



San Angelo ISD Long-Range Planning

January 2026

Priorities



ACADEMIC PROGRESS



STEWARDSHIP



EFFICIENCY



Long-Range Factors

01

Declining Enrollment

02

Declining Revenues

03

Staff Shortages

04

Academic Progress

05

A Look Back

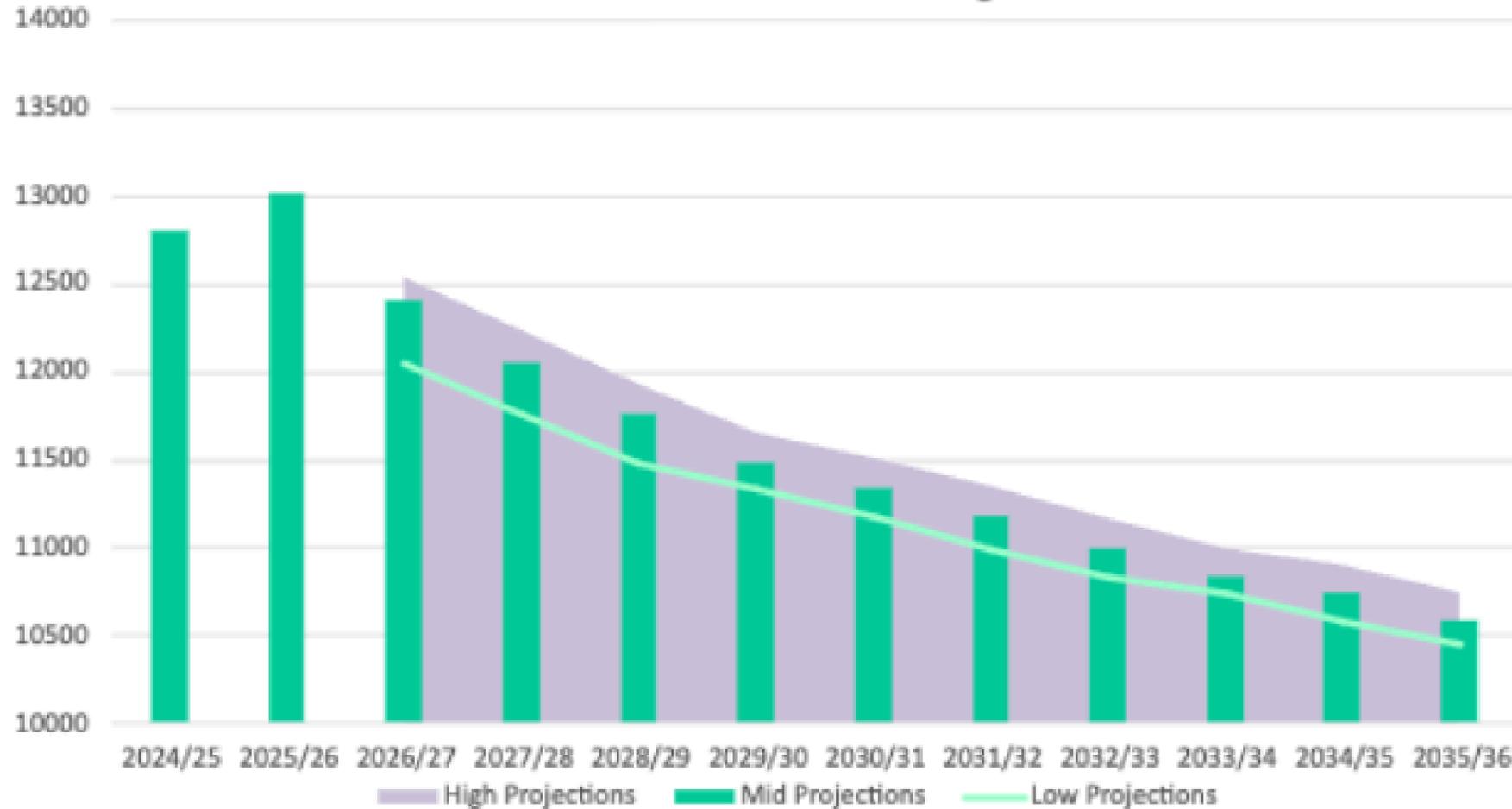
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Future Planning



Declining Enrollment

Enrollment Range Forecast



School Year	Low Projections	Mid-Range Projections	High Projections
2023/24		12,803	
2024/25		13,004	
2025/26	12,050	12,406	12,530
2026/27	11,758	12,125	12,307
2027/28	11,484	11,924	12,103
2028/29	11,333	11,751	11,927
2029/30	11,178	11,702	11,878
2030/31	10,993	11,693	11,868
2031/32	10,834	11,643	11,818
2032/33	10,738	11,609	11,783
2033/34	10,583	11,628	11,802
2034/35	10,453	11,573	11,747

Low Range Projections

- Uncertainty in Economic Conditions & Downturn in Job Market
- Slow down in Housing Starts & Closings
- Increases in Homeschooling & Private School Enrollment
- Lower Kindergarten & Early Elementary Grade Enrollment

