

# Agenda of Regular Meeting

## The Board of Trustees Seguin ISD

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A Regular Meeting of the Board of Trustees of Seguin ISD will be held October 29, 2024, beginning at 6:30 PM in the Board Room, 1221 E Kingsbury, Seguin, TX 78155.

The subjects to be discussed or considered or upon which any formal action may be taken are as listed below. Items do not have to be taken in the order shown on this meeting notice.

1. **Call to Order**

- A. Announcement that this meeting of the Seguin Independent School District has been duly called and that notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.
- B. Pledges to the United States Flag and Texas Flag. Moment of silence.
- C. Superintendent Announcements
- D. Board Member Reports

2. **Recognition/Campus Presentations**

- A. Student/Staff/Board/Community Recognition 4
- B. Campus Highlight 5
- C. Next Generation Principal Fellowship 6
- D. Recognition of Texas Education Human Resources Day 8

3. **Audience with the Board**

The Seguin ISD Board of Trustees designates a time for audience participation at the beginning of each meeting to hear persons who desire to make comments. In accordance with Board Policy BED(Local):

- A. those wishing to speak shall sign up before the meeting begins stating the concern or noting the agenda item they wish to address; audience participation is limited to five minutes; the Board shall not deliberate any subject that is not on the posted agenda.

4. **Reports/Information Items:**

- A. Seguin ISD Efficiency Audit 2024 9
- B. Seguin ISD Bilingual/English as a Second Language (ESL) Program Evaluation and Texas English Language Proficiency Assessment (TELPAS) Results 65
- C. Beginning of the Year 2024-2025 Literacy Data Review 81
- D. Holdsworth Year 2 Partnership Update 98
- E. Submission of a Class Size Exception Waiver to the Texas Education Agency 111
- F. Personnel Information - Professional Employees 115

G. Report on Board of Trustees Continuing Education Hours	117
<b>5. Consent Agenda Items - Consider and Possible Approval as Applicable</b>	
Policy BE (Local) states that the consent agenda shall include items of a routine and/or recurring nature grouped together under one action item. All such items shall be acted upon by one vote without separate discussion, unless a Board Member requests that an item be withdrawn for individual consideration. The remaining items shall be adopted under a single motion and vote as applicable.	
A. Approval of Board Minutes of Special Meeting - September 16, 2024, and Regular Meeting - September 24, 2024.	120
B. Approval of Tax Collection Reports for September 2024	129
C. Approval of Proposed Budget Amendments & Financial Statements for August 2024	130
D. Approval of Donations Received September 2024	138
E. Approval of Investment Report for the First Quarter Ended September 30, 2024	140
F. Approval of District-Wide Vehicle Maintenance, Parts, And Services (RFP #: 24-01)	145
G. Approval of District-Wide Special Education Services (RFP #: 24-05)	147
H. Approval of District-Wide Educational Consulting Services (RFP #: 24-06)	149
I. Approval of Texas Education Human Resources Day	151
J. Acknowledge Public Information Act Requests September-October 2024	154
<b>6. Closed Session:</b> Board will adjourn into closed session pursuant to the following sections of the Texas Open Meetings Act	
A. Pursuant to Texas Government Code Section §§§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.	
1. Safety Audit Findings (closed session)	156
B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of a employee(s).	
1. Discussion Regarding Proposed Termination of Chapter 21 Probationary Contract Employee(s)	
C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.	
D. Pursuant to Texas Government code Sections § 551.0821 - Deliberation regarding public school student.	
<b>7. Reconvene to Open Meeting,</b> the Board will take appropriate action on items, if necessary, as discussed in Closed Session	

- A. Possible action on professional personnel, including appointment, employment, evaluation, assignment, duties, discipline or dismissal of a public employee(s).
  - 1. Possible Action Regarding Termination of Chapter 21 Probationary Contract Employee(s)
- 8. **Action Items**
  - A. Consideration and Approval of the District and Campus Performance Objectives for the 2024-25 School Year 157
  - B. Consider Approval of the Naming of the Baseball Complex of the Seguin High School Baseball and Softball Complex 278
  - C. Consider Approval of the Naming of the Softball Complex of the Seguin High School Baseball and Softball Complex 279
- 9. **Board Comments and Request**
- 10. **Adjourn**

**RECOGNITION ITEM:     Student/Staff/Board/Community Recognition**

**RECOMMENDATION:**     That the Board of Trustees recognizes the positive accomplishments of students, staff, trustees, and community partners during a board meeting to be apprised of the many successes that contribute to a nurturing academic environment in Seguin ISD schools.

- **Superintendent’s Students of the Month from Koennecke Elementary School, Rodriguez Elementary School, Barnes Middle School, and Mercer-Blumberg Learning Center at Saegert**
- **Superintendent’s Apple Award**

**RATIONALE:**             The purpose of this presentation is to recognize the performance and effort put forth daily by Seguin ISD students, trustees, staff, campus administrators, and community partners.

**REFERENCE and COMPLIANCE:**     BJA (LOCAL) 1. h. Encourage, oversee, and participate in activities for recognition of student efforts and accomplishments.  
  
BJA (LOCAL) 2. m. Encourage, oversee, and participate in staff recognition and support activities.

**PAPERWORK IMPACT:**             None

**BUDGET IMPACT/ INFORMATION:**     None

**EXHIBITS:**                     None

**RESOURCE PERSONNEL:**             Dr. Veronica Vijil, Superintendent  
Emily Allen, Director of Communications

Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) Veronica Vijil  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8614

**RECOGNITION ITEM:    Campus Highlight**

**RECOMMENDATION:**    That the Board of Trustees recognizes positive campus-based activities, initiatives, and accomplishments during a board meeting setting in order to be apprised of the many activities that contribute to a nurturing academic environment in Seguin ISD schools.

Tonight’s presentation is provided courtesy of Koennecke Elementary. Principal Lesli Mahaffey and her team will highlight how our Beyond the Classroom experiences at Irma Lewis Seguin Outdoor Learning Center support the District’s Strategic Plan.

**RATIONALE:**    The purpose of this presentation is to recognize the performance and effort put forth daily by Seguin ISD students, staff, and campus administrators. Campuses will have the opportunity to share an example of an activity that fosters academic achievement and refines instructional focus during 2024-25 regular board meetings.

**REFERENCE and COMPLIANCE:**    BJA (LOCAL) 1. h. Encourage, oversee, and participate in activities for recognition of student efforts and accomplishments.

**PAPERWORK IMPACT:**    None

**BUDGET IMPACT/ INFORMATION:**    None

**EXHIBITS:**    None

**RESOURCE PERSONNEL:**    Emily Allen, Director of Communications

Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) Veronica Vijil  
(Name) Dr. Veronica Vijil, Superintendent  
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**RECOGNITION ITEM:** Next Generation Principal Fellowship

**RECOMMENDATION:** The Board of Trustees recognizes Seguin ISD assistant principals participating in the Next Generation Principal Fellowship program.

**RATIONALE:** The Next Generation Principal Fellowship was developed through the work with the Holdsworth Center as a leadership development pipeline for assistant principals. Through their participation in the fellowship, assistant principals will receive personalized coaching, insight into leadership strategies, campus shadowing opportunities, and acquire the knowledge needed to become a successful principal in Seguin ISD.

**REFERENCE and COMPLIANCE:** Strategic Goal 5: North Star Goal: 80% or more of SISD students will be enrolled in a campus that is Tier 1 or Tier 2 by August 2027, based on the school performance framework campus tiering.

**PAPERWORK IMPACT:** None

**BUDGET IMPACT INFORMATION:** None

**EXHIBITS:** Assistant Principal List

**RESOURCE PERSONNEL:** Monica Lyons, Chief Academic Officer  
Dr. Jason Mummer, Director of School Leadership

Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) Veronica Viji  
(Name) Dr. Veronica Viji, Superintendent  
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*EXHIBIT*

<b>Assistant Principal</b>	<b>Campus</b>	<b>Principal</b>
Roberto Arriola	A.J. Briesemeister MS	Linda Guzman
Maria Guerra	Ball ECC	Debra Reiley
Cecilia Reyes	Rodriguez ES	Ofelia Santiago
Tanya Webb	Patlan ES	Annaliza Rangel

Source: Office of School Leadership

**RECOGNITION ITEM:**    **Recognition of Texas Education Human Resources Day**

**RECOMMENDATION:**    Recognition of the Texas Education Human Resources Day is recommended to align with the Texas Governor’s designation.

**RATIONALE:**                    The Human Resources Department works to provide quality educational professionals for our school personnel, as well as quality employees in all departments within the District.

**REFERENCE & COMPLIANCE:**    Governor Greg Abbott has designated October 9, 2024, as Texas Education Human Resources Day.

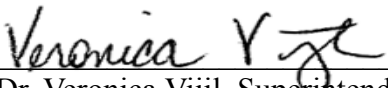
**BUDGET IMPACT/ INFORMATION:**            None

**PAPERWORK IMPACT:**                    None

**EXHIBITS:**                                    None

**RESOURCE PERSONNEL:**                    Joel S. Treviño, Chief Human Resources Officer

Submitted by:  
(Signature)  
(Name)  
(Address)  
(Telephone)

 Date Submitted: 10/29/24  
Dr. Veronica Vijil, Superintendent  
1221 E. Kingsbury St., Seguin, TX 78155  
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**INFORMATION ITEM:**      **Seguin ISD Efficiency Audit 2024**

**RECOMMENDATION:**      That the Board of Trustees receive a presentation explaining the efficiency audit done by an outside firm (Moak Casey).

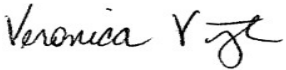
**RATIONALE:**              To provide the Board of Trustees with an explanation and opportunity to ask questions in regards to the efficiency audit conducted by Moak Casey. An efficiency audit is now a requirement prior to a VATRE (Voter Approved Tax Rate Election) unless the district qualifies for an exemption.

**REFERENCE and COMPLIANCE:**      CCG (LEGAL) Local Revenue Sources: Ad Valorem Taxes

**BUDGET IMPACT / INFORMATION:**      None

**EXHIBITS:**                      Efficiency Audit Presentation

**RESOURCE PERSONNEL:**              Liz Oaks, Chief Financial Officer, RTSBA  
Amber Lasseigne, Executive Director of Finance, Moak Casey

Submitted by:                       \_\_\_\_\_ Date Submitted: 10/29/24  
    (Signature)  
    (Name)                              Dr. Veronica Vijil, Superintendent  
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# MOAKCASEY

PROVEN LEADERS ADVANCING TEXAS SCHOOLS



## 2024

### EFFICIENCY AUDIT

Seguin ISD Independent School District

# EFFICIENCY AUDIT FOR SEGUIN INDEPENDENT SCHOOL DISTRICT

September 2024

## TABLE OF CONTENTS

<b>EXECUTIVE SUMMARY</b> .....	3
<b>SUMMARY OF RESULTS</b> .....	3
<b>Methodology</b> .....	7
<b>Assumptions</b> .....	10
<b>DISTRICT DATA ON ACCOUNTABILITY, STUDENTS, STAFFING AND FINANCES, WITH PEER AND STATE COMPARISONS</b> .....	11
<b>Peer Districts</b> .....	11
Figure 1. Peer Districts.....	11
<b>Accountability Rating</b> .....	11
Figure 2. Accountability Rating Comparison .....	11
Figure 3. Accountability Rating by Campus Level.....	12
<b>Financial Rating</b> .....	13
Figure 4. FIRST Rating .....	13
<b>Student Information</b> .....	14
Figure 5. Selected Student Characteristics .....	15
Figure 6. Attendance Rate .....	15
Figure 7. 5-Year Enrollment.....	16
<b>Financial Information – Revenue, Expenditures, Payroll and Fund Balance</b> .....	17
Figure 8. District Tax Revenue .....	17
Figure 9. Actual Operating Expenditures.....	18
Figure 10. Payroll Expenditure Summary .....	19
Figure 11. General Fund Balance.....	20
<b>Staffing Information</b> .....	21
Figure 12. Staff Ratio Comparisons .....	21
Figure 13. Teacher Turnover Rate .....	21
<b>Special Programs</b> .....	22
Figure 14. Special Program Characteristics .....	22
<b>ADDITIONAL FINANCIAL, OPERATIONAL, AND ACADEMIC INFORMATION</b> .....	23

<b>District Financial Information</b> .....	23
Figure 15. Budget Process .....	24
<b>District Operational Information</b> .....	25
Figure 16. Compensation System .....	25
Figure 17. Operational Information.....	26
<b>District Academic Information</b> .....	26
Figure 18. Academic Information .....	27
<b>APPENDIX A – Data Sources</b> .....	28
<b>APPENDIX B – Target and Peer Group Data</b> .....	31
<i>Table 1. Accountability Data</i> .....	31
<i>Table 2. Student Data</i> .....	32
<i>Table 3. Staff Data – Average Base Pay</i> .....	33
<i>Table 4. Staff Data – Other Staff FTEs and Teacher Turnover</i> .....	34
<i>Table 5. Financial Data –District Revenue</i> .....	35
<i>Table 6. Financial Data – All Funds Operating Expenditures</i> .....	36
<i>Table 7. Financial Data – All Funds Operating Expenditures (cont.)</i> .....	37

## EXECUTIVE SUMMARY

MoakCasey, LLC was contracted to conduct an efficiency audit for Seguin Independent School District (“the District”). The purpose of an efficiency audit is to investigate the District’s operations to examine fiscal management, efficiency, and utilization of resources.

The District’s efficiency audit report follows the [guidelines](#) prescribed by the Legislative Budget Board. These guidelines identify the scope and areas of investigation.

