrichment program – an additional grant-funded endeavor aimed at engaging students in grades 2-12. This initiative focuses on nurturing an appreciation for STEM (Science, Technology, Engineering, and Mathematics) subjects. Through a range of carefully curated activities, Enrichment aims to stimulate creativity, teamwork, and cognitive skills. These experiences also contribute to bolstering students' social and academic aptitude.

Gifted and Talented (GT) Program

The GT program served 331 students in the 2022-2023 school year. The purpose of the program is to challenge, engage, and enrich each student's giftedness. GT students mentor through the Peer Assistance and Leadership (PALs) and Splendora's Pull-off Approach to Relational Knowledge (SPARK) programs, participate in Robotics, Shark Tank, STEAM Camp, and multiple advanced course options. These activities shape student giftedness, but also support social/emotional wellness for all GT students.



Engaged, Well-Rounded Students

Our students have excelled in many areas at district, region, and state level competitions, including GEARS, FFA, SkillsUSA, BEST Robotics Competitions, Fine Arts, and Athletics.

Our students are more than a score!! Splendor ISD students are engaged in activities outside the classroom that contribute to their growth and development. Splendor ISD provides students numerous opportunities to participate in after-school programs, clubs, and extracurricular activities. All extracurricular options for students include teacher support, mentoring, and sponsorship. Our students have excelled in many areas at district, region, and state level competitions, including GEARS, FFA, SkillsUSA, BEST Robotics Competitions, Fine Arts, and Athletics.

Splendor ISD has been recognized by the Flippen Group as a National Showcase School District because of our successful implementation of the Capturing Kids' Hearts (CKH) program. CKH focuses on strengthening students' connectedness to others through enhancing healthy bonds with their teachers and establishing collaborative agreements of acceptable behavior. During the 2023 school year, we were 1 of 19 school districts nationwide to earn this honor and every campus within our school district has earned CKH National Showcase Schools recognition. Through the intentional efforts of staff and students, we have been recognized three years in a row as a National Showcase School District; 2023, 2022, and 2021. Splendor ISD is creating school environments where students feel safe and connected.



Student Readiness

Ensuring that our students are successful after high school, whether they continue their formal education, enter the workforce, or sign up for the military, is a top priority for Splendor ISD. Students can join the Early College Program in high school, where they can earn up to 60 hours of college credit at no cost to families. The Splendor High School Early College Program is a unique opportunity because flexibility is provided with scheduling to allow students to participate in other programs, such as athletics, FFA, band, etc. Students who do not want to commit fully to the Early College Program can enroll in dual credit courses during their junior and senior years. Honor courses are available to students in grades 6-10, and nine Pre-Advanced Placement (Pre-AP), and 11 Advanced Placement (AP) courses for students in grades 8-12. Honors, Pre-AP, and AP courses are open enrollment for all students. The Advanced Academic Department also developed the Rising Scholar program, which is designed to increase overall student achievement on college entrance exams, and support students with academic competitions like the National Merit Scholarship program.

Level 1 certifications do not require passing the Texas Success Initiative Assessment (TSIA) to enroll in college courses. Process Technology is a Level 2 certificate opportunity, and passing TSIA scores are required for this program. EKG and AutoCAD are available to seniors as continuing education certifications—no TSIA scores are required. Additionally, we offer the Armed Services Vocational Aptitude Battery (ASVAB) career exploration test to any student, especially those interested in pursuing a military career.

The Career and Technical Education (CTE) Department offers 20 different Programs of Study (POS) for our students. Over 87% of Splendor High School students are enrolled in one or more CTE courses. While the number of Industry Based Certifications (IBCs) are lower than the prior year, the actual number of students earning an IBC increased. Meaning we didn't have as many students earning multiple IBCs. The CTE Department continues to align the IBCs offered to their respective Program of Studies. The number of Level 1 certificates (EKG and Manufacturing) increased from the prior year.

Here are the past three years for Industry Based Certifications earned:
2020-2021 - 456 2021-2022 - 551 2022-2023 - 406

Through our partnership with Lone Star College-Kingwood (LSC-K), we offer several Level 1 workforce certifications, including:

- Business Management, Banking, and Finance;
- Business Marketing & Finance, Sales & Marketing;
- CISCO;
- Fire Science Technology, Manufacturing Technology; and Automotive Service Technician.





Community Engagement & Partnerships

At Splendora ISD, we believe that it takes a community to raise a child. That's why we've implemented multiple strategies to ensure effective communication with our district stakeholders. Our social media platforms, such as Facebook, Instagram, and Twitter, along with our email and app notification system, are just a few of the ways we keep everyone informed and involved. In addition, we have a two-way communication platform called Let's Talk, which allows parents, business leaders, and community members to provide feedback and ask questions. From June 1, 2022 - May 31, 2023, 554 dialogues were exchanged in Let's Talk.

We also have a District Educational Improvement Council that includes parent, community, and business representatives. Our meetings with the Business Coalition, Fine Arts Council, Faith Leaders, and Community Leaders were highly successful, and we also held a Town Hall Meeting to discuss important topics. Our SISD-You! sessions were designed to give everyone an inside look at all components and functions of the school district. Our Superintendent, Dr. Jeff Burke, and Assistant Superintendent, Dr. Glenn Barnes, held student advisory committee meetings to hear students' ideas and concerns. Superintendent Burke is also involved in the Rotary Club of East Montgomery County and was the Past Chair of the Greater East Montgomery County Chamber. Lastly, we host a realtor "lunch and learn" every summer to discuss how to market our district.