Mid-Range Projections

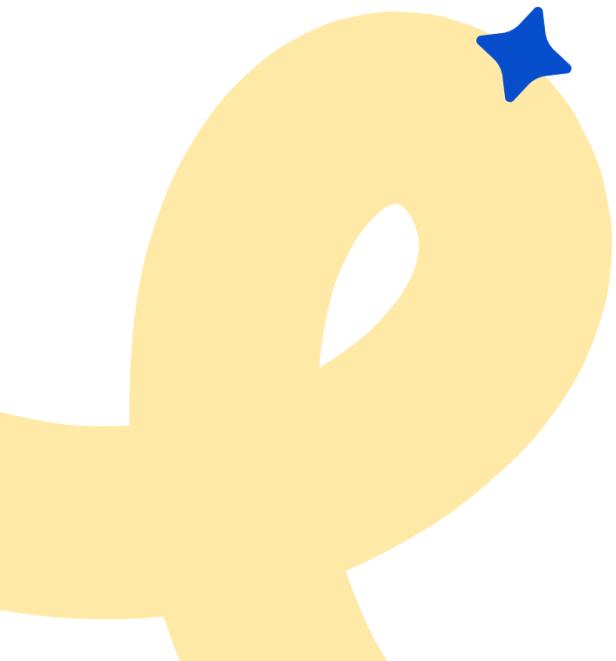
- Economic Conditions remain stable
- Continued population growth & Housing Activity
- Minimal Impact from trends in Homeschooling & Private School Enrollment
- Maintaining Transfer In numbers from the last few years

High Range Projections

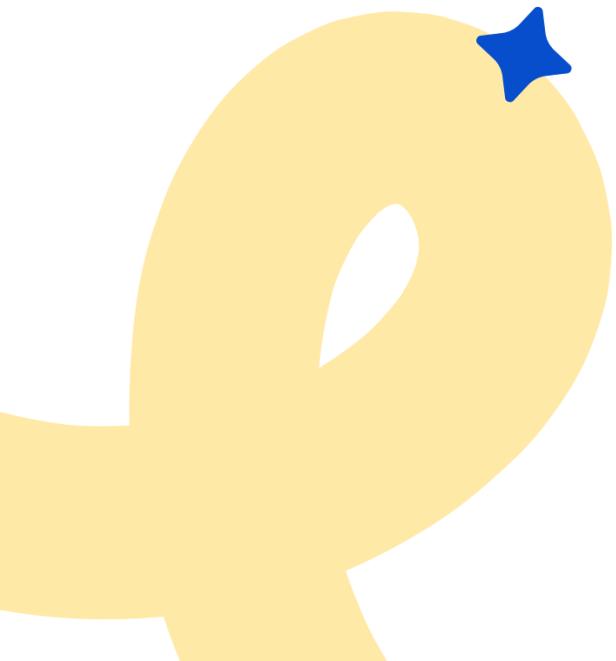
- Future Interest Rate Cuts & Favorable Mortgage Rates
- Surge in Housing Starts & Closings
- Programs and Marketing Efforts increase Enrollment through Transfer Students

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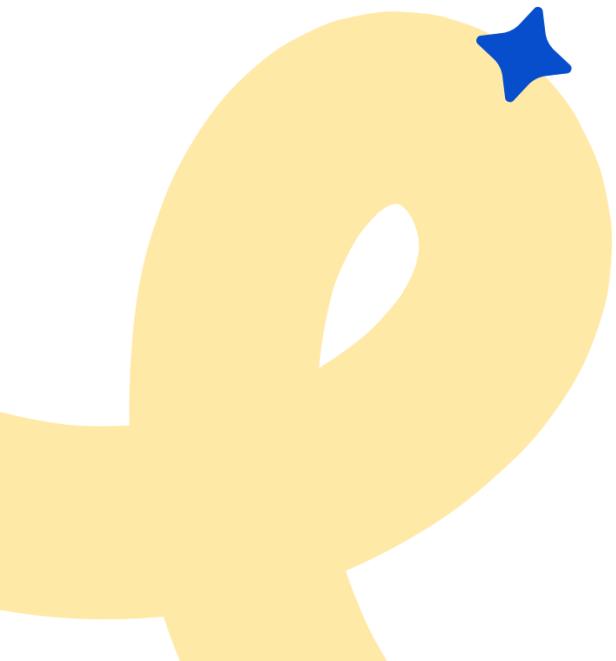
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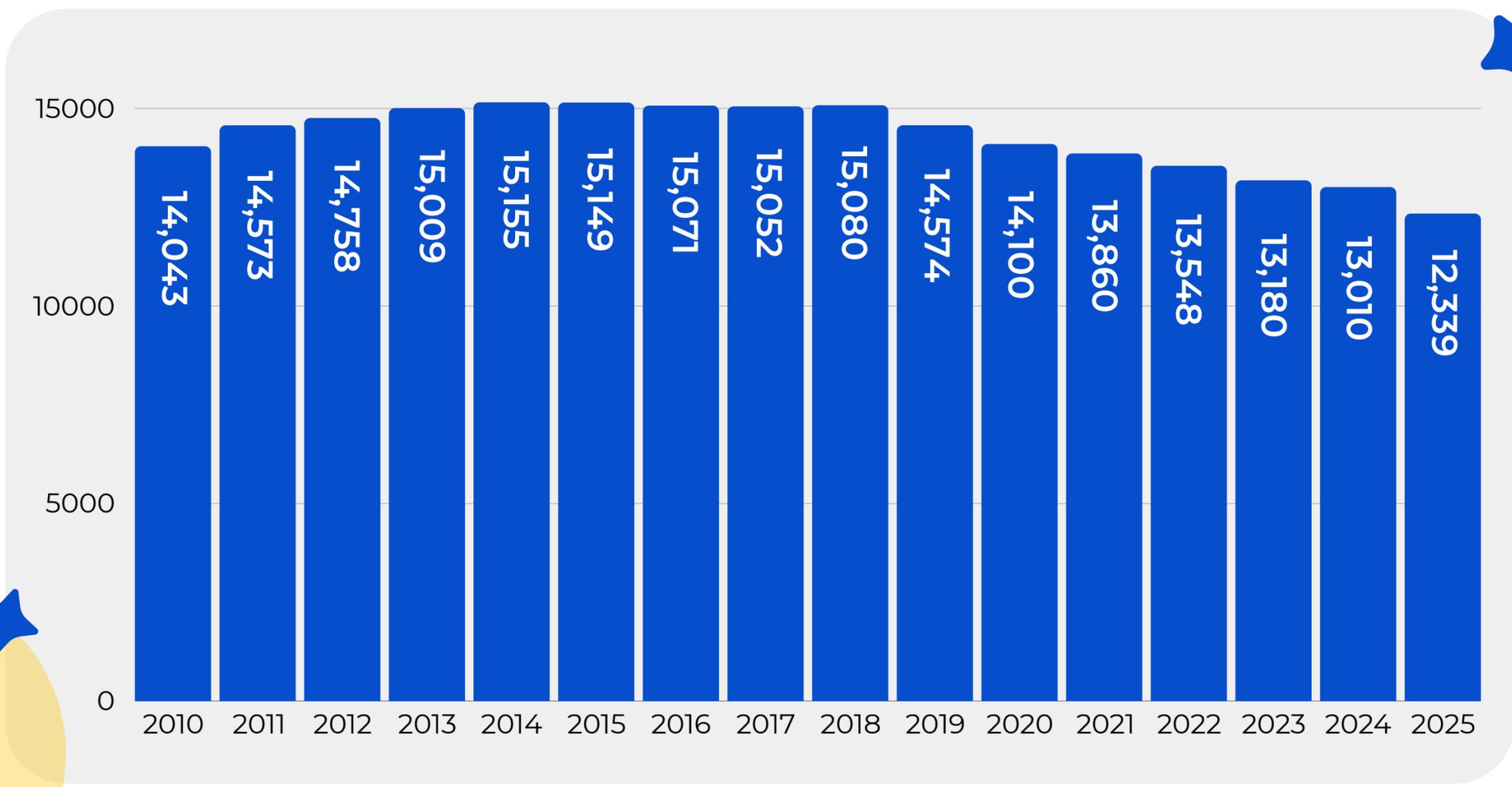
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Declining Revenues