Because the District is proposing a maintenance and operations (M&O) tax rate for fiscal year 2025 that exceeds their voter-approval tax rate, House Bill 3 (86<sup>th</sup> Legislature) generally requires a school district’s board of trustees to conduct an efficiency audit before seeking voter approval to adopt the M&O tax rate. Statute does provide for a two-year exemption from this requirement if all or part of the District is located in an area declared a disaster area by the governor under Chapter 418, Government Code.

The efficiency audit incorporates Texas Education Agency (TEA) Public Education Information Management System (PEIMS) standard data for school years 2018-19 through 2023-24, TEA PEIMS financial data for 2022-23, Texas Academic Performance Reports (TAPR) data 2022-23, 2023 TEA FIRST Ratings, and 2022 TEA Accountability Ratings.

## SUMMARY OF RESULTS

**District Comment:** Seguin ISD maximizes funding by ensuring efficient budget management and investing in critical areas like classroom resources, high quality staff and professional development. By carefully managing and allocating funds, we ensure resources are used effectively to improve educational outcomes.

On November 5, 2024, Seguin Independent School District (“the District”) is holding an election to increase the District’s maintenance and operations (M&O) property tax rate in tax year 2024 or school year 2024-25. M&O taxes are used for the operation of public schools.

Without an election, the District’s M&O tax rate would be \$0.6778. The District is proposing to increase the M&O tax rate by \$0.02 through a voter approval tax rate election (VATRE) to \$0.6978. The District expects to generate approximately \$2.3 million in M&O tax revenue in the first school year, which represents about 2.9 percent of the district’s current adopted operating budget for the 2024-25 school year. Additional resources will be used for salary needs across the district.

	2024 Tax Year (Without VATRE)		2024 Tax Year (With VATRE)	
Average Taxable Value for Single-Family Residence	\$	162,305	\$	162,305
M&O Tax Rate	\$	0.6778	\$	0.6978
M&O Levy	\$	1,100	\$	1,133
Difference			\$	32

If the VATRE is successful, the average single-family residential property would expect an increase of \$32 compared to if the VATRE does not pass. The District has also proposed an interest and sinking (I&S) tax rate of \$0.4050 to service its debt. These proposed tax rates are in addition to the tax rates adopted by the city, county, and special taxing districts.

The District’s 2023-24 M&O tax rate of \$0.7316 was \$0.0201 higher than the average of their peers, and \$0.00017 lower than the state average. If the VATRE is successful, the district tax rate will be \$0.0119 lower than their peers. The state average 2024-25 M&O tax rate is not yet available.

District Name	2023-24 M & O Tax Rate	Proposed 2024-25 M & O Tax Rate*
<b>SEGUIN ISD</b>	\$ 0.7316	\$ 0.6978
<b>COPPERAS COVE ISD</b>	\$ 0.7575	\$ 0.7575
<b>CORSICANA ISD</b>	\$ 0.6692	\$ 0.6669
<b>EANES ISD</b>	\$ 0.7680	\$ 0.7655
<b>GREENVILLE ISD</b>	\$ 0.6792	\$ 0.6769
<b>JACKSONVILLE ISD</b>	\$ 0.6692	\$ 0.6669
<b>LA PORTE ISD</b>	\$ 0.6920	\$ 0.6920
<b>MIDWAY ISD</b>	\$ 0.6992	\$ 0.6969
<b>WEATHERFORD ISD</b>	\$ 0.7575	\$ 0.7552
<b>STATE AVERAGE</b>	\$ 0.7333	Not Available

\*Districts holding VATRE November 2024

The District engaged MoakCasey, LLC in June 2024 to conduct the efficiency audit. Efficiency audits focus on informing voters about the District’s fiscal management, efficiency, utilization of resources, and whether the District has implemented best practices. The information includes data and tools that the State of Texas currently utilizes to measure school district efficiency.

Below is key information about the District:

- The District’s total operating revenue for the most recent school year totaled \$12,297 per student, while its peer districts average and State average were \$12,263 per student and \$12,739 per student, respectively.
- The District’s total operating expenditures for the most recent year totaled \$12,603 per student, while its peer districts average was \$12,032 per student. The State’s total average operating expenditure totaled \$12,352 per student.
- The District has earned a Superior Rating for the School Financial Integrity Rating System of Texas (FIRST) for the 2023-24 school year.
- The Texas Education Agency reviews and tracks the performance of both school districts and individual schools with the Texas A-F Accountability System. The District was not rated in the reviewed school year for the Texas Accountability rating system; however the district received an overall score of 67.

District Name	Rating	Overall Score
<b>SEGUIN ISD</b>	Not Rated: Senate Bill 1365	67
<b>COPPERAS COVE ISD</b>	B	87
<b>CORSICANA ISD</b>	B	81
<b>EANES ISD</b>	A	97
<b>GREENVILLE ISD</b>	C	76
<b>JACKSONVILLE ISD</b>	B	86
<b>LA PORTE ISD</b>	B	87
<b>MIDWAY ISD</b>	A	96
<b>WEATHERFORD ISD</b>	B	86

Source: TEA 2022 Accountability Ratings

The district has 14 campuses with the following campus ratings:

Grade	Number of Campuses
<b>A</b>	1
<b>B</b>	6
<b>C</b>	3
<b>D</b>	0
<b>F</b>	0
<b>Not Rated</b>	2
<b>Not Rated (SB 1365)</b>	2

Source: TEA 2022 Accountability Ratings

Additional details and audit results are included in Section IV.

## Methodology

To complete the efficiency audit, MoakCasey, LLC performed the following procedures:

1. Selected 8 peer districts, developed a simple average for peer districts, and used the same peer district group throughout the audit.
2. Reported on the overall accountability rating (A-to-F and the corresponding scale score of 1 to 100).
3. Compared the District's peer districts' average accountability rating and listed the following District's campus information:
  - a. Accountability rating counts for each campus level within the district.
  - b. Names of the campuses that received an F accountability rating.
  - c. Campuses that are required to implement a campus turnaround plan.
4. Reported on the District's School FIRST rating. For a rating of less than A, listed the indicators not met.
5. Reported on student characteristics for the District, its peer districts, and the state average the following data:
  - a. Total Students
  - b. Economically Disadvantaged
  - c. English Learners
  - d. Special Education
  - e. Bilingual/ESL Education
  - f. Career and Technical Education
6. Reported on the 2022-23 attendance rate for the District, its peer districts, and the state average.
7. Reported on the five-year enrollment for the District, including the most recent school year and four years prior, the average annual percentage change based on the previous five years, and the projected enrollment for the 2024-25 school year.
8. Reported on the following indicators related to the District's revenue, its peer district' average, and the state average, and explained any significant variances using 2022-23 data.
  - a. Local M&O Tax (Retained)(without debt service and recapture)
  - b. State
  - c. Federal
  - d. Other local and intermediate
  - e. Total revenue
9. Reported on the following indicators related to the District's expenditures, its peer districts' average, and the state average, and explained significant variances from the peer districts' average, if any, using 2022-23 data.
  - a. Instruction
  - b. Instructional resources and media

- c. Curriculum and staff development
  - d. Instructional leadership
  - e. School leadership
  - f. Guidance counseling services
  - g. Social work services
  - h. Health services
  - i. Transportation
  - j. Food service operation
  - k. Extracurricular
  - l. General administration
  - m. Plant maintenance and operations
  - n. Security and monitoring services
  - o. Data processing services
  - p. Community services
  - q. Total operating expenditures
10. Reported on the following indicators for payroll and select District salary expenditures compared to its peer districts' average and the state average and explained any significant variances from the peer districts' average in any category, using 2022-23 and 2023-24 data.
- a. Payroll as a percentage of all funds
  - b. Average teacher salary
  - c. Average administrative salary
  - d. Superintendent salary
11. Reported on the General Fund operating fund balance, excluding debt service and capital outlay, for the past five years and per student for the District and its peer districts, using 2022-23 and 2023-24 data. Analyzed unassigned balance per student and as a percentage of three-month operating expenditures and explained any significant variances.
12. Reported the District's allocation of staff, and student-to-teacher and student-to-total staff ratios for the District, its peer districts, and the state average for the 2023-24 school year. The following staff categories were used:
- a. Teaching
  - b. Support
  - c. Administrative
  - d. Paraprofessional
  - e. Auxiliary
  - f. Students per total staff
  - g. Students per teaching staff
13. Reported on the District's teacher turnover rate, as well as its peer districts and the state's average for the 2022-23 school year.
14. Reported on the following programs offered by the District, including the number of students served, percentage of enrolled students served, program budget, program budget as a percentage of the

- District's budget, total staff for the program, and student-to-staff ratio for the program, using data from the 2022-23 and 2023-24 school years.
- a. Special Education
  - b. Bilingual Education
  - c. Migrant Programs
  - d. Gifted and Talented Programs
  - e. Career and Technical Education
  - f. Athletics and Extracurricular Activities
  - g. Alternative Education Program/Disciplinary Alternative Education Program
  - h. Juvenile Justice Alternative Education Program
15. Described how the District maximizes available resources from state sources and regional education service centers to develop or implement programs or deliver services.
16. Report on the District's annual external audit report's independent auditor's opinion as required by *Government Auditing Standards*.
17. Explained the basis of the TEA assigning the District a financial-related monitoring/oversight role during the past three years, if applicable.
18. In regards to the District's budget process, provided a response to each of the following questions:
- a. Does the District's budget planning process include projections for enrollment and staffing?
  - b. Does the District's budget process include monthly and quarterly reviews to determine the status of annual spending?
  - c. Does the District use cost allocation procedures to determine campus budgets and cost centers?
  - d. Does the District analyze educational costs and student needs to determine campus budgets?
19. Provided a description of the District's self-funded program, if any, and analyzed whether program revenues are sufficient to cover program costs.
20. Reported whether the District administrators are evaluated annually and, if so, explained how the results inform District operations.
21. In regards to the District's compensation system, provided a response to the following questions:
- a. Does the District use salary bonuses or merit pay systems? If yes, explain the performance-based systems and the factors used.
  - b. Do the District's salary ranges include minimum, midpoint, and maximum increments to promote compensation equity based on the employee's education, experience, and other relevant factors?
  - c. Does the District periodically adjust its compensation structure using verifiable salary survey information, benchmarking, and comparable salary data?
  - d. Has the District made any internal equity and/or market adjustments to salaries within the past two years?
22. In regards to planning, provided a response for each of the following questions:

- a. Does the District develop a District Improvement Plan (DIP) annually?
- b. Do all campuses in the District develop a Campus Improvement Plan (CIP) annually?
- c. Does the District have an active and current facilities master plan? If yes, does the District consider these factors to inform the plan:
  - i. Does the District use enrollment projections?
  - ii. Does the District analyze facility capacity?
  - iii. Does the District evaluate facility condition?
- d. Does the District have an active and current energy management plan?
- e. Does the District maintain a clearly defined staffing formula for staff in maintenance, custodial, food service, and transportation?

23. In regards to District academic information, provided a response for each of the following questions:

- a. Does the District have a teacher mentoring program?
- b. Are decisions to adopt new programs or discontinue existing programs made based on quantifiable data and research?
- c. When adopting new programs, does the District define expected results?
- d. Does the District analyze student test results at the district and/or campus level to design, implement and/or monitor the use of curriculum and instructional programs?
- e. Does the District modify programs, plan staff development opportunities, or evaluate staff based on analyses of student test results.

### **Assumptions**

To conduct an accurate and effective efficiency audit, data from the state is assumed to be correct and complete. All data is accessed from publicly available records and is submitted to the state by the referenced districts.

## DISTRICT DATA ON ACCOUNTABILITY, STUDENTS, STAFFING AND FINANCES, WITH PEER AND STATE COMPARISONS

### Peer Districts

MoakCasey, LLC analyzes multiple school district variables from statewide data sources to select and provide peer districts for the Seguin Independent School District (“the District”). The peer districts were selected based on how they compared to the District in terms of enrollment, 5-year growth, average daily attendant (ADA) to weighted average daily attendance (WADA) ratio, Tier II M&O tax rate, geographic proximity, and National Center for Education Statistics (NCES) type. The district selected 8 peer districts, as shown below.

**Figure 1. Peer Districts**

050910	COPPERAS COVE ISD
175903	CORSICANA ISD
227909	EANES ISD
116905	GREENVILLE ISD
037904	JACKSONVILLE ISD
101916	LA PORTE ISD
161903	MIDWAY ISD
184903	WEATHERFORD ISD

### Accountability Rating

The Texas Education Agency (TEA) annually assigns an A-to-F rating and a corresponding scaled score (1 to 100) to each district and campus based on student assessment results and other accountability measures.

The District did not receive a rating for the 2021-22 school year. See Table 1 in Appendix B for overall score ratings for each of the peer districts.

**Figure 2. Accountability Rating Comparison**

	District Rating (A-F)	District Score (1-100)	Peer Districts Average Score (1-100)
Rating/Score	Not Rated: Senate Bill 1365	67	87

Source: TEA 2022 Accountability Ratings

The District has 14 campuses. Of the campuses in the District, 1 received an A rating and 6 received a B rating, 3 received a C rating, while 4 were not rated. There were no campuses that received an F accountability rating. There were no campuses that were required to implement a campus turnaround plan.