We believe that by actively involving our stakeholders in the education process, we can create a stronger community and better outcomes for our students.



Professional Learning and Quality Staff

Our goal is to become a destination district that attracts the highest quality professionals to our area. Through our partnerships with local universities, such as Sam Houston State University and the University of Houston, we have student teachers in our schools, learning our culture and building relationships with our students and staff.

In addition, our work with our Employee Wellness Committee allows us to reach out to our staff to see their needs, whether it be physical, emotional, or mental. If our employees are happy and emotionally fulfilled at work, our ability to retain staff dramatically increases. For our new employees, we offer mentor programs and visits from Human Resources personnel to verify that they are getting the resources and support they need in their first year. We also have begun the Elevate program, where we help our paraprofessionals receive their degrees and alternative certification through Teachworthy.



The retention rate for SISD for the last three years is as follows:

2020-2021 85% **2021-2022** 78% **2022-2023** 75% **State Average** 87%

Safety & Well-Being



Student safety and well-being are top priorities in Splendor ISD. Our District Safety Committee, composed of district leaders, campus staff, SISD police officers, and community members, reviewed safety plans and made recommendations to improve our systems and processes. To ensure we are ready to support our staff and students, all our campus administrators, counselors, and district-level staff received a full day of Psychological First Aid training. This training teaches staff how to handle crises and help students and staff recover. We conducted safety drills as required, but in addition to the required exercises, we conducted a Reunification Drill with Splendor Junior High student volunteers. For this drill, we coordinated with the Montgomery County Office of Emergency Management to prepare for a student/campus evacuation to an offsite location. Doing this drill allowed us to improve our Reunification Plan and coordinate with all county district departments and emergency services. It also allowed our Montgomery County Emergency Services to respond and practice their response to a school emergency situation.

We also conducted campus evacuations with two of our elementary schools to help us prepare for any emergency requiring immediate evacuation from a campus. All Greenleaf Elementary students were evacuated to Peach Creek Elementary for one of the drills. All Peach Creek Elementary students were evacuated to Greenleaf Elementary in the spring.

The process was smooth, and all students and staff were out of their schools, in another school, accounted for, and back in their home campus in under 30 minutes.



We are committed to our students' emotional and physical wellness. As part of the Title 4 Mental Health Capacity Building Initiative, we partner with Region 6 to receive training, resources, and support for students and staff from counselor specialists. We will continue this partnership in the upcoming school year. We have established strong partnerships with community organizations to provide school supplies, food distributions, Christmas and Thanksgiving assistance, clothing, and other assistance to meet our students' needs. We also partner with Tri-County Behavioral Health Services and Texas Child Access Through Telemedicine (TCHAT) for our students' prevention and mental health support.

Fiscal and Operational Systems

The Business and Finance Department develops and monitors the district's budget, finances, payroll, accounting, and purchasing. We provide the maximum amount of dollars within the scope of state, federal, and local tax revenues; provide up-to-date facilities and technology; offer a competitive salary schedule; support the district mission and vision; and review procedures to streamline processes. We continually look at cost-saving measures, and one of the ways we saved money in the 2022-23 school year was by retrofitting 11 older school buses (replacing the floors, engines, and transmissions) instead of purchasing new buses. Our annual external audit demonstrated that Splendor ISD uses public funds responsibly and in compliance with legal and financial regulations. Splendor ISD has scored "Superior" in the Financial Rating System of Texas (FIRST) for numerous years and most recently scored 96 out of 100 points.

The Board adopts an annual budget and a tax rate. Here are the tax rates for the past three years:
2020 - \$1.4051/\$100 valuation 2021 - \$1.40552/\$100 valuation 2022 - \$1.3881/\$100 valuation



Focus On The Future

We are grateful to the voters of Splendor ISD for their approval of the \$201 million bond referendum held in November 2022. The proposition encompassed various components, such as the expansion of the high school, a junior high school, construction of two new elementary schools to replace Greenleaf and Peach Creek Elementary Schools, acquisition of land, and additional district improvements. With architects and project managers already chosen, property transactions completed, and active progress in motion, we are advancing with these projects. With a AAA bond rating and Permanent School Fund (PSF) Guarantee, the district was able to sell the first half of those bonds in a very competitive market for a premium.

Snapshot of Enrollment

Snapshot *	Enrollment
2020-2021	4,170
2021-2022	4,387
2022-2023	4,866

*Taken the last Friday in October



WE ARE SPLENDORA...



PINEY WOODS ELEMENTARY



GREENLEAF ELEMENTARY



PEACH CREEK ELEMENTARY



TIMBER LAKES ELEMENTARY



SPLENDORA JUNIOR HIGH



SPLENDORA HIGH SCHOOL

2022 - 23 Board of Trustees and Administration

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Kevin Lynch

Campus Leadership

Greenleaf Elementary School

Dr. Robert Davis

Peach Creek Elementary School

Jessica Sowell

Piney Woods Elementary School

Heath Lucas

Timber Lakes Elementary School

Dawn Jackson

Splendor Junior High School

Duana Brashear

Splendor High School

Sheree Bogany

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Applicants for all positions are considered without regard to race, color, sex (including pregnancy), national origin, religion, age, disability, genetic information, veteran or military status, or any other legally protected status. Additionally, the district does not discriminate against an applicant who acts to oppose such discrimination or participates in the investigation of a complaint related to a discriminating employment practice.