Historical Enrollment



District enrollment as of January 7, 2026: **12,339** students



Student Enrollment

Loss of 420 students since May 2025

Aug. 2024

13,011

May 2025

12,759

Aug. 2025

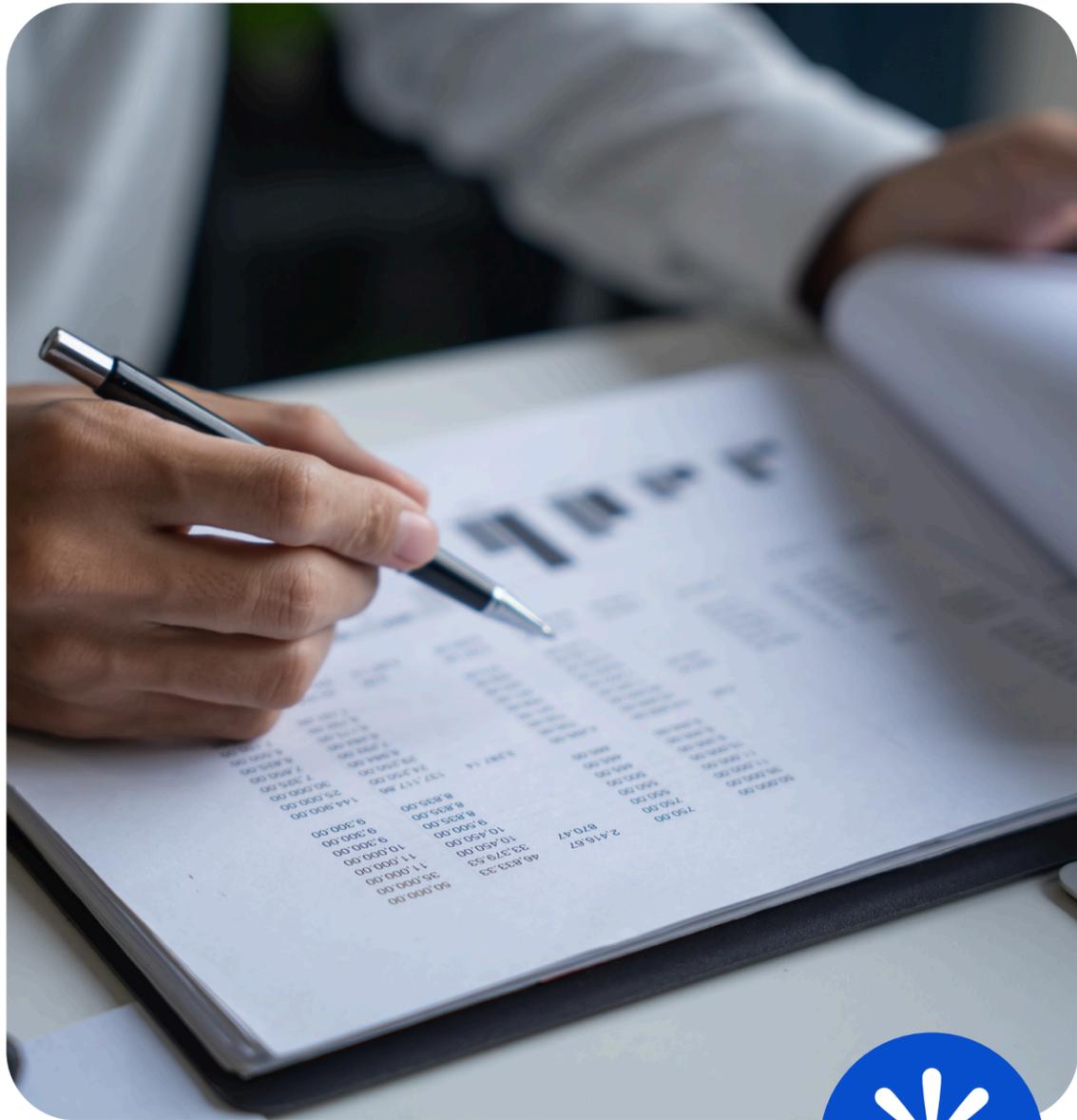
12,496

Oct. 2025

12,455

Jan. 2026

12,339



**First Semester Revenue
Decrease for 2025-2026**

- \$2,128,000

**Projected Loss Through
May 2027**

- \$4,357,500



Budget Impacts of Closing one Elementary Campus

Example of Operational Savings with a School Closure

Function	Function Description	Example Campus
11	Instruction (5 @ \$67,139)	\$335,695
12	Instr. Media	\$35,000
23	School Leadership	\$160,000
31	Guidance / Counseling	\$80,000
33	Health Services	\$60,000
35	Food Service	\$70,000
51	Plant Maint.	\$85,000
52	School Resource Officer	\$100,000
Total Estimated Yearly Savings		\$925,695

Staff Shortages

Current Opening as of 12/15/25

POSITION	VACANCIES
Manual Trades	27
Paraprofessionals	21
Teachers	30
Administrators	11



Temporary Solutions

POSITION	VACANCIES
Long-Term Substitutes	12
Retire/Rehire	32

Cost of retire/rehire = \$124,497.51 (FY 2025); \$10,925.82 (Nov. 2025)



The Big Picture

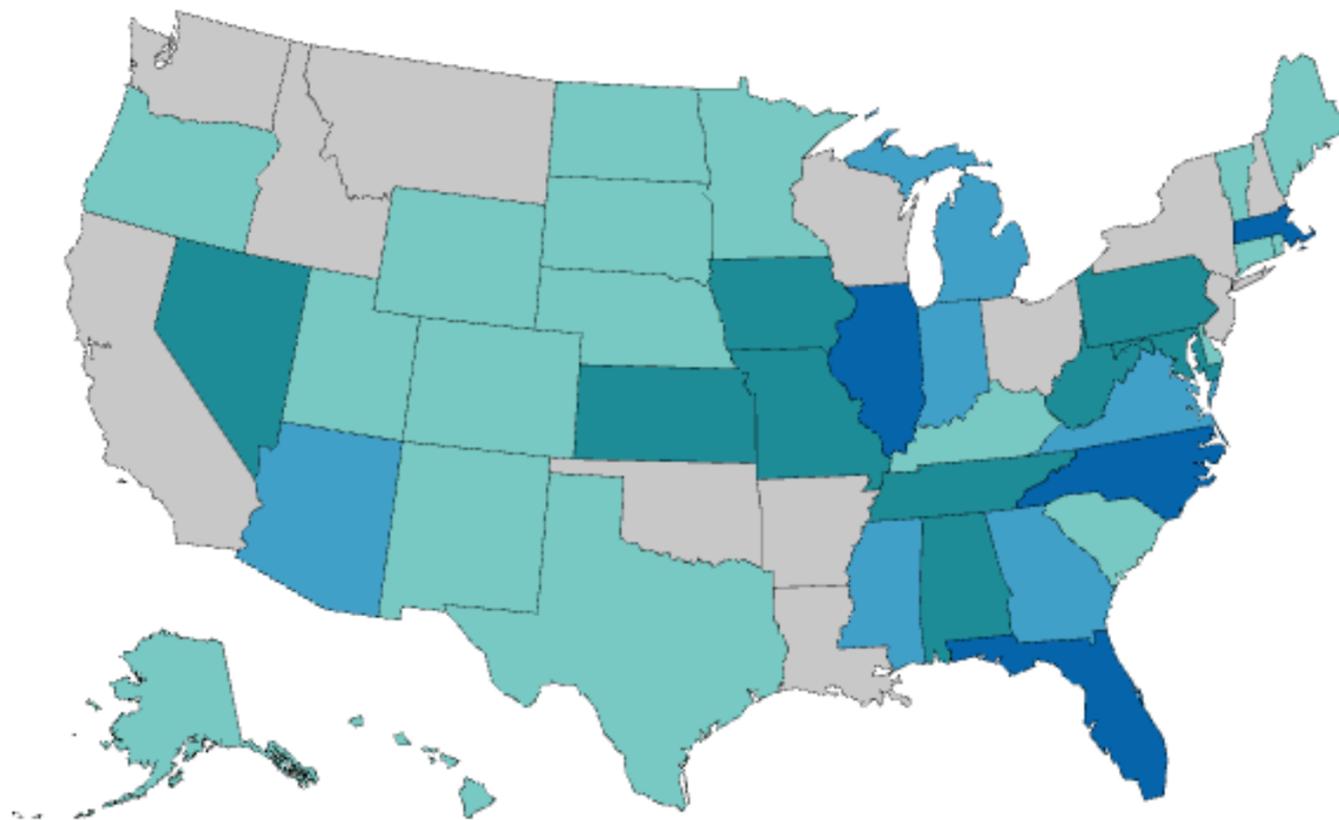
Teacher shortages remain a national challenge, even as turnover is expected to slow slightly in the coming years.