**Figure 3. Accountability Rating by Campus Level**

	Elementary/ Secondary	Elementary	Middle School	High School
A	0	0	0	1
B	0	6	0	0
C	0	2	0	1
D	0	0	0	0
F	0	0	0	0
Not Rated	1	0	0	1
Not Rated: SB 1365	0	0	2	0

Source: TEA 2022 Accountability Ratings

Campuses that received an F accountability rating:

**None**

Campuses that are required to implement a campus turnaround plan:

**None**

## Financial Rating

The State of Texas’ school financial accountability rating system, known as the School Financial Integrity Rating System of Texas (FIRST), ensures that Texas public schools are held accountable for the quality of their financial management practices and that they improve those practices. The system is designed to encourage Texas public schools to better manage their financial resources to provide the maximum allocation possible for direct instructional purposes.

The School Financial Integrity Rating System of Texas (FIRST) holds school districts accountable for the quality of their financial management practices. The rating is based on five critical indicators as well as minimum number of points for an additional ten indicators. Beginning with 2015-2016 Rating (based on the 2014-2015 financial data), the Texas Education Agency moved from a “Pass/Fail” system and began assigning a letter rating. The ratings and corresponding points are shown below:

<u>Rating</u>	<u>Points</u>
A = Superior	90-100
B = Above Standard	80-89
C = Meet Standards	60-79
F = Substandard Achievement	Less than 60

The District has earned a Superior rating of “A” from the FIRST for the 2022-23 school year. The District has also received a Superior rating every year since 2015-16. **Based on the preliminary scores the district will receive an “A” rating for 2023-24.**

Figure 4. FIRST Rating	District Rating (A-F)
Rating	A

Source: TEA FIRST Ratings (2022-23)

### Student Information

Every student is served differently in public schools based on their unique characteristics. Such data is captured by the Texas Education Agency on an annual basis. Figure 5 provides student counts for five select student characteristics, which are described below:

**Economically Disadvantaged** – This term, while not explicitly defined in statute, can be used interchangeably with educationally disadvantaged, according to the Texas Education Agency (TEA). Educationally disadvantaged is defined by the Texas Education Code (TEC) §5.001(4) as a student who is “eligible to participate in the national free or reduced-price lunch program”.

- **English Learners** – TEC §29.052 refers to Emergent Bilingual students as those who are in the process of acquiring English and have a primary language other than English as Limited English Proficient (LEP). TEA guidance states that the term English Learners can be used interchangeably with Emergent Bilingual.
- **Special Education** – Federal and state law both offer definitions of special education students. Federal regulations define a “child with a disability” under 34 CFR, §300.8(a). State statute defines special education eligibility under TEC §29.003 or the Texas Administrative Code §89.1040.
- **Bilingual/ESL Education** – The Texas Education Code §29.055 describes students enrolled in a bilingual education program as those students in a “full-time program of dual-language instruction that provides for learning basic skills in the primary language of the students enrolled in the program and for carefully structured and sequenced mastery of the English language skills.” Students enrolled in an English as a Second Language (ESL) program receive “intensive instruction in English from teachers trained in recognizing and dealing with language differences.”
- **Career and Technical Education** – Students enrolled in State-approved Career and Technology Education (CTE) programs. Specific eligibility criteria for CTE are included in section 5 of the Student Attendance Accounting Handbook.

The District classified 75.7 percent of their total student population as economically disadvantaged. The District’s peer district average shows that 53.2 percent of students were characterized as economically disadvantaged. The District’s economically disadvantaged student population was higher than the peer and state average of 62.2 percent.

Emergent Bilingual/English Learner students at the District equal 13.7 percent of the student population, which is lower than the peer district average of 14.5 percent and the state average percentage of 24.3.

Special Education students at the District equal 18.2 percent of the student population, higher than the peer district average of 16.2 percent and the state average of 14.0 percent.

Bilingual/ESL Education students at the District equal 14.9 percent of the student population, which is higher than the peer district average of 13.1 percent, but lower than the state average percentage of 19.9.

Career and Technical Education students in the District equal 19.8 percent of the student population, which is lower than their peers and state averages, 28.8 and 26.5 percents respectively.

**Figure 5. Selected Student Characteristics**

	Total Student Population Count	Percentage of Student Population	Peer Districts Average Percentage	State Average Percentage*
Total Students	7,314	100.0%	100%	100%
Economically Disadvantaged	5,534	75.7%	53.2%	62.2%
Emergent Bilingual/English Learners	1,002	13.7%	14.5%	24.3%
Special Education	1,329	18.2%	16.2%	14.0%
Bilingual/ESL Education	1,093	14.9%	13.1%	19.9%
Career & Technology Education**	1,431	19.8%	28.8%	26.5%

Source: PEIMS Standard Reports (2023-24)

\*State average includes charter students

\*\*Career & Technology is membership from TAPR (2022-23)

The District had an attendance rate of 90.0 percent in the 2021-22 school year, lower than their peers and the state average.

**Figure 6. Attendance Rate**

	District Total	Peer Districts' Average	State Average
Attendance Rate	90.0	92.5	92.2

Source: TAPR Report (2022-23)

Figure 7 displays the District’s enrollment for the last five years. The District’s average annual percentage change is an increase of 0.3 percent. Since 2019-20, the District’s enrollment has increased by 88 students. Based off the 2024 enrollment projection, the District is expected to have a slight increase in enrollment.

**Figure 7. 5-Year Enrollment**

2023-24	7,314
2022-23	7,239
2021-22	7,064
2020-21	6,899
2019-20	7,226
Average Annual percentage change	0.3%
2024 Projection	7,339

Source: PEIMS Standard Reports (2018-19 through 2023-24)  
 2024-25 enrollment is district provided

## Financial Information – Revenue, Expenditures, Payroll and Fund Balance

Figure 8 below presents the district tax revenue for the 2022-23 school year for the District, the peer district average, and the state average.

The District receives \$12,297 in total revenue per student, which is slightly higher than their peers but lower than the state average.

**Figure 8. District Tax Revenue**

	DISTRICT		PEER DISTRICTS AVERAGE		STATE AVERAGE*	
	Per Student	% of Total	Per Student	% of Total	Per Student	% of Total
Local Net M&O Tax Revenue	\$5,812	47.3%	\$6,108	49.8%	\$5,612	44.1%
State Revenue	\$2,977	24.2%	\$3,308	27.0%	\$3,835	30.1%
Federal Revenue	\$3,095	25.2%	\$1,913	15.6%	\$2,559	20.1%
Other Local / Intermediate Revenue	\$412	3.4%	\$935	7.6%	\$733	5.8%
<b>TOTAL REVENUE</b>	<b>\$12,297</b>	<b>100%</b>	<b>\$12,263</b>	<b>100%</b>	<b>\$12,739</b>	<b>100.0%</b>

Source: TEA PEIMS Actual Financial Reports 2022-23

\* State Average does not include charter districts.

Figure 9 outlines expenditures per student. The District spends \$12,603 in total operating expenditures per student, which is higher than the peer district average of \$12,032 and state average of \$12,352. The District's largest expenditures per student are in instruction, maintenance and operations, and school leadership.

**Figure 9. Actual Operating Expenditures**

	DISTRICT		PEER DISTRICTS AVERAGE		STATE AVERAGE*	
	Per Student	% of Total	Per Student	% of Total	Per Student	% of Total
Instruction	\$6,629	52.6%	\$6,610	54.9%	\$6,872	55.6%
Instructional Resources & Media	\$150	1.2%	\$102	0.9%	\$128	1.0%
Curriculum & Staff Development	\$217	1.7%	\$259	2.1%	\$301	2.4%
Instructional Leadership	\$404	3.2%	\$273	2.3%	\$218	1.8%
School Leadership	\$823	6.5%	\$590	4.9%	\$679	5.5%
Guidance Counseling	\$523	4.2%	\$503	4.2%	\$505	4.1%
Social Work	\$200	1.6%	\$28	0.2%	\$47	0.4%
Health	\$146	1.2%	\$122	1.0%	\$137	1.1%
Transportation	\$427	3.4%	\$396	3.3%	\$385	3.1%
Food Service Operation	\$784	6.2%	\$630	5.2%	\$631	5.1%
Extracurricular	\$375	3.0%	\$421	3.5%	\$400	3.2%
General Administration	\$409	3.2%	\$388	3.2%	\$383	3.1%
Plant Maintenance & Operations	\$1,034	8.2%	\$1,234	10.3%	\$1,198	9.7%
Security & Monitoring	\$130	1.0%	\$173	1.4%	\$168	1.4%
Data Processing	\$327	2.6%	\$258	2.1%	\$235	1.9%
Community	\$25	0.2%	\$43	0.4%	\$64	0.5%
<b>TOTAL Operating Expenditures</b>	<b>\$12,603</b>	<b>100.0%</b>	<b>\$12,032</b>	<b>100.0%</b>	<b>\$12,352</b>	<b>100.0%</b>

Source: TEA PEIMS Financial Reports 2022-23

\* State average does not include charter districts.

Figure 10 presents the payroll expenditure summary for the District, the peer district average, and the state average.

The average base teacher salary at the District is higher than both their peer district average and the state average, by \$2,644 and \$599 respectively. The average administrative base salary and superintendent salary at the District is lower than the peer district average. Data for the state average of superintendent base salary is comprised of school districts that have enrollments ranging from 24 students to 194,607 students in the 2021-22 school year.

**Figure 10. Payroll Expenditure Summary**

	District	Peer Districts Average	State Average
Payroll as a Percentage of All Operating Expenditures	78.4%	80.5%	78.8%
Average Teacher Base Salary	\$63,062	\$60,418	\$62,463
Average Administrative Base Salary	\$95,407	\$96,349	\$94,609
Superintendent Base Salary	\$165,277	\$272,849	\$171,022

Source: PEIMS Standard Report (2023-24) and PEIMS Actual Financial Reports (2022-23)

\* Only State average for payroll expenditures does not include charter districts. Staffing salary does include charter districts.

The General Fund is the operating fund in a governmental entity. Fund balance represents the current resources/assets available to the government less any current obligations/liabilities. Within fund balance there are five categories: non-spendable, restricted, committed, assigned and unassigned. The categories are defined by Governmental Accounting Standards Board (GASB) Statement No. 54: Fund Balance Reporting and Governmental Fund Type Definitions:

- **Non-spendable** fund balance includes funds that cannot be spent because they are not in spendable form, or legally required by contract for a specific future use.
- **Restricted** fund balance includes amounts that can only be spent for specific purposes stipulated by enabling legislation, creditors, grantors, contributors, or other governmental laws and regulations.
- **Committed** fund balance includes amounts that can be used only for the specific purposes determined by constraints imposed by the district’s board of trustees.
- **Assigned** fund balance is fund balance is intended to be used by the government for specific purposes but do not meet the criteria to be classified as restricted or committed.

- **Unassigned** fund balance is the residual classification for the government’s general fund and includes all spendable amounts not contained in the other classifications above.

The Texas Education Agency evaluates unassigned fund balance by comparing it to three-months (25%) of annual operating expenditures or 75 days of operational expenditures. If the District does not meet goal of three-months, the percentage is shown as less than 100%. Amounts that exceed three months are reflected as percentage greater than 100%.

The District’s unassigned fund balance for the 2022-23 school year totaled \$34.5 million compared to its three-month operating expenditures of \$17.6 million. The District fund balance met the 25% goal each of the past five years.

**Figure 11. General Fund Balance**

	Unassigned Fund Balance per Student	Unassigned Fund Balance as Percentage of 3-month Operating Expenditures	Unassigned Fund Balance Amount	3-Months of Operating Expenditures	Shortfall in 3-month Goal
<b>2022-23</b>	\$4,765	196.3%	\$34,495,713	\$17,575,263	\$0
<b>2021-22</b>	\$5,073	237.2%	\$35,839,125	\$15,110,595	\$0
<b>2020-21</b>	\$4,475	191.5%	\$30,872,224	\$16,122,320	\$0
<b>2019-20</b>	\$4,124	189.4%	\$29,802,591	\$15,731,241	\$0
<b>2018-19</b>	\$4,273	210.8%	\$30,877,094	\$14,650,015	\$0

Source: PEIMS Standard Reports (2023-24); PEIMS Actual Financial Reports (2022-23)

## Staffing Information

Figure 12 presents the staff ratios for the District, peer district average, and state average. The Districts teaching staff was 40.8 percent of the staff, however for their peers was 46.7 percent and the state average was 48.2 percent.

The District had 0.16 more students per total staff than their peers, and 2.43 more students per teacher than their peers.

**Figure 12. Staff Ratio Comparisons**

	District	Peer Districts Average	State Average*
<u>% of Total Staff</u>			
Teaching Staff	40.8%	46.7%	48.2%
Support Staff	14.1%	11.2%	11.2%
Administrative Staff	4.3%	4.3%	4.6%
Paraprofessional Staff	12.1%	13.1%	11.4%
Auxiliary Staff	28.6%	24.7%	24.7%
Students per Total Staff	6.79	6.62	7.11
Students per Teaching Staff	16.63	14.19	14.75

Source: PEIMS Standard Reports (2023-24)

\*State average includes charter students.

The District has a teacher turnover rate of 31.6 percent, which is higher than their peer district average of 26.2 percent. The district teacher turnover rate is also higher than the state average of 21.4 percent.

