



# Annual Report 2023-2024



*"Hi, I'm Dr. Jeff Burke, Superintendent of Schools for Splendor ISD. I'm often asked about our Strategic Plan. In Splendor ISD, our Strategic Plan is composed of three separate parts.*

**1** *First is our Strategic Direction, which is why we exist. It is our mission, vision, beliefs, and core principles. And it drives every decision that we make. At every meeting, we review our Strategic Direction and discuss why we're here.*

**2** *The second part of our Strategic Plan is our Community-Based Accountability System, which dictates to whom we are accountable and for what. This is there to signal the resources our campuses and students need for continued success. It really is about our community's hopes and dreams for our students.*

**3** *Last is our Balanced Scorecard. We knew we had to provide some measurables and a five-year long-term plan for our performance goals, many of which are outlined in our Community-Based Accountability System.*

*So, in Splendor ISD, we have our Strategic Direction, our Community-Based Accountability System, and our Balanced Scorecard, which really provides measurables for our work. And together, those constitute our Strategic Plan, which is not just a document but a roadmap to our mission of Cultivating Exceptional People. This mission is at the heart of everything we do, and it's what inspires and motivates us every day."*

## OUR BELIEF STATEMENT:

Every child has strengths and talents. Splendor 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. 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.

## How we measure Splendor ISD success...



*Student Learning & Progress*



*Student Readiness*



*Engaged, Well-Rounded Students*



*Community Engagement & Partnership*



*Professional Learning & Quality Staff*



*Fiscal and Operational Systems*



*Safety & Well-Being*



818  
STAFF

Teachers & Aides **466**  
Professional Support **55**  
Administration **38**  
Support Services/Auxiliary **259**



5220  
Students Enrolled\*

American Indian-Alaskan **6**  
Asian **27**  
Black - African American **266**  
Hispanic - Latino **2502**  
White **2301**  
Hawaiian/Pacific Islander **6**  
Two-or-More **112**

\* taken the last Friday in October each year.

## SPLENDORA ISD **23/24** AT-A-GLANCE



2024 GRADUATES **306**



Associate Degrees **14**  
College Hours **1561**  
Career / Technical Certificates **120**

DISTRICT STRATEGY • AT-A-GLANCE • DISTRICT HIGHLIGHTS

# DISTRICT HIGHLIGHTS





# The Connection: Learning & Progress

*We are “more than a score.”*

The Texas Education Agency (TEA) rates Texas public school districts using an A-F system based on standardized test scores, graduation rates, college, career, and military readiness (CCMR), and closing achievement gaps. In 2023-2024, Splendor ISD's rating dropped significantly despite district-wide academic growth. While we believe the TEA's system has flaws, we recognize areas needing improvement. To address these, we have implemented curriculum changes, including Eureka Math (Grades K-5), Carnegie Math (Grade 8), McGraw-Hill Science (Grades 3-12), Amplify Reading (Grades K-6), and targeted professional development and effective use of resources for English (Grades 7-12).

To maintain transparency to the community, details regarding our district's state accountability results as measured by the administration of the STAAR (State of Texas Assessment of Academic Readiness) can be found by visiting Splendor ISD's website.

*“I want to assure our parents that we will never chase test scores. We firmly believe that our students, staff, and district are ‘more than a score’ and we are committed to ensuring that we are educating the whole child and cultivating exceptional people.” Dr. Jeff Burke.*



Click or Scan



## PCE Robotics, AG Mechanics & More!

Clay Club **State Champions**; BASS Fishing **State Finalist**;  
Cosmetology students **Advanced to Nationals**



## Advanced Academics

Advanced Academics provides opportunities for students to pursue college-level studies while still in high school and the opportunity to receive college credit. All Advanced Placement (AP®) courses at Splendor High School have received College Board authorization, and each course syllabus is available for review on the College Board webpage. Splendor High School has been awarded the designation by the Texas Education Agency (TEA) as an Early College school-within-a-school.

As part of the Early College High School Program, students will take different advanced academic courses with the minimum goal of being core complete (42 college hours). Students in the program can earn an associate's degree equivalent to 60 college hours. Additionally, we began a Rising Scholar program. This program is open to students in grades 6-11 who desire to increase their performance on college entrance exams and competitions like the National Merit Scholarship program.





## Athletics

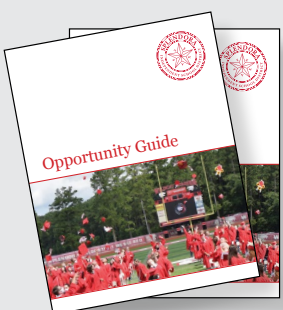
Cross Country advanced to **Regionals**  
**Bi-District** Volleyball Champions  
**State** Qualifiers in Powerlifting  
**State** Qualifiers in Girls Track  
 Placing **9th** in 400m & **7th** in 4x100 relay



## Fine Arts

Three **All-State** Band Members; Band and Color Guard advance to **Area** for 7th consecutive year; Dance Team **National Grand Champion**, UIL One-Act Play **Advanced**; Two **1st Place** UIL State Solo & Ensemble choir students

## Student Readiness for the Future



Ensuring our students are successful after high school is a top priority at Splendora ISD, whether they continue their formal education as college-ready students, career-ready employees, or military service members.

Students can join the Early College High School Program and earn up to 60 hours of college credit at no cost to families. This program provides flexible scheduling to allow students to participate in extracurricular activities such as athletics, FFA, band, etc.