For 2025-2026, projections include

- Vacancies could rise to 56,000 positions nationwide
- While turnover is expected to gradually decrease, shortages persist because:
 - Fewer individuals are entering the teaching profession
 - Many educators continue to leave for higher-paying or less stressful careers

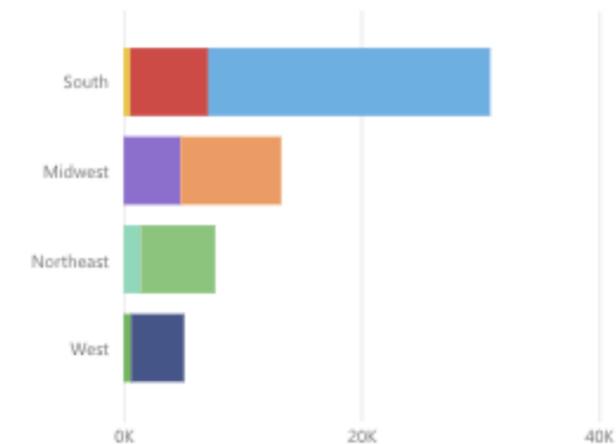


State by State Teacher Vacancies



Map Legend ● 1-999 ● 1000-1999 ● 2000-2999 ● Above 3000

Region	Division	Vacancies
South	South Atlantic	23,747.80
Midwest	East North Central	8,470.00
South	East South Central	6,564.00
Northeast	New England	6,258.30
Midwest	West North Central	4,792.77
West	Mountain	4,476.20
Northeast	Mid-Atlantic	1,448.00
West	Pacific	617.00
South	West South Central	546.00
Total		56,920.0





Texas-Specific Impacts

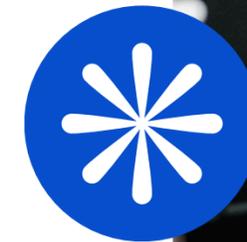
According to the Texas Education Agency:

- Teacher attrition exceeded 12% during the 2023-2024 school year
- Texas teachers leave the profession at a rate 25% higher than the national average.
- New teacher certifications have declined by approximately 20% over the past decade, falling well short of statewide demand.
- Teacher shortages are not just a recruitment issue — they are a retention and support issue.
- Stabilizing the workforce requires protecting and supporting the educators who remain.

Academic Progress



- **More consistent curriculum implementation across grade levels due to larger, more collaborative teacher teams.**
- **Increased peer interaction gives students more opportunities for social learning, teamwork, and diverse friendships.**



- **Enhanced extracurricular and enrichment options, such as clubs, arts programs, and STEM activities that small campuses may not sustain.**
- **Improved resource efficiency, allowing districts to redirect funds toward instruction, technology, and student supports.**



- **Greater teacher collaboration, as larger campuses allow for professional learning communities with deeper expertise.**
- **More robust support staff support, such as more instructional paraprofessionals and more time for instructional coaches to be on campus with less campuses to cover overall.**



A Look Back

October 17, 2022

Keep	Keep and potentially Add & Reno	Close / Repurpose
Lamar Bonham Goliad Holiman Bradford Fort Concho Santa Rita Glenmore		
	McGill Fannin Belaire Crockett (long-term)	
		Alta Loma Austin San Jacinto Reagan Bowie (long-term)