**Figure 13. Teacher Turnover Rate**

	District	Peer Districts Average	State Average
Teachers	31.6	26.2	21.4

Source: TAPR (2022-23)

## Special Programs

**Figure 14. Special Program Characteristics**

	Number of Students Served	Percentage of Enrolled Students Served	Program Budget per Student Served	Program Budget as a Percentage of District Budget	Total Staff for Program	Students Per Total Staff for Program
Special Education	1,329	18.2%	\$5,342	10.1%	123.6	10.8
Bilingual Education	591	8.1%	\$975	0.9%	5.0	118.2
Migrant Programs	17	0.2%	\$0	0.0%		0.0
Gifted and Talented	593	8.1%	\$478	0.5%	3.0	197.7
Career and Technical	1,431	19.6%	\$1,156	3.1%	21.7	65.9
Athletics and Extracurricular	6,822	93.3%	\$330	3.2%	6.5	1,049.5
Alternative Education/Disciplinary						
Alternative Education	27	0.4%	\$21,803	0.8%	8.5	0.0
Juvenile Justice						
Alternative Education	0	0.0%	\$0	1.3%	13.6	0.0

Source: School District Data

## ADDITIONAL FINANCIAL, OPERATIONAL, AND ACADEMIC INFORMATION

### District Financial Information

#### State and Regional Resources

The District makes strategic use of state resources and regional education service centers to enhance our educational programs and services. The District uses funds to support key areas such as teacher salaries, infrastructure improvements, and instructional materials. By carefully managing and allocating funds, the District ensures resources are used effectively to improve educational outcomes. The District collaborates with ESC Region 20 to gain access to specialized services and programs. The ESC offers professional development, instructional support, and administrative services. By participating in ESC sponsored workshops and training sessions, the District enhances the skills of its educators and administrators.

The District actively pursues grant opportunities provided by federal sources to supplement state sources as well. Staff make use of data provided by state assessments and regional education centers to inform decision-making. By analyzing student performance data and educational research, staff tailor programs to address specific needs and improve student outcomes. Through collaborations with neighboring districts and regional partners, the District shares resources, such as professional development opportunities and educational materials.

#### Reporting

For the year ended June 30, 2023, Belt Harris Pechacek, LLLP, provided an unmodified report on the financial statements in accordance with Generally Accepted Accounting Principles (GAAP). There are three possible opinions: unmodified, modified (e.g. scope limitation or departure from generally accepted accounting principles: or a disclaimer of an opinion. An unmodified opinion is considered a clean opinion.

The District's financial statements have been reviewed by Belt Harris Pechacek, LLLP, a firm of licensed certified public accountants. The goal of the independent audit was to provide reasonable assurance that the financial statements of the District for the fiscal year ended June 30, 2023, are free of material misstatement. The independent auditor concluded, based upon the audit, that there was a reasonable basis for rendering an unmodified opinion that the District's financial statements for the fiscal year ended June 30, 2023, are fairly presented in conformity with GAAP.

#### Oversight

The Texas Education Agency has not assigned the District a financial-related monitoring/oversight role in the last three years.

## Budget Process

Figure 15. Budget Process	Y/N/NA
Does the district’s budget planning process include projections for enrollment and staffing?	Yes
Does the district’s budget process include monthly and quarterly reviews to determine the status of annual spending?	Yes
Does the district use cost allocation procedures to determine campus budgets and cost centers?	Yes
Does the district analyze educational costs and student needs to determine campus budgets?	Yes

The District uses demographic studies as a crucial tool for planning and budgeting by analyzing the characteristics of their student population and the community they serve. If a demographic study indicates an expected increase in student population, staff can budget for new facilities, expansions, or additional resources to accommodate the growth.

Both monthly and quarterly reviews are used to determine the status of annual spending within our district's budget to ensure the District stays on track with its budget and makes necessary adjustments. Monthly reviews involve examining detailed expenditure reports to compare actual spending against the budget. By reviewing expenditures monthly, the district can manage its cash flow more effectively, ensuring that there is sufficient liquidity to meet operational needs and financial obligations.

The District uses cost allocation procedures to determine campus budgets depending on campus student needs. By analyzing both prior year students and demographic studies we budget according to projections and then adjust each six weeks as necessary.

Staff analyze educational costs and student needs with demographic studies, by analyzing academic performance, program participation, requirements by TEA and historical spending. Staff reviews past spending patterns to identify trends and inform future budgeting decisions along with campus input.

### Self-funded Programs

The District does not have any self-funded programs.

## District Operational Information

### Staffing – District provided information

Figure 16. Compensation System	Y/N/NA
Does the district use salary bonuses or merit pay systems? If yes, explain the performance-based systems and the factors used.	No
Do the district's salary ranges include minimum, midpoint, and maximum increments to promote compensation equity based on the employee's education, experience, and other relevant factors?	Yes
Does the district periodically adjust its compensation structure using verifiable salary survey information, benchmarking, and comparable salary data?	Yes
Has the district made any internal equity and/or market adjustments to salaries within the past two years?	Yes

District administrators are evaluated annually. Evaluation criteria include performance metrics, leadership, goals and goal achievements. Both self-assessment and supervisory reviews are used.

The District's salary range is intended to ensure fairness and equity as well as to recruit and retain staff. The District compares salaries to those of neighboring and like school districts to be sure we are competitive for both the position and years of experience. Each position is evaluated based on factors such as job responsibilities, required qualifications, and experience. This evaluation helps in setting appropriate salary ranges that reflect the value of the position. While the District aims to offer competitive salaries, it must balance this with overall budgetary considerations and financial sustainability.

The district's Compensation plan is reviewed and presented to the Board of Trustees annually. By conducting research including comparisons to other districts, salary studies from the Texas Association of School Boards (TASBP) and input from school administrators, staff adjust the compensation structure annually.

## Planning

<b>Figure 17. Operational Information</b>	<b>Y/N/NA</b>
Does the district develop a District Improvement Plan (DIP) annually?	Yes
Do all campuses in the district develop a Campus Improvement Plan (CIP) annually?	Yes
Does the district have an active and current facilities master plan? If yes, does the district consider these factors to inform the plan:	Yes
Does the district use enrollment projections?	Yes
Does the district analyze facility capacity?	Yes
Does the district evaluate facility condition?	Yes
Does the district have an active and current energy management plan?	No
Does the district maintain a clearly defined staffing formula for staff in maintenance, custodial, food service, and transportation?	Yes

Our District Improvement Plan involves a structured process aimed at enhancing overall district performance and student outcomes. This policy is essential for setting strategic goals, improving educational practices, and ensuring accountability across the district. Stakeholders, including teachers, administrators, parents, students, and community members are involved in the process. The goals, strategies and expected outcomes are communicated to both the public and the Board of Trustees.

Campus improvement plans are developed through a collaborative process that involves input from various stakeholders, data analysis, and strategic planning. Student academic performance and attendance and behavior are analyzed. Feedback is also gathered from teachers, students and community members to gain insights into the needs of the campus. Academic, behavioral and climate goals are set, put into action with timelines followed by regular assessments and progress monitoring.

Facility capacity is compared to current enrollment along with the projected enrollment from the most recent demographic study. Understanding trends helps the District determine whether existing facilities can accommodate current and projected enrollment. The District prioritizes budget allocations according to this data. The District is conducting a TASB Staffing Study to have a more comprehensive and formula-based plan.

## District Academic Information

Figure 18. Academic Information	Y/N/NA
Does the district have a teacher mentoring program?	Yes
Are decisions to adopt new programs or discontinue existing programs made based on quantifiable data and research?	Yes
When adopting new programs, does the district define expected results?	Yes
Does the district analyze student test results at the district and/or campus level to design, implement and/or monitor the use of curriculum and instructional programs?	Yes
Does the district modify programs, plan staff development opportunities, or evaluate staff based on analyses of student test results?	Yes

The Matador Mentor program supports teachers with 0-1 years of experience by matching them with an experienced mentor. New hires receive the support of a mentor teacher for two years.

Decisions to adopt new programs or discontinue existing ones are based on a thorough analysis of quantifiable data and research with input from appropriate staff. When considering a new program staff review data on student performance, such as test scores, graduation rates, and assessments, to identify areas where new programs could make a significant impact. Gaps or deficiencies in current offerings are also considered. Clear objectives are set that the new program aims to achieve. For example, if adopting a new literacy program, a specific goal might be to improve reading proficiency scores by a certain percentage. Objectives are set to be measurable with a time frame so the program can be evaluated for effectiveness from both an academic and financial perspective.

The District uses a comprehensive approach to analyze student test results at both the district and campus levels to design, implement, and monitor curriculum and instructional programs. This ensures that educational practices are aligned with student needs and performance outcomes. Both standardized tests and formative and summative assessments are analyzed to identify needs and determine interventions. Professional development for teachers is based on this analysis to enhance their instructional strategies. Changes are then monitored with regular check ins and the collection of feedback.

The District uses a comprehensive approach to analyze student test results at both the district and campus levels to design, implement, and monitor curriculum and instructional programs. Both standardized tests and formative and summative assessments are analyzed to identify needs and determine interventions. Professional development for teachers is based on this analysis to enhance their instructional strategies. Targeted programs may be put into place or curriculum may be adjusted as well.

## APPENDIX A – Data Sources

### Figure 2. Accountability Rating Comparison

Source: TEA 2022 Ratings (2021-22)

Link: <https://tea.texas.gov/texas-schools/accountability/academic-accountability/performance-reporting/2022-accountability-rating-system>

### Figure 3. Accountability Ratings by Campus Level

Source: TEA 2022 Ratings (2021-22)

Link: <https://tea.texas.gov/texas-schools/accountability/academic-accountability/performance-reporting/2022-accountability-rating-system>

### Figure 4. School FIRST Rating

Source: TEA 20232 FIRST Ratings (2022-23)

Link: <https://tealprod.tea.state.tx.us/First/forms/Main.aspx>

### Figure 5. Selected Student Characteristics

Source: PEIMS Standard Reports (2023-24)

Link: <https://rptsvr1.tea.texas.gov/adhocrpt/adspr.html>;  
<https://rptsvr1.tea.texas.gov/perfreport/tapr/2022/download/DownloadData.html>

NOTE: Beginning in 2020-21, Career & Tech is not available. Career & Tech 2022-23 membership from TAPR (DPETVOCC, Total membership - DPETALLC) is used. State totals include charter students.

### Figure 6. Attendance Rate

Source: TAPR (2022-23)

Link: <https://rptsvr1.tea.texas.gov/perfreport/tapr/2022/download/DownloadData.html>

NOTE: DA0AT22R, DA0AT22N, DA0AT22D; State average is from the State Report

### Figure 7. 5-Year Enrollment

Source: PEIMS Standard Reports (2018-19 through 2023-24)

Link: <https://rptsvr1.tea.texas.gov/adhocrpt/adspr.html>

NOTE: Average Annual Percent Change is the average of each year's annual change year over year.

### Figure 8. District Tax Revenue

Source: TEA PEIMS Financial Reports 2022-23

Link: <https://tea.texas.gov/finance-and-grants/state-funding/state-funding-reports-and-data/peims-financial-data-downloads>

NOTE: State Totals per Student exclude charter districts. Per student amounts are per enrolled student (not membership).

Item	FIELD Name
Local M&O Tax (Retained)	ALL FUNDS-LOCAL TAX REVENUE FROM M&O (excluding recapture)
State (Less TRS On-Behalf)	ALL FUNDS-STATE REVENUE (excludes TRS on-behalf)
Federal	ALL FUNDS-FEDERAL REVENUE
Other Local and Intermediate	ALL FUNDS-OTHER LOCAL & INTERMEDIATE REVENUE
TOTAL Revenue	Sum of Above

**Figure 9. District Actual Operating Expenditures**

Source: TEA PEIMS Financial Reports 2022-23

Link: <https://tea.texas.gov/finance-and-grants/state-funding/state-funding-reports-and-data/peims-financial-data-downloads>

NOTE: State Totals per Student exclude charter districts. Per student amounts are per enrolled student (not membership).

Item	PEIMS Function Code(s)	Field Name
Instruction	11, 95	ALL FUNDS-INSTRUCTION + TRANSFER EXPEND-FCT11,95
Instructional Resources & Media	12	ALL FUNDS-INSTRUC RESOURCE MEDIA SERVICE EXP, FCT12
Curriculum & Staff Development	13	ALL FUNDS-CURRICULUM/STAFF DEVELOPMENT EXP, FCT13
Instructional Leadership	21	ALL FUNDS-INSTRUC LEADERSHIP EXPEND, FCT21
School Leadership	23	ALL FUNDS-CAMPUS ADMINISTRATION EXPEND, FCT23
Guidance Counseling	31	ALL FUNDS-GUIDANCE & COUNSELING SERVICES EXP, FCT31
Social Work	32	ALL FUNDS-SOCIAL WORK SERVICES EXP, FCT32
Health	33	ALL FUNDS-HEALTH SERVICES EXP, FCT33
Transportation	34	ALL FUNDS-TRANSPORTATION EXPENDITURES, FCT34
Food Service Operation	35	ALL FUNDS-FOOD SERVICE EXPENDITURES, FCT35
Extracurricular	36	ALL FUNDS-EXTRACURRICULAR EXPENDITURES, FCT36
General Administration	41, 92	ALL FUNDS-GENERAL ADMINISTRAT EXPEND-FCT41,92
Plant Maintenance & Operations	51	ALL FUNDS-PLANT MAINTENANCE/OPERA EXPEND, FCT51
Security & Monitoring	52	ALL FUNDS-SECURITY/MONITORING SERVICE EXPEND, FCT52
Data Processing	53	ALL FUNDS-DATA PROCESSING SERVICES EXPEND, FCT53
Community	61	ALL FUNDS-COMMUNITY SERVICES, FCT61

### Figure 10. Payroll Expenditure Summary

Source: PEIMS Standard Report (2023-24) and PEIMS Actual Financial Reports (2022-23)

Link: Staff FTE Counts and Salary Reports - <https://rptsvr1.tea.texas.gov/adhocrpt/adpeb.html>  
 Payroll Expenditure - <https://tea.texas.gov/finance-and-grants/state-funding/state-funding-reports-and-data/peims-financial-data-downloads>

NOTE: Average Base Salary includes charter districts; Payroll expenditure state totals exclude charter districts.