Splendora ISD's Opportunity Guide was first issued in the 2023-2024 school year. This tool assists our students in exploring their pathway for college-ready or career-ready certificate opportunities using our partnership with Lone Star College-Kingwood (LSC-K).



Click or Scan





## Student Safety & Well-Being

At Splendora ISD, we are committed to providing an optimal environment that is safe, secure, and conducive to learning for all students and staff. This commitment extends beyond physical safety to include the social-emotional needs of every individual within the district.

We are proud to announce that for the fourth consecutive year, Splendora ISD has been designated a Capturing Kids' Hearts National Showcase District, a recognition of our dedication to fostering a relationship-driven campus culture and ensuring that students feel connected and supported. To enhance security, each campus has a designated police officer responsible for daily door checks, law enforcement, and criminal investigations.

The district has implemented a closed and locked door policy across all schools and completed controlled access areas at Piney Woods Elementary and Splendora High School, reinforcing our commitment to a secure learning environment.



## Professional Learning & Quality Staff

Splendora ISD is dedicated to ensuring our district is staffed with quality employees who embody the roles of designers, relationship builders, servant leaders, and growth-minded educators. We have strengthened our recruitment and retention strategies to attract and maintain top talent while developing a comprehensive induction process to integrate new employees into our learning organization.

Our commitment to professional growth is reflected in the personalized learning opportunities we provide, promoting reflection, enhancing instructional quality, and building staff capacity. The district's Employee Wellness Committee actively supports our staff by addressing their physical, social, and emotional needs. Additionally, through our **Elevate Program**, which helps paraprofessionals obtain their degrees and alternative certification through Teachworthy, we celebrated our first graduates, Michelle Holy and Krystle Stone, marking a significant milestone in our ongoing efforts to empower and develop our staff.



## Fiscal and Operational Systems

The Business and Finance Department plays a crucial role in managing and overseeing Splendora ISD's budget, finances, payroll, accounting, and purchasing. Our goal is to maximize the effective use of federal, state, and local tax revenues to support the district's mission and vision. We ensure up-to-date facilities and technology, offer a competitive salary schedule, and continuously review procedures to streamline processes. Our commitment to fiscal responsibility is reflected in our annual external audits, which consistently demonstrate that Splendora ISD uses public funds responsibly and in full compliance with legal and financial regulations. For over a decade, the district has earned a "Superior" rating in the Financial Integrity Rating System of Texas (FIRST). The Board of Trustees adopts an annual budget and tax rate, which has seen the following adjustments over the past three years: 2021 - \$1.40552/\$100 valuation; 2022 - \$1.381/\$100 valuation; 2023 - \$1.2122/\$100 valuation.

## Focus on the Future

Splendora ISD is looking ahead with four significant construction projects underway, made possible by the community's approval of the \$201 million bond referendum in November 2022. These projects will not only address our district's growth but also replace two aging facilities—Peach Creek and Greenleaf Elementary Schools—with modern, state-of-the-art buildings. As our community continues to expand, we're preparing for the future.

A demographic study presented in Spring 2024 by Population & Survey Analysts (PASA) projects that our student population could grow to approximately 14,000 students under a moderate growth scenario. Splendora ISD is committed to meeting this challenge head-on, ensuring our facilities and resources are ready to support the next generation of learners.

### Three Scenarios of Growth

**12,494**  
2033 Enrollment

#### Low Growth Assumptions

- Slower Kindergarten growth
- Increasing interest rates
- 1-2 additional charters open near Splendora ISD in the short-term

**13,959**  
2033 Enrollment

#### Moderate Growth Assumptions

- Kindergarten enrollment surpasses 800 by 2033
- Multi-family development increases in time
- Unemployment rates remain unchanged
- No major charter expansions occur in or near Splendora ISD in the short-term

**16,382**  
2033 Enrollment

#### High Growth Assumptions

- Birth rates accelerate
- Kindergarten classes grow at a higher rate
- Mortgage rates decrease below 4.5%
- New communities are developed within the next 5 years



Greenleaf Elementary School – January 2026



Peach Creek Elementary School – August 2025



Splendora Junior High – August 2025



Splendora High School – August 2025



# WE ARE SPLENDORA...



GREENLEAF ELEMENTARY



PEACH CREEK ELEMENTARY



PINEY WOODS ELEMENTARY



TIMBER LAKES ELEMENTARY



SPLENDORA JUNIOR HIGH



SPLENDORA HIGH SCHOOL

## 2023 - 24 Board of Trustees and Administration

### Board of Trustees

**President**  
Allen Wells

**Vice President**  
Dan Muirhead

**Secretary**  
Kim Klepcyk

**Asst. Secretary**  
Barry Welch

**Members**  
Brandon Fry  
Jason Sessum  
Jennifer Stewart

### District Leadership

**Superintendent**  
Dr. Jeff Burke

**Chief Administration Officer**  
Dr. Shane Conklin

**Chief Financial Officer**  
Kevin Lynch

**Chief Learning Officer**  
Carrie Garza

### Campus Leadership

**Greenleaf Elementary School**  
Sonya Simpson

**Peach Creek Elementary School**  
Jessica Sowell

**Piney Woods Elementary School**  
Heath Lucas/Reese Briggs

**Timber Lakes Elementary School**  
Dawn Jackson

**Splendor Junior High School**  
Molly Buford

**Splendor High School**  
Allen Painter

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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.