October 17, 2022

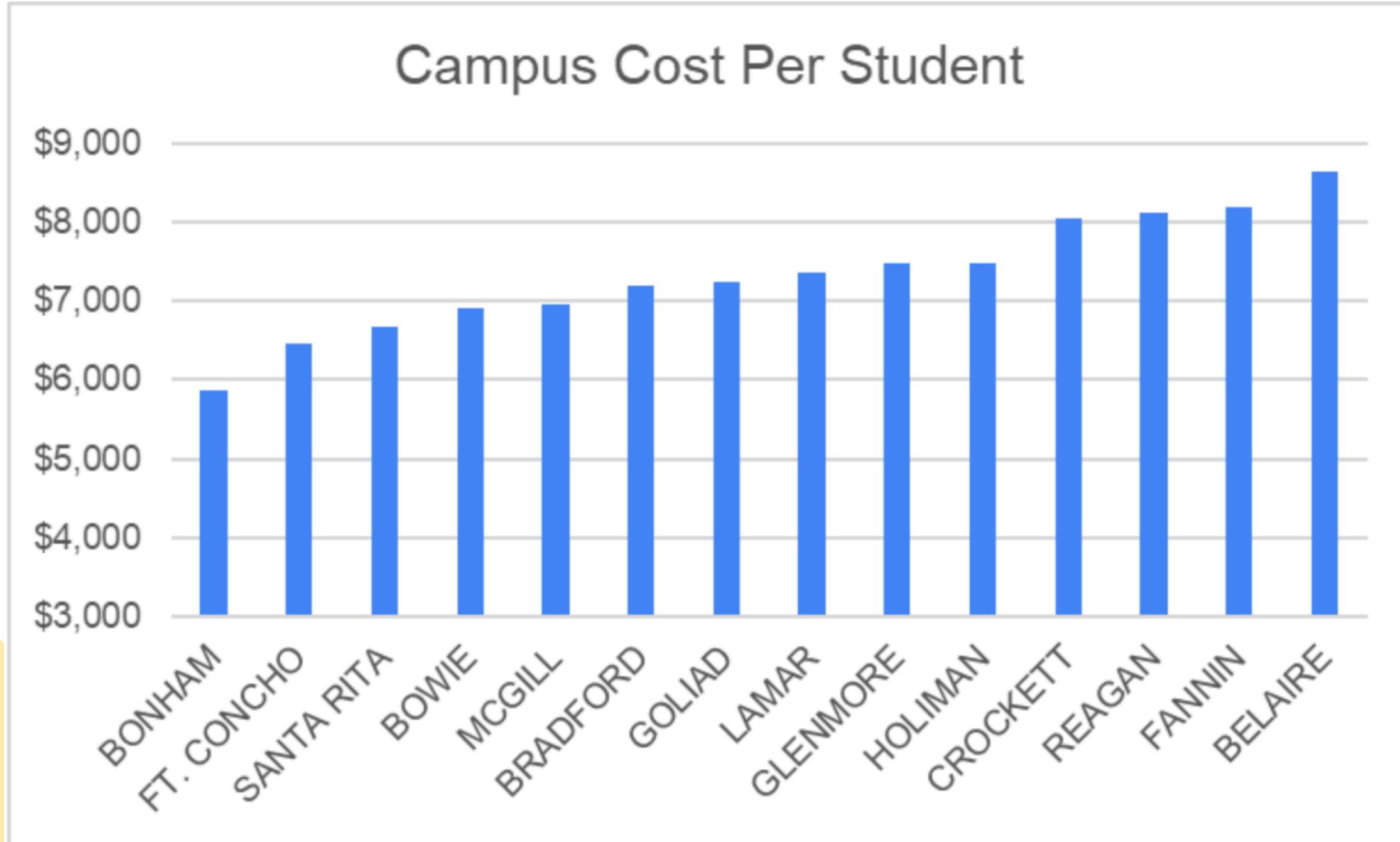
DRAFT MASTERPLAN

Phase 1A 2023	Phase 1B 2023 or 2024	Phase 2 2025	Future Phase 5-10 Years
Merge San Jacinto Elementary Students to Reagan	Merge Alta Loma with Fannin	Expand McGill to Merge Austin Students	Merge Bowie to Crockett
Utilize San Jacinto for Pre-Kindergarten, Functional Needs Campus	Re-purpose/Close Alta Loma	Re-Purpose/Close Austin	Re-purpose / Close Bowie
Merge San Jacinto, Fannin, Alta Loma and McGill Pre-K and Functional Needs students to San Jacinto		Increase Santa Rita Enrollment to merge Austin students	Re-adjust & Increase Enrollment at Lamar, Belaire & Glenmore
			Future Phase to address Reagan



Factors Considered for Campus Closure

- **Cost Per Student**
- **Facility Condition**
- **Age of Facility**
- **Capacity**
- **Expandability**
- **Special Programs**
- **Educational Adequacy**
- **Spatial Adequacy**