Item	FIELD Name
Operating Expenditures	ALL FUNDS-TOTAL OPERATING EXPENDITURES BY OBJ
Payroll	ALL FUNDS-TOTAL PAYROLL EXPENDITURES

### Figure 11. General Fund Balance

Source: PEIMS Standard Reports (2023-24); PEIMS Actual Financial Reports (2022-23)

Link: Fund Balance - <https://tea.texas.gov/finance-and-grants/state-funding/state-funding-reports-and-data/peims-single-file-financial-data-downloads>;  
 Operating Expenditures - <https://tea.texas.gov/finance-and-grants/state-funding/state-funding-reports-and-data/peims-financial-data-downloads>

Note: Per student amounts are per enrolled student (not membership).

Item	FIELD Name
Unreserved/Unassigned Fund Balance	FUND = 199, OBJECT = 3600
Operating Expenditures	GEN FUNDS-TOTAL OPERATING EXPENDITURES BY OBJ

### Figure 12. Staff Ratio Comparisons

Source: PEIMS Standard Reports (2023-24)

Link: <https://rptsvr1.tea.texas.gov/adhocrpt/adpeb.html>

### Figure 13. Teacher Turnover Rates

Source: TAPR (2022-23)

Link: <https://rptsvr1.tea.texas.gov/perfreport/tapr/2022/download/DownloadData.html>

NOTE: DPSTURNR, DPSTURNN, DPSTURND

### Figure 14. Special Program Characteristics

Source: TAPR (2022-23)

Link: <https://rptsvr1.tea.texas.gov/perfreport/tapr/2022/download/DownloadData.html>

Note: Migrant (DPNTMIGC), TOTAL STUDENTS (DPNTALLC), Career & Tech membership (DPETVOCC and DPETALLC)

## APPENDIX B – Target and Peer Group Data

Table 1. Accountability Data

District Name	Rating	Overall Score
SEGUIN ISD	Not Rated: Senate Bill 1365	67
COPPERAS COVE ISD	B	87
CORSICANA ISD	B	81
EANES ISD	A	97
GREENVILLE ISD	C	76
JACKSONVILLE ISD	B	86
LA PORTE ISD	B	87
MIDWAY ISD	A	96
WEATHERFORD ISD	B	86

Table 2. Student Data

District Name	Enroll.	Eco-Disadv.	English Learners	Special Ed	Bi-Ling	ESL	CTE Enrollment	Atten. Num.	Atten. Denom.	Atten. Rate
<b>SEGUIN ISD</b>	7,314	5,534	1,002	1,329	591	502	1,431	950,823	1,056,875	90.0
<b>COPPERAS COVE ISD</b>	7,959	4,892	546	1,503	79	342	2,570	1,097,154	1,202,676	91.2
<b>CORSICANA ISD</b>	6,075	4,834	1,815	923	271	1,281	2,005	822,584	900,705	91.3
<b>EANES ISD</b>	7,738	383	271	964	0	239	1,556	1,191,193	1,253,753	95.0
<b>GREENVILLE ISD</b>	5,418	4,324	1,578	901	520	656	1,608	682,426	753,866	90.5
<b>JACKSONVILLE ISD</b>	4,834	4,034	1,749	815	1,147	705	1,124	649,454	707,504	91.8
<b>LA PORTE ISD</b>	7,115	4,146	907	1,133	260	618	1,448	960,511	1,058,327	90.8
<b>MIDWAY ISD</b>	8,849	3,186	427	1,292	0	416	2,550	1,248,530	1,314,606	95.0
<b>WEATHERFORD ISD</b>	8,203	4,095	853	1,571	261	564	3,361	1,093,886	1,180,107	92.7

Table 3. Staff Data – Average Base Pay

District Name	Teacher FTE	Teacher Base Pay	Teacher Average Base Pay	Admin. FTE	Admin. Base Pay	Admin. Average Base Pay	Super. FTE	Super. Base Pay	Super. Average Base Pay
<b>SEGUIN ISD</b>	439.88	\$27,740,100	\$63,062	45.83	\$4,372,896	\$95,407	0.91	\$151,129	\$165,277
<b>COPPERAS COVE ISD</b>	581.55	\$35,718,870	\$61,420	53.14	\$4,309,644	\$81,095	1.00	\$287,928	\$287,928
<b>CORSICANA ISD</b>	401.79	\$24,264,657	\$60,391	35.14	\$3,453,539	\$98,287	1.00	\$250,583	\$250,583
<b>EANES ISD</b>	606.77	\$37,630,455	\$62,018	43.68	\$5,030,012	\$115,160	1.00	\$294,000	\$294,000
<b>GREENVILLE ISD</b>	372.95	\$20,736,329	\$55,601	41.10	\$4,149,235	\$100,960	1.00	\$205,000	\$205,000
<b>JACKSONVILLE ISD</b>	465.42	\$19,598,031	\$55,145	28.72	\$2,659,722	\$92,612	1.00	\$210,181	\$210,181
<b>LA PORTE ISD</b>	355.39	\$31,592,547	\$67,880	51.23	\$5,341,943	\$104,280	1.00	\$327,771	\$327,771
<b>MIDWAY ISD</b>	593.24	\$32,838,431	\$55,354	68.52	\$5,738,409	\$83,742	1.00	\$265,000	\$265,000
<b>WEATHERFORD ISD</b>	581.79	\$36,809,078	\$63,268	44.29	\$4,563,866	\$103,055	1.00	\$342,325	\$342,325

Table 4. Staff Data – Other Staff FTEs and Teacher Turnover

District Name	Support FTE	Paraprof. FTE	Auxiliary FTE	Total Staff FTE	Teacher Turnover Numerator	Teacher Turnover Denominator	Teacher Turnover Rate
<b>SEGUIN ISD</b>	152.41	130.64	308.58	1,077.34	153.3	485.1	31.6
<b>COPPERAS COVE ISD</b>	124.12	207.25	385.69	1,351.75	184.3	577.0	31.9
<b>CORSICANA ISD</b>	91.26	95.62	221.45	845.27	110.4	401.2	27.5
<b>EANES ISD</b>	140.69	80.59	255.67	1,127.40	123.8	599.8	20.6
<b>GREENVILLE ISD</b>	95.79	110.37	204.72	824.94	126.8	397.8	31.9
<b>JACKSONVILLE ISD</b>	86.82	166.33	192.47	829.73	79.2	351.3	22.6
<b>LA PORTE ISD</b>	121.48	154.69	292.41	1,085.22	94.0	461.2	20.4
<b>MIDWAY ISD</b>	145.47	149.85	306.41	1,263.50	148.8	547.5	27.2
<b>WEATHERFORD ISD</b>	146.21	144.62	237.84	1,154.75	155.8	571.8	27.3

Table 5. Financial Data – District Revenue

District Name	Local Tax Revenue (Retained)	State Revenue (less TRS On-Behalf)	Federal Revenue	Other Local Revenue	Total Revenue
<b>SEGUIN ISD</b>	\$42,073,033	\$21,551,888	\$22,405,964	\$2,985,148	\$89,016,033
<b>COPPERAS COVE ISD</b>	\$18,394,682	\$57,542,958	\$22,617,546	\$3,774,021	\$102,329,207
<b>CORSICANA ISD</b>	\$22,259,075	\$34,188,738	\$12,972,507	\$2,597,158	\$72,017,478
<b>EANES ISD</b>	\$67,688,838	\$5,096,998	\$5,818,360	\$17,025,120	\$95,629,316
<b>GREENVILLE ISD</b>	\$30,731,792	\$18,460,761	\$16,535,561	\$2,265,353	\$67,993,467
<b>JACKSONVILLE ISD</b>	\$14,233,222	\$32,271,618	\$14,657,477	\$2,636,826	\$63,799,143
<b>LA PORTE ISD</b>	\$69,872,996	\$5,832,642	\$13,966,125	\$10,007,885	\$99,679,648
<b>MIDWAY ISD</b>	\$62,731,349	\$11,773,226	\$8,788,555	\$7,174,061	\$90,467,191
<b>WEATHERFORD ISD</b>	\$57,967,177	\$21,048,128	\$12,316,801	\$7,145,338	\$98,477,444

Table 6. Financial Data – All Funds Operating Expenditures

District Name	11 + 95	12	13	21	23	31	32	33	34
<b>SEGUIN ISD</b>	\$47,987,505	\$1,084,915	\$1,570,989	\$2,928,098	\$5,957,750	\$3,787,886	\$1,445,368	\$1,055,263	\$3,092,187
<b>COPPERAS COVE ISD</b>	\$57,098,730	\$1,289,767	\$857,666	\$4,478,593	\$4,244,880	\$4,604,993	\$320,461	\$873,835	\$3,366,234
<b>CORSICANA ISD</b>	\$39,385,860	\$571,392	\$556,953	\$2,462,454	\$3,325,007	\$2,518,904	\$119,226	\$594,756	\$2,434,836
<b>EANES ISD</b>	\$53,016,248	\$967,698	\$2,498,984	\$1,599,432	\$4,510,376	\$3,936,104	\$151,505	\$785,724	\$2,356,662
<b>GREENVILLE ISD</b>	\$33,739,464	\$133,444	\$2,760,324	\$994,555	\$3,341,704	\$2,451,043	\$84,352	\$566,283	\$2,154,785
<b>JACKSONVILLE ISD</b>	\$33,029,269	\$386,096	\$2,673,363	\$730,853	\$3,095,661	\$2,293,391	\$88,430	\$492,473	\$2,110,338
<b>LA PORTE ISD</b>	\$49,773,942	\$559,626	\$2,095,526	\$1,426,022	\$4,964,778	\$4,410,603	\$348,924	\$1,137,655	\$3,578,405
<b>MIDWAY ISD</b>	\$52,652,629	\$916,374	\$1,335,104	\$2,311,110	\$4,773,051	\$3,654,750	\$244,604	\$928,738	\$3,073,907
<b>WEATHERFORD ISD</b>	\$53,432,922	\$943,065	\$1,782,519	\$1,351,578	\$4,958,764	\$4,457,710	\$234,221	\$1,485,105	\$3,220,609

Table 7. Financial Data – All Funds Operating Expenditures (cont.)

District Name	35	36	41+92	51	52	53	61	TOTAL
<b>SEGUIN ISD</b>	\$5,672,687	\$2,712,755	\$2,959,713	\$7,486,487	\$938,579	\$2,367,745	\$184,208	\$91,232,135
<b>COPPERAS COVE ISD</b>	\$4,697,597	\$3,205,780	\$2,303,777	\$9,860,934	\$1,435,907	\$2,712,740	\$195,483	\$101,547,377
<b>CORSICANA ISD</b>	\$5,662,263	\$2,369,593	\$1,304,280	\$7,400,898	\$1,711,615	\$2,131,227	\$68,050	\$72,617,314
<b>EANES ISD</b>	\$5,419,962	\$4,516,142	\$3,805,973	\$9,867,309	\$741,360	\$2,007,101	\$321,954	\$96,502,534
<b>GREENVILLE ISD</b>	\$4,037,619	\$2,221,677	\$2,472,135	\$6,507,684	\$1,452,934	\$2,596,352	\$221,741	\$65,736,096
<b>JACKSONVILLE ISD</b>	\$3,405,735	\$2,001,332	\$1,867,137	\$5,118,147	\$669,135	\$791,278	\$101,685	\$58,854,323
<b>LA PORTE ISD</b>	\$4,802,239	\$2,226,195	\$3,550,328	\$9,980,146	\$1,789,227	\$1,644,985	\$197,975	\$92,486,576
<b>MIDWAY ISD</b>	\$4,318,288	\$4,023,520	\$3,485,899	\$9,563,881	\$685,869	\$1,288,565	\$213,119	\$93,469,408
<b>WEATHERFORD ISD</b>	\$3,144,848	\$3,137,271	\$3,062,214	\$11,198,948	\$1,267,334	\$1,344,924	\$1,101,929	\$96,123,961

# Efficiency Audit Report

Prepared for



# SequinISD





# Efficiency Audits

- Seguin ISD is proposing a M&O tax rate for tax year 2024 (school year 2024-25) that exceeds their voter-approval tax rate.
- HB 3 (86<sup>th</sup> Legislative Session) generally requires school district's board of trustees to conduct an efficiency audit before seeking voter approval to adopt the M&O tax rate.