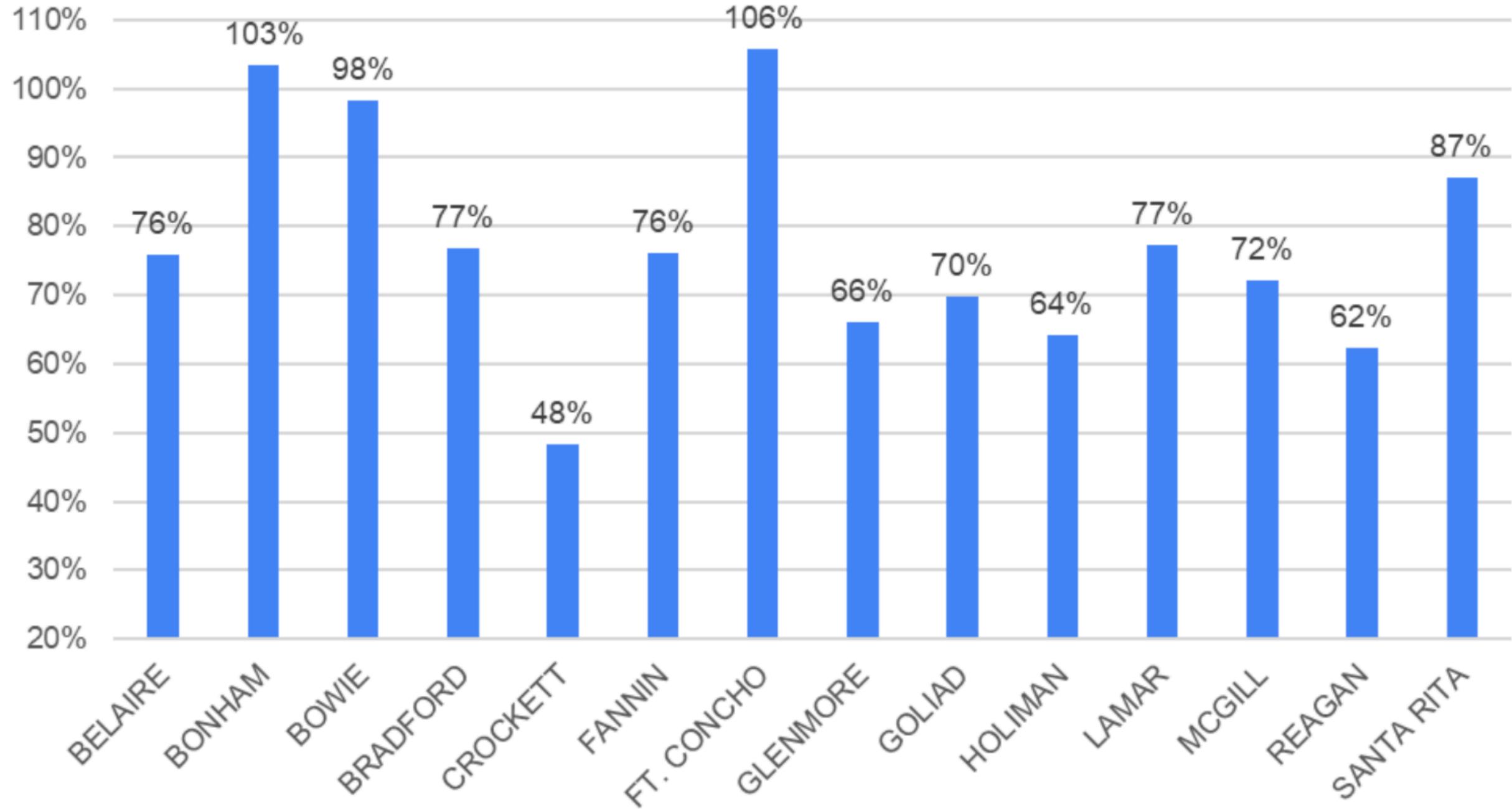


Fall 2024

Functional Condition Need Index	FCNI 2024	FCNI 2029	FCNI 2034	FCNI 2039	FCNI 2044
Belaire Elementary School	82	49	48	47	46
Bonham Elementary School	85	75	65	55	46
Bowie Elementary School	79	57	53	48	44
Bradford Elementary School	95	87	79	71	63
Crockett Elementary School	95	87	79	71	63
Fannin Elementary School	80	58	56	53	51
Fort Concho Elementary School	77	71	60	49	39
Glenmore Elementary School	87	80	72	64	56
Goliad Elementary School	99	91	84	76	69
Holiman Elementary School	98	89	83	77	71
Lamar Elementary School	95	86	83	80	77