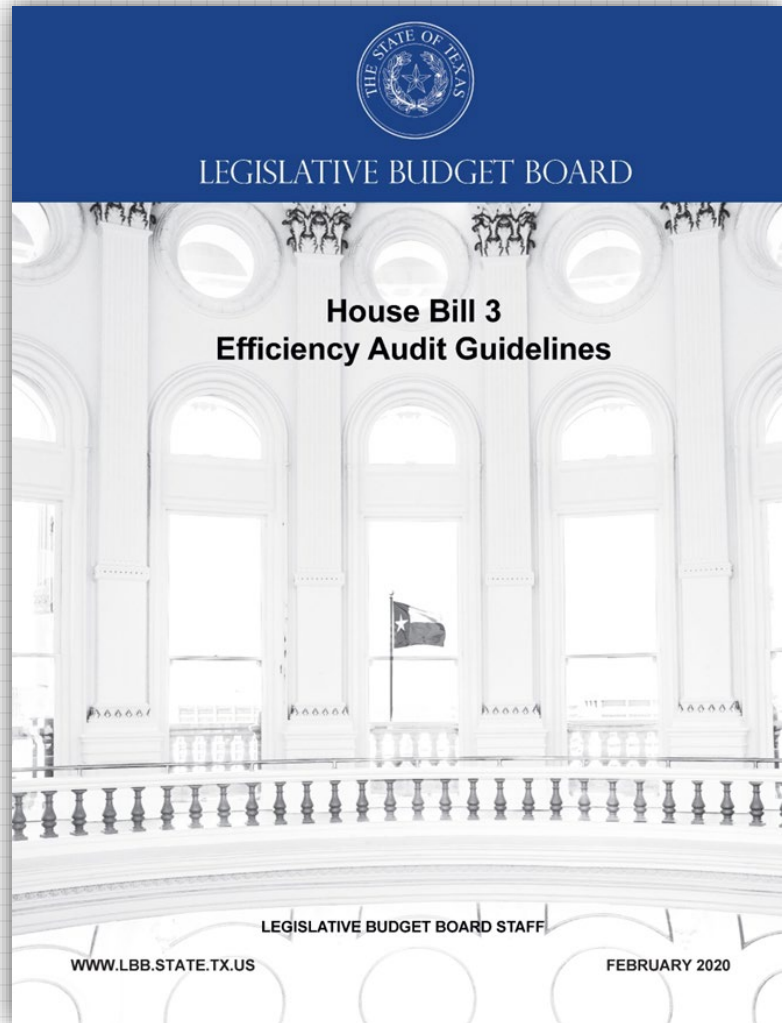
Voter-Approval  
Tax Rate  
Elections



# Efficiency Audits



Voter-Approval  
Tax Rate  
Elections

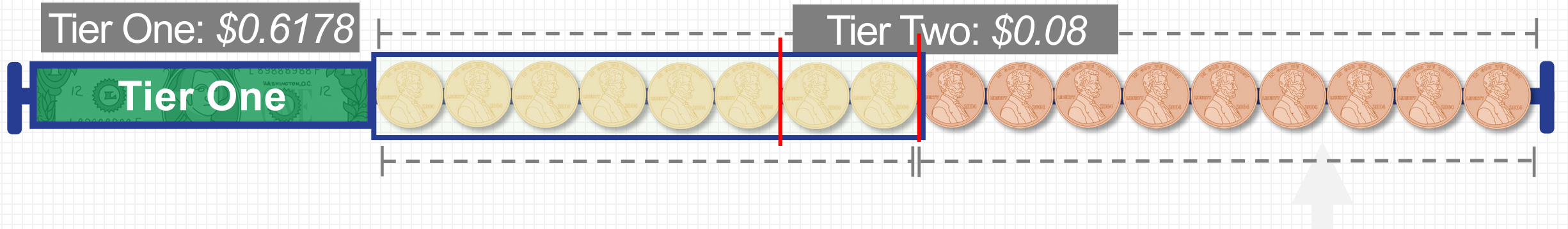


The Legislative Budget Board has released guidelines that govern what must be included in a district's efficiency audit.

“...The purpose of the efficiency audit is to provide information to voters regarding a school district's fiscal management, efficiency, and utilization of resources before an election to adopt an M&O tax rate.”



# Proposed M&O Tax Rate



- Without an election, the District's M&O tax rate would be **\$0.6778**.
- The District is proposing to increase the M&O tax rate by \$0.02 through VATRE to **\$0.6978**.
- The District expects to generate **\$2.3 million** in M&O tax revenue in the first year.
- The District intends to use the additional tax revenue for salary needs across the district.



# Peer Districts



## Summary of Audit Results

The peer districts were selected based on how they compared to the District in terms of enrollment, 5-year growth, ADA to WADA ratio, Tier II M&O tax rate, geographic proximity, and NCES type.

District Name	2023-24 M & O Tax Rate	Proposed 2024-25 M & O Tax Rate*
SEGUIN ISD	\$ 0.7316	\$ 0.6978
COPPERAS COVE ISD	\$ 0.7575	\$ 0.7575
CORSICANA ISD	\$ 0.6692	\$ 0.6669
EANES ISD	\$ 0.7680	\$ 0.7655
GREENVILLE ISD	\$ 0.6792	\$ 0.6769
JACKSONVILLE ISD	\$ 0.6692	\$ 0.6669
LA PORTE ISD	\$ 0.6920	\$ 0.6920
MIDWAY ISD	\$ 0.6992	\$ 0.6969
WEATHERFORD ISD	\$ 0.7575	\$ 0.7552
STATE AVERAGE	\$ 0.7333	Not Available



# Accountability Rating

- The District was not rated in the comparison year

District Name	Rating	Overall Score
SEGUIN ISD	Not Rated: Senate Bill 1365	67
COPPERAS COVE ISD	B	87
CORSICANA ISD	B	81
EANES ISD	A	97
GREENVILLE ISD	C	76
JACKSONVILLE ISD	B	86
LA PORTE ISD	B	87
MIDWAY ISD	A	96
WEATHERFORD ISD	B	86



Summary of  
Audit Results



# FIRST Rating

- The District has earned a Superior Rating for the School Financial Integrity Rating System of Texas (FIRST) for the 2023-24 school year.



## Summary of Audit Results

**Figure 4. FIRST Rating**

**District Rating (A-F)**

Rating

A

Source: TEA FIRST Ratings (2022-23)



# Student Characteristics

Figure 5. Selected Student Characteristics

	Total Student Population Count	Percentage of Student Population	Peer Districts Average Percentage	State Average Percentage*
Total Students	7,314	100.0%	100%	100%
Economically Disadvantaged	5,534	75.7%	53.2%	62.2%
Emergent Bilingual/English Learners	1,002	13.7%	14.5%	24.3%
Special Education	1,329	18.2%	16.2%	14.0%
Bilingual/ESL Education	1,093	14.9%	13.1%	19.9%
Career & Technology Education**	1,431	19.8%	28.8%	26.5%

55

  
Summary of  
Audit Results



# Attendance Rate

- The District had an attendance rate of 90 percent in the 2022-23 school year.

**Figure 6. Attendance Rate**

	District Total	Peer Districts' Average	State Average
Attendance Rate	90.0	92.5	92.2

  
Summary of  
Audit Results



# Operating Revenue

- The District receives \$12,297 in total revenue per student, which is slightly higher than their peers, but lower than the state average

Figure 8. District Tax Revenue

	DISTRICT		PEER DISTRICTS AVERAGE		STATE AVERAGE*	
	Per Student	% of Total	Per Student	% of Total	Per Student	% of Total
Local Net M&O Tax Revenue	\$5,812	47.3%	\$6,108	49.8%	\$5,612	44.1%
State Revenue	\$2,977	24.2%	\$3,308	27.0%	\$3,835	30.1%
Federal Revenue	\$3,095	25.2%	\$1,913	15.6%	\$2,559	20.1%
Other Local / Intermediate Revenue	\$412	3.4%	\$935	7.6%	\$733	5.8%
<b>TOTAL REVENUE</b>	<b>\$12,297</b>	<b>100%</b>	<b>\$12,263</b>	<b>100%</b>	<b>\$12,739</b>	<b>100.0%</b>



Summary of  
Audit Results



# Operating Expenditures

- The District expends \$12,603 total operating expenditures per student, which is higher than the peer district average of \$12,263 and state average of \$12,352.
- The District's largest expenditures per student are in instruction, maintenance and operations, and school leadership.



## Summary of Audit Results

	District		Peers		State Average	
	Per Student	% of Total	Per Student	% of Total	Per Student	% of Total
Instruction	\$6,629	52.6%	\$6,610	54.9%	\$6,872	55.6%
Maintenance & Operations	\$1,034	8.2%	\$1,234	10.3%	\$1,198	9.7%
School Leadership	\$823	6.5%	\$590	4.9%	\$679	5.5%



# District Payroll



Summary of  
Audit Results

**Figure 10. Payroll Expenditure Summary**

	District	Peer Districts Average	State Average
Payroll as a Percentage of All Operating Expenditures	78.4%	80.5%	78.8%
Average Teacher Base Salary	\$63,062	\$60,418	\$62,463
Average Administrative Base Salary	\$95,407	\$96,349	\$94,609
Superintendent Base Salary	\$165,277	\$272,849	\$171,022



# Fund Balance

- The District's unassigned fund balance for the 2022-23 school year totaled \$34.5 Million compared to its three-month operating expenditures of \$17.6 Million.

Figure 11. General Fund Balance

	Unassigned Fund Balance per Student	Unassigned Fund Balance as Percentage of 3-month Operating Expenditures	Unassigned Fund Balance Amount	3-Months of Operating Expenditures	Shortfall in 3-month Goal
2022-23	\$4,765	196.3%	\$34,495,713	\$17,575,263	\$0
2021-22	\$5,073	237.2%	\$35,839,125	\$15,110,595	\$0
2020-21	\$4,475	191.5%	\$30,872,224	\$16,122,320	\$0
2019-20	\$4,124	189.4%	\$29,802,591	\$15,731,241	\$0
2018-19	\$4,273	210.8%	\$30,877,094	\$14,650,015	\$0





# Staffing Levels

Figure 12. Staff Ratio Comparisons

	District	Peer Districts Average	State Average*
<u>% of Total Staff</u>			
Teaching Staff	40.8%	46.7%	48.2%
Support Staff	14.1%	11.2%	11.2%
Administrative Staff	4.3%	4.3%	4.6%
Paraprofessional Staff	12.1%	13.1%	11.4%
Auxiliary Staff	28.6%	24.7%	24.7%
Students per Total Staff	6.79	6.62	7.11
Students per Teaching Staff	16.63	14.19	14.75



Summary of  
Audit Results



# Teacher Turnover

- The District has a teacher turnover rate of 31.6 percent, which is higher than the peer district average of 26.2 and the state average of 21.4 percent.



Summary of  
Audit Results

Figure 13. Teacher Turnover Rate

	District	Peer Districts Average	State Average
Teachers	31.6	26.2	21.4



# Questions & Comments





# MOAKCASEY

PROVEN LEADERS ADVANCING TEXAS SCHOOLS

## **Team Members**

Justin Barlow  
Jodi Duron, Ed.D.  
Terry Fauchaux  
Addie Gomez  
Julia Grizzard  
Gretchen Hoffman  
Lauren Kulbeth  
Amber Lasseigne, Ed.D.  
Kathy Mathias  
Toni Riester-Wood, Ph.D.  
Larry Taylor  
Mimi Vidaurri, Ed.D.

## **Executive Team**

Buck Gilcrease, Ed.D., CEO  
Dan Huberty, COO  
Leo Lopez, CFO  
Greg Gibson, Ed.D., CSO  
Ginger Averitt  
Lloyd W. Graham  
Josh Haney

## **Board**

Buck Gilcrease, Ed.D., Chairman  
Dan Huberty  
Leo Lopez

## **Consultants**

Daniel Casey  
Ronnie Kincaid  
Mary McKeown-Moak, Ph.D.  
Lynn Moak  
Kelly Pickle  
Don Rabalais

## **Administrative Staff**

Kari Ruehman  
Missy Dvorak  
Ross Gilcrease  
Brianna Huberty  
Susan Moak

**INFORMATION ITEM:** **Seguin ISD Bilingual/English as a Second Language (ESL) Program Evaluation and Texas English Language Proficiency Assessment (TELPAS) Results**

**RECOMMENDATION:** That the Board of Trustees receive a report on the Seguin ISD Bilingual/ESL Program Evaluation and TELPAS results.

**RATIONALE:** Pursuant to Texas Administrative Code (TAC) 89.1265, which requires districts to present annual reports of the educational performance and the academic progress in either language of the limited English proficient students, the Bilingual/English as a Second Language (ESL) Program Evaluation and the Texas English Language Proficiency Assessment (TELPAS) results for the school year 2023-2024 are presented.

**REFERENCE and COMPLIANCE:** EHBE (LEGAL) Special Programs; Bilingual Education/ESL

**PAPERWORK IMPACT:** None

**BUDGET IMPACT INFORMATION:** None

**EXHIBITS:** Bilingual/ESL Program Evaluation

**RESOURCE PERSONNEL:** Monica Lyons, Chief Academic Officer  
Andrea Jaramillo, Director of Early Childhood Curriculum & Multilingual Services

Submitted by: Veronica Vijil Date Submitted: 10/29/24  
(Signature) Dr. Veronica Vijil, Superintendent  
(Name) 1221 E. Kingsbury St, Seguin, TX 78155  
(Address) (830) 401-8614  
(Phone)



# Bilingual/ESL Program Report

October 2024

Each year districts must provide a presentation of their Bilingual/ESL program evaluation to the school board. This presentation was developed to meet the requirements as set forth by TAC §89.1265

# Emergent Bilingual (EB) Program Types in SISD

## Bilingual Education

### Dual Language Immersion - One Way

- Literacy & academic content in primary language & English
- For eligible Pre-K & 4th grade at Patlan

### Dual Language Immersion - Two Way

- Literacy & academic content in primary language & English
- For Spanish-speaking Emergent Bilingual students & for English- proficient students who opt into the program, Kindergarten through 5th grade

## English as a Second Language

### Content - Based ESL

- Targeted English language development in all content area instruction
- For eligible Emergent Bilingual students Pre-K - 2nd grade

### Pull- Out ESL

- Targeted English language development in English language arts & reading
- For eligible Emergent Bilingual students grades 3 - 12

# Emergent Bilingual (EB) Student Profile

## Top Languages Served

- Spanish
- Ukrainian (4)
- Portuguese (5)
- Chinese (3)

## Top Birth Countries

- US
- Mexico (178)
- Cuba (76)
- Honduras (20)
- El Salvador (16)