McGill Elementary School	88	73	69	65	61
Reagan Elementary School	83	59	48	36	25
San Jacinto Elementary School	75	49	36	23	9
Santa Rita Elementary School	76	67	59	52	45

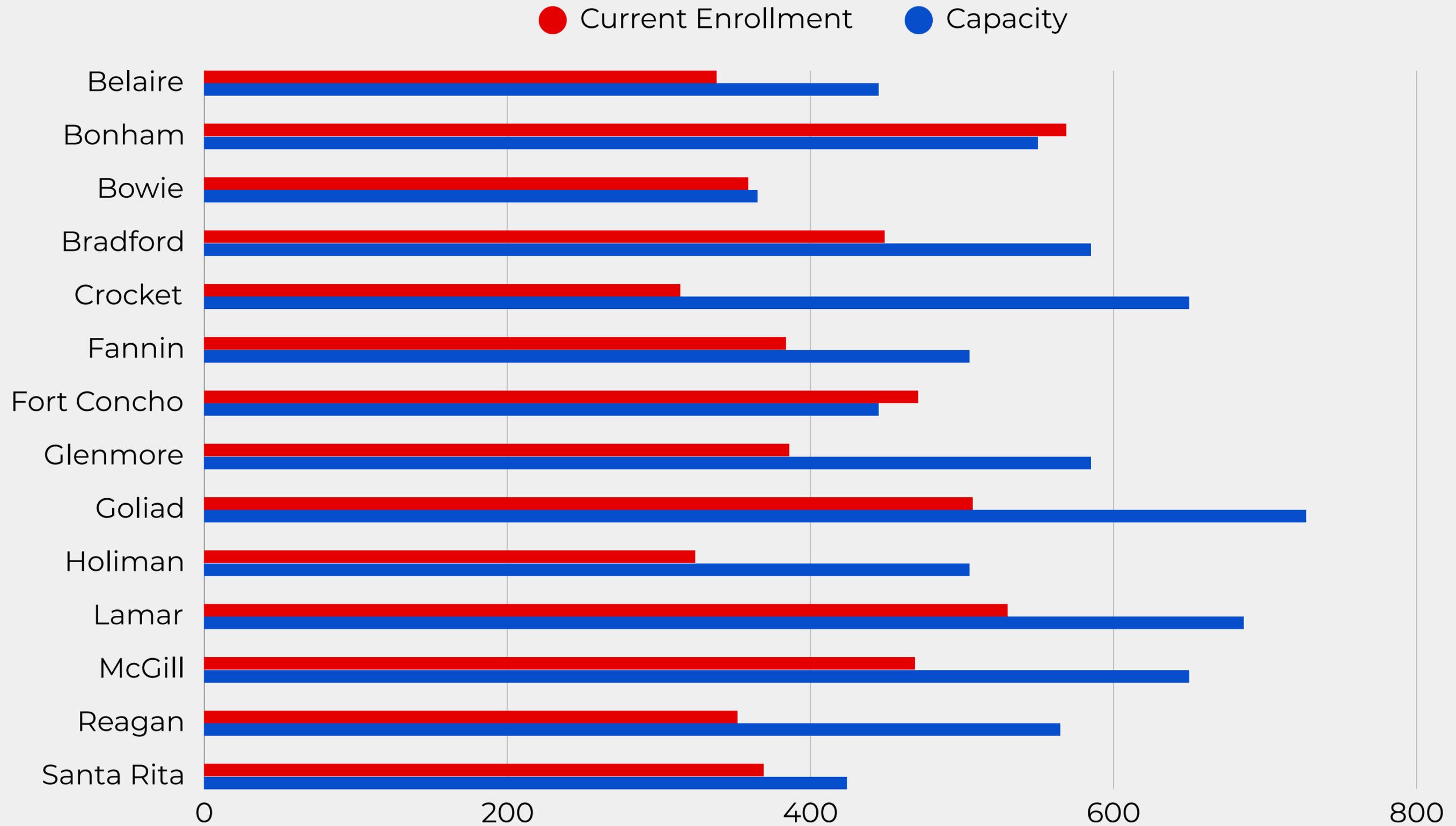
Campus	Year Built	Age of Facility	Recent Construction
REAGAN	1909	116	
SANTA RITA	1926	99	
GLENMORE	1926	99	
MCGILL *	1938	87	* Recent New Construction
BRADFORD	1950	75	
CROCKETT *	1955	70	* Recent New Construction
HOLIMAN	1959	66	
BOWIE	1967	58	
FANNIN *	1967	58	* Recent New Construction
BONHAM	1986	39	
FT. CONCHO	1987	38	
BELAIRE	1995	30	
GOLIAD	1997	28	
LAMAR	2004	21	

Current Campus Capacity





Current Enrollment vs. Capacity



Campus	Capacity	Enrollment 2025	Enrollment 2030	Enrollment 2035	Open Seats
BELAIRE	445	338	422	417	28
BONHAM	550	569	536	546	4
BOWIE	365	359	326	338	27
BRADFORD	585	449	417	393	192
CROCKETT *	650	314	263	265	385
FANNIN	505	384	333	339	166
FT. CONCHO	445	471	423	430	15
GLENMORE	585	386	359	353	232
GOLIAD	727	507	618	660	67
HOLIMAN	505	324	310	320	185
LAMAR	686	530	465	528	158
MCGILL *	650	469	407	413	237
REAGAN	565	352	236	233	332
SANTA RITA	424	369	349	337	87
Total Elem		5821	5464	5572	2115
				With 2 Closures	1185
				With 3 Closures	761
				With 4 Closures	316

Campus	A	B	C	D	E	F	G	Cabinet Average
BELAIRE	5.75	5.63	5.5	5	4.38	5.60	5.2	5.29
BONHAM	6.50	7.88	6.13	7.25	5.13	5.80	6.83	6.50
BOWIE	3.13	3.13	3.88	3.75	2.13	4.00	3.57	3.37
BRADFORD	5.63	6.13	5.75	6	5.25	5.60	5.8	5.74
CROCKETT	8.00	7.38	6.5	7.5	6.50	8.00	6.83	7.24
FANNIN	7.75	6.88	6.13	6.5	6.13	9.00	5.83	6.89
FT. CONCHO	6.50	6.50	4.5	7.5	4.25	5.20	5.6	5.72
GLENMORE	5.63	6.00	6	5.75	4.00	4.40	5.2	5.28
GOLIAD	7.75	7.88	7.75	7.5	6.25	6.60	7.83	7.37
HOLIMAN	6.63	5.25	6.13	6.25	6.13	7.00	6.14	6.22
LAMAR	9.38	8.50	7.38	7.75	7.00	6.60	7.67	7.75
MCGILL	8.50	8.13	8.13	8.25	6.63	9.40	7.43	8.07
REAGAN	2.63	4.25	3	2.75	2.13	3.20	2.8	2.97
SANTA RITA	6.50	5.13	4	4.75	4.00	5.00	4	4.77

Campus	Campus Score
REAGAN	2.97
BOWIE	3.37
SANTA RITA	4.77
GLENMORE	5.28
BELAIRE	5.29
FT. CONCHO	5.72
BRADFORD	5.74
HOLIMAN	6.22
BONHAM	6.50
FANNIN *	6.89
CROCKETT *	7.24
GOLIAD	7.37
LAMAR	7.75
MCGILL *	8.07



Bond Potential Projects List - 11/14/24 FAC Meeting

Campus Additions and Renovations Projects			
C23	1	<p>Central High School Additions & Renovations</p> <p>New Auditorium, Kitchen, Dining/Commons (which can also be lobby for Gym and Auditorium), New Gymnasium and renovations for Culinary Arts and Health Science & Technology CTE Courses</p>	\$125,870,000
C25	2	<p>Central High School Additions & Renovations</p> <p>Powell Hall Repairs, Renovate Vacated Areas for Additional Welding on Site</p>	\$5,000,000
C27	1	<p>Lake View High School Additions and Renovations</p> <p>Includes Construction of New CTE wing, renovation of existing CTE wing, and construction of a new fine arts area for the Mariachi program</p>	\$29,670,000
C29	1	<p>Comprehensive Renovations to Glenn Middle School</p> <p>The work items here include major building system replacements like electrical, plumbing and roofing identified in the facility assessment. In addition, academic and fine arts spaces located as part of the two gym buildings require comprehensive renovation. This line item <i>should not be selected</i> if a New Glenn Middle School is selected as a New Construction Project.</p>	\$28,050,000
C31	1	<p>Elementary Right-sizing Projects</p> <p>Includes Fannin Kitchen, Cafeteria, Library and Administration Addition plus SPED renovation; McGill Replacement Classrooms & Library; Crockett Kitchen, Cafeteria and Classrooms;</p>	\$45,250,000
C33	2	<p>Elementary Right-sizing Projects</p> <p>Belaire - Replace two 1960's buildings with new that house classrooms, library and Special Education; Holiman - Add four classrooms</p>	\$25,000,000
C35	2	<p>Kitchen & Cafeteria replacements at Glenmore & Santa Rita Elementary Schools</p> <p>Both schools have kitchen and cafeterias dating back to 1950's and are small. Site modifications and drainage are included to allow for the replacement construction.</p>	\$14,000,000



THANK YOU
SAN ANGELO!

 **BOND 2025 PASSED**

Future Planning



SAN ANGELO ISD



Future-Planning

If the Board of Trustees approves campus closures, those would become effective

July 1, 2027



Future-Planning

Spring 2026

Engage the San Angelo ISD community in an attendance boundary evaluation

June 2026

Recommend new attendance boundaries to the board of trustees, effective July 1, 2027

Questions?