## # of EBs in Grades 3 - 12

- 787

## In US Schools 1 - 3 years

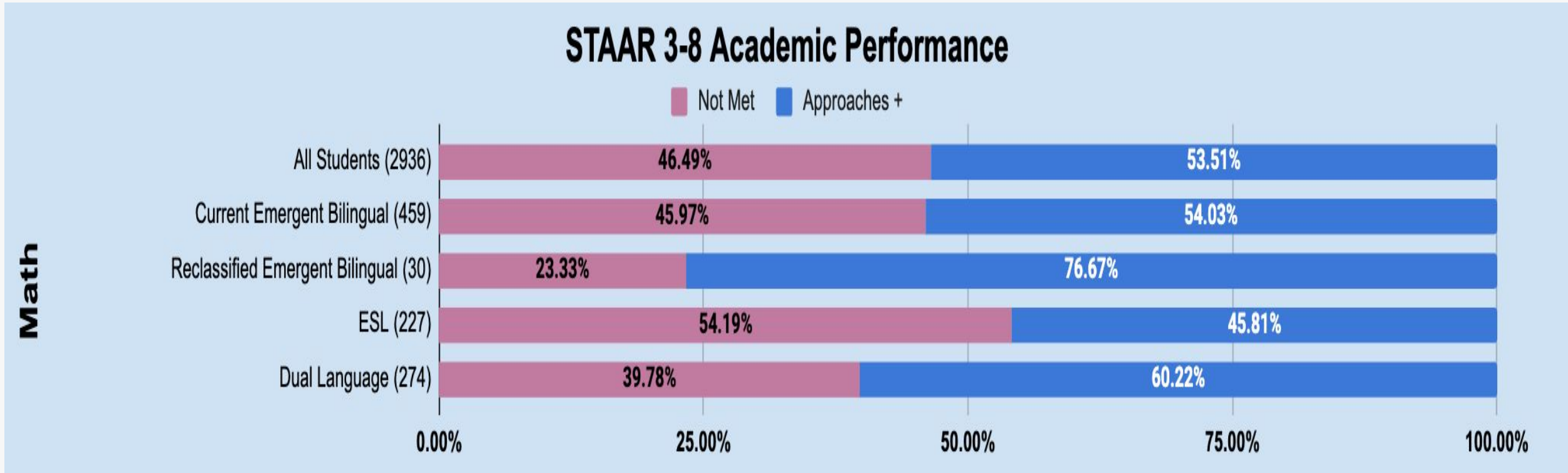
- 205

## In US Schools 1 year or less

- 107

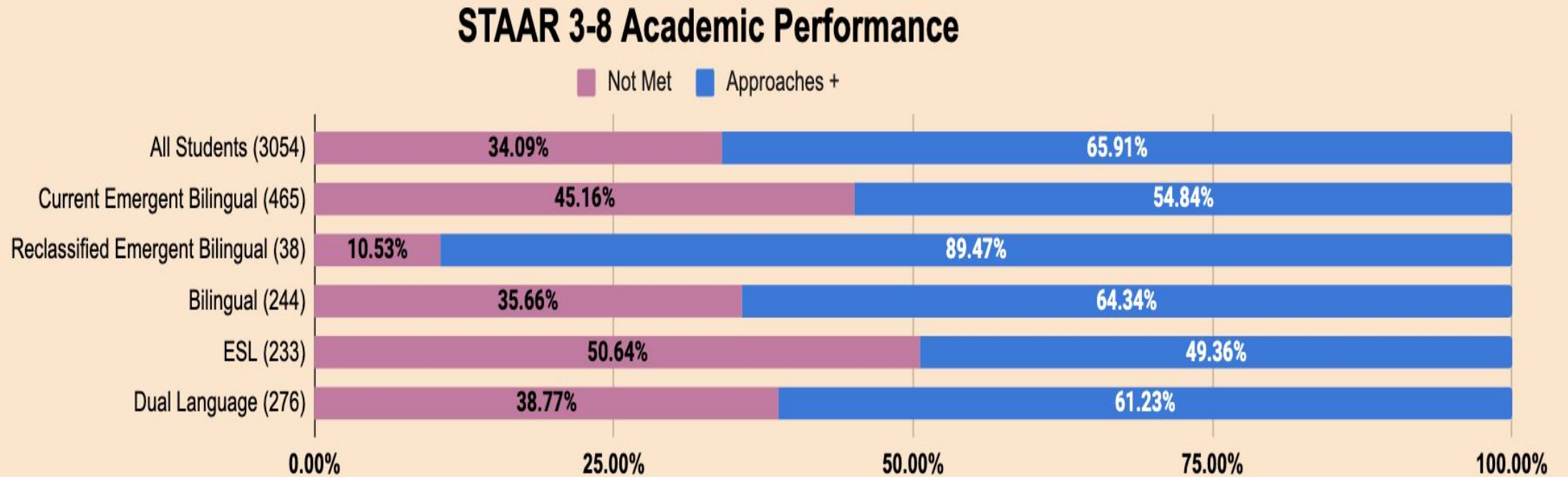


# Academic Performance- STAAR, Grade 3 - 8



# Academic Performance- STAAR, Grade 3 - 8

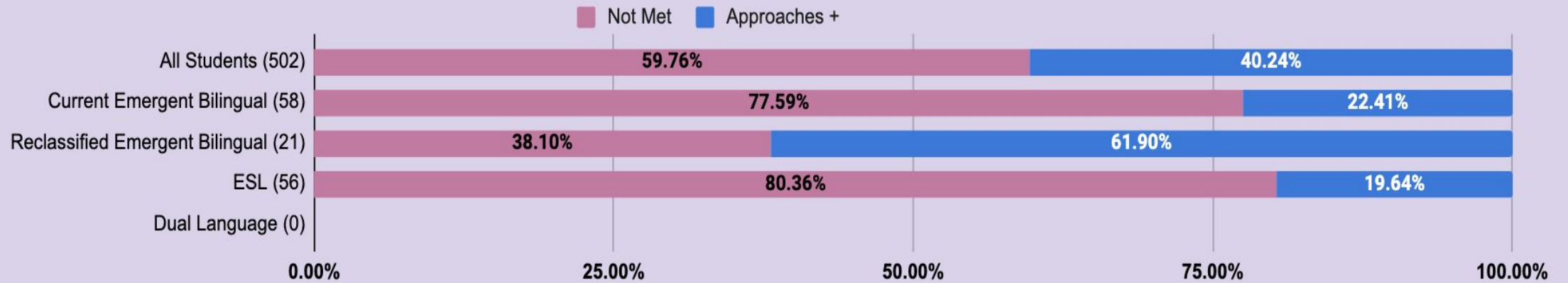
Reading



# Academic Performance- STAAR, Grade 3 - 8

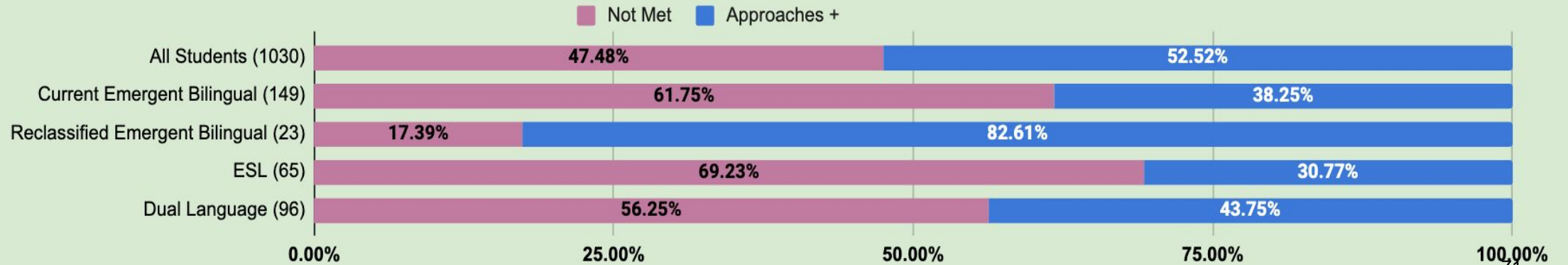
Social Studies

## STAAR 3-8 Academic Performance

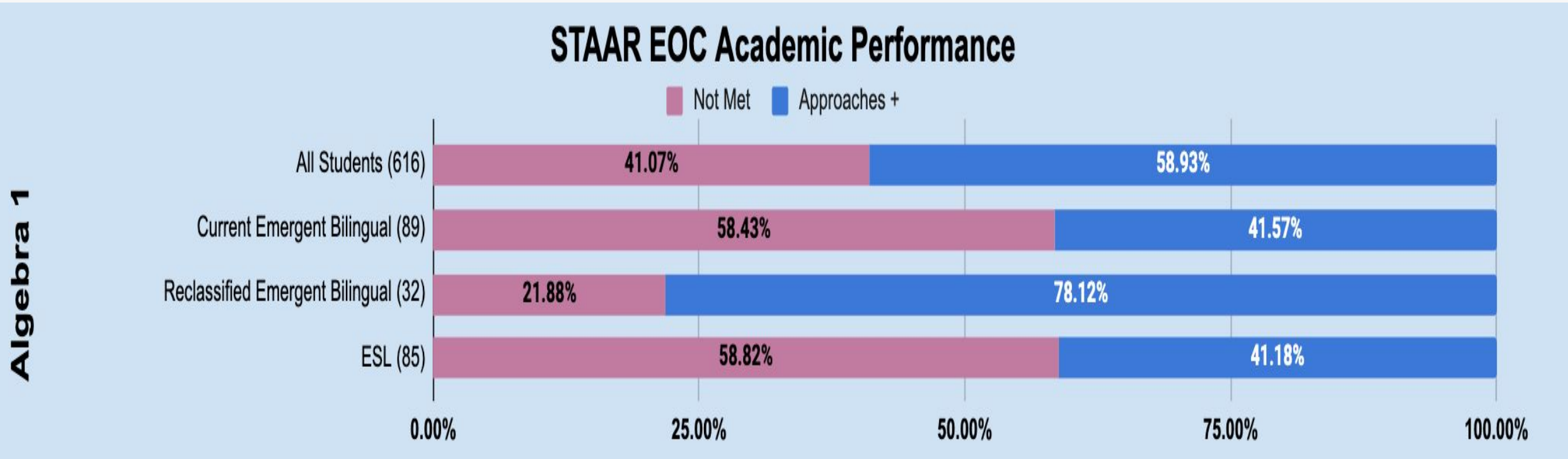


Science

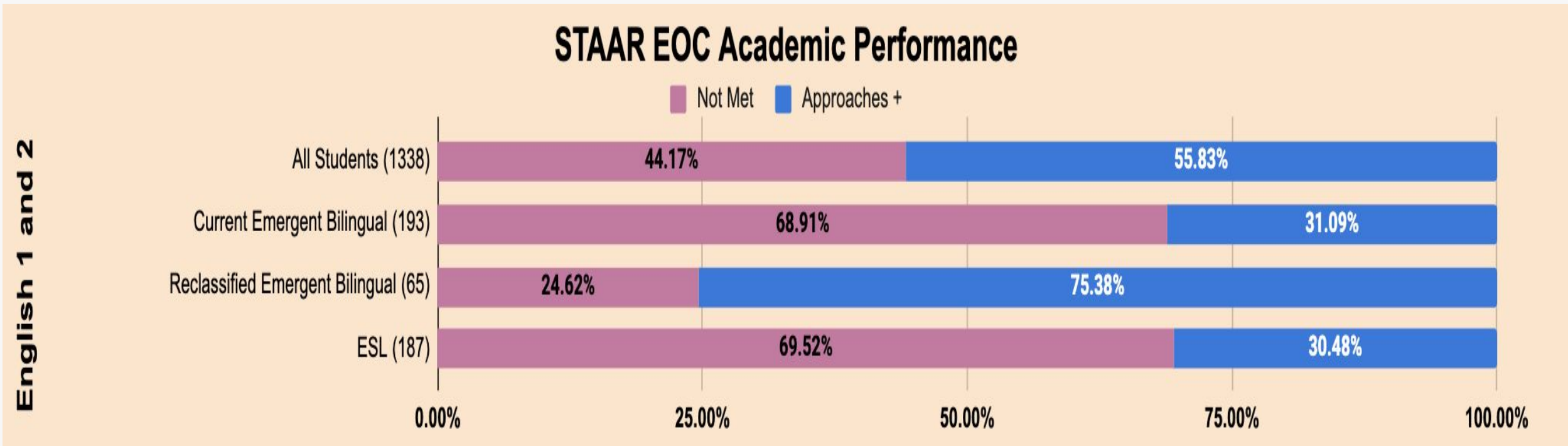
## STAAR 3-8 Academic Performance



# Academic Progress - STAAR EOC, High School



# Academic Progress - STAAR EOC, High School

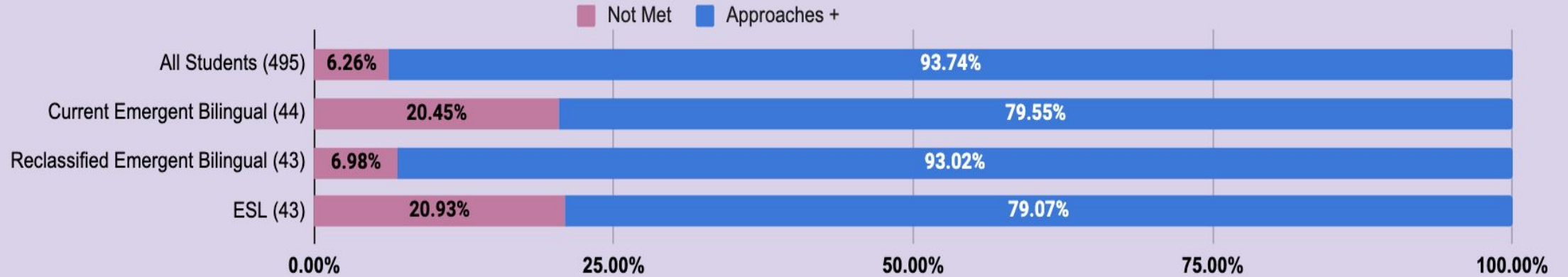


English 1 and 2

# Academic Progress - STAAR EOC, High School

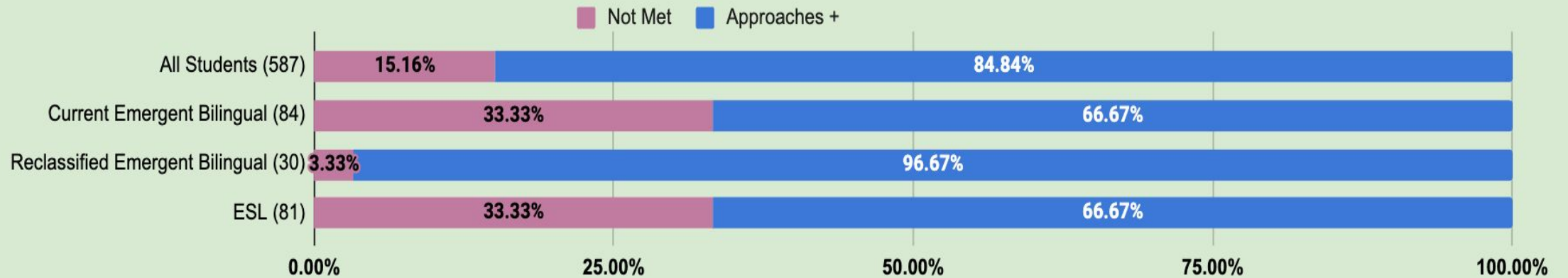
US History

## STAAR EOC Academic Performance



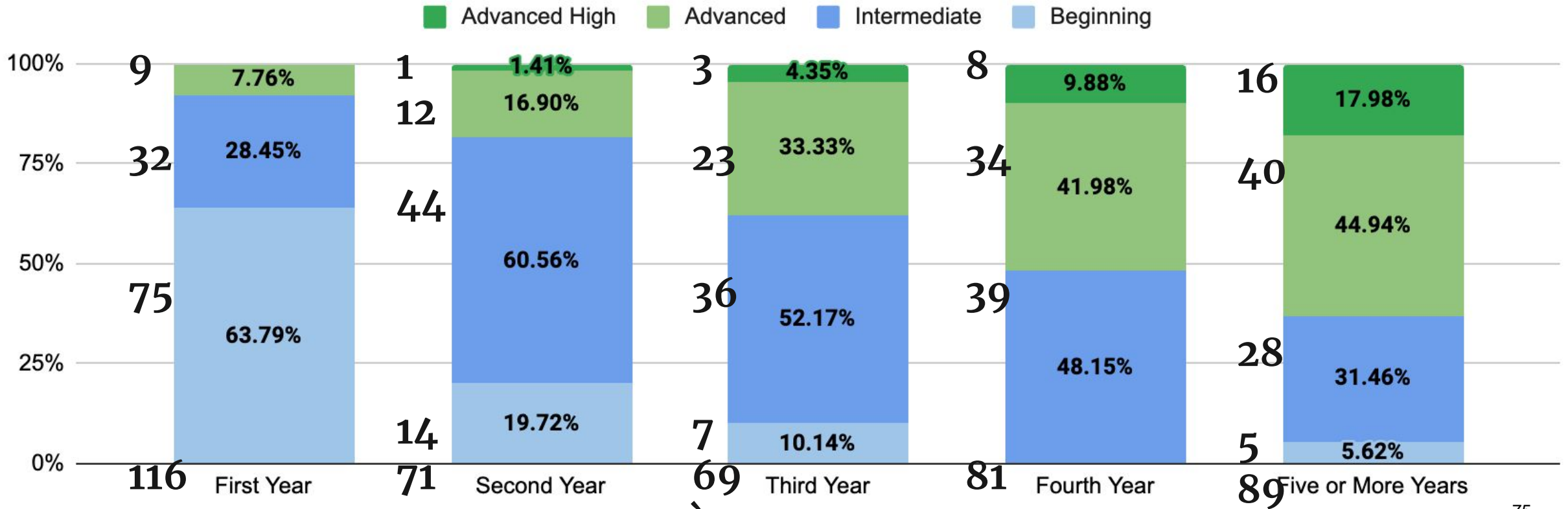
Biology

## STAAR EOC Academic Performance



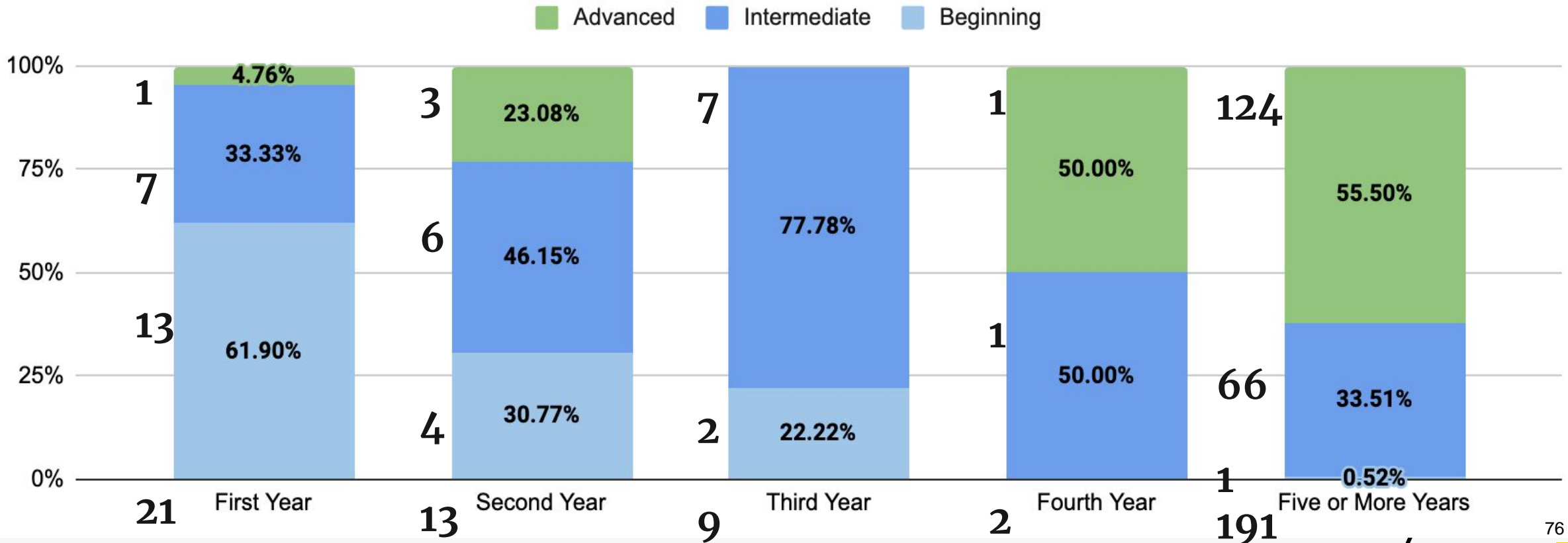
# Academic Progress - Elementary TELPAS

TELPAS Overall Composite  
Kinder - Grade 5



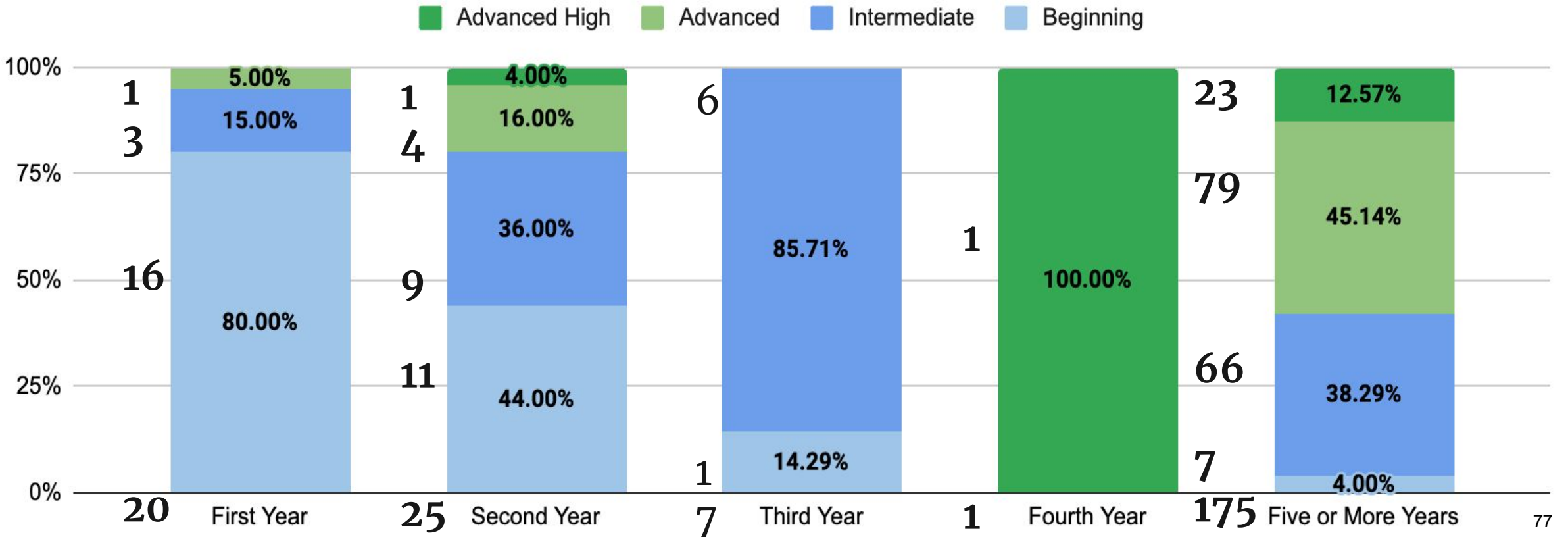
# Academic Progress - Middle School TELPAS

TELPAS Overall Composite  
Grade 6 - Grade 8



# Academic Progress - High School TELPAS

TELPAS Overall Composite  
Grade 9 - Grade 12



# Bilingual Exceptions & ESL Waivers

Any district that is unable to provide the appropriately certified teachers to implement the bilingual or English as a second language (ESL) program must request from the commissioner of education an exception for the bilingual program and a waiver for the ESL program and approval to offer a temporary alternative language program in these specific classes.

For the 2024-25 school year, SISD will submit applications for 3 Bilingual Exceptions and 19 ESL Waivers

As part of this application, we report current needs of the district and specify the actions we are taking in order to secure as many appropriately certified staff as possible, provide training and support to the teachers under the exception/waiver, and ensure the resulting temporary alternative language program (ALP) will continue to meet the affective, linguistic, and cognitive needs of the emergent bilingual (EB) students/English learners and that the ALP will align as closely as possible to the required bilingual or ESL program.

# Bilingual Exceptions & ESL Waivers

Campus	Certified	Expectations or Waivers
Ball ECC	9 - ESL 5 - Bilingual	0 - ESL 0 - Bilingual
Jefferson	5 - ESL	<b>2 - ESL (4 students)</b>
Koennecke	11 - ESL 8 - Bilingual	0 - ESL <b>3 - Bilingual (46 students)</b>
McQueeney	5 - ESL	<b>2 - ESL (6 students)</b>
Patlan	9 - ESL 10 - Bilingual	<b>1 - ESL (1 Student)</b> 0 - Bilingual
Rodriguez	10 - ESL 12 - Bilingual	0 - ESL 0 - Bilingual
Vogel	10 - ESL	<b>1 - ESL (1 student)</b>
Weinert	8 - ESL	0 - ESL
AJB	7 - ESL	0 - ESL
Barnes	3 - ESL	<b>6 - ESL (89 students)</b>
Seguin High School	7 - ESL	<b>7 - ESL (57 students)</b>

# Questions?

**INFORMATION ITEM: Beginning of the Year 2024-2025 Literacy Data Review**

**RECOMMENDATION:** That the Board of Trustees receives an update regarding Beginning of the Year screener data and TEA Beginning of the Year interim assessments

**RATIONALE:** The purpose of this report is to present the Reading progress of students using Istation, a nationally normed Indicators of Progress (ISIP).

**REFERENCE and COMPLIANCE:** Strategic Goal 1: (HB3) Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 36% to 55% by August 2027.

**PAPERWORK IMPACT:** None

**BUDGET IMPACT/ INFORMATION:** None

**EXHIBITS:** 2024-2025 Literacy Data Review

**RESOURCE PERSONNEL:** Monica Lyons, Chief Academic Officer  
Andrea Jaramillo, Director of Early Childhood and Multilingual Education

Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) Veronica Vijil  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8616

# Literacy Data Review

October 29, 2024



# Strategic Priorities



Goal #1 (HB3): Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 55% by August 2027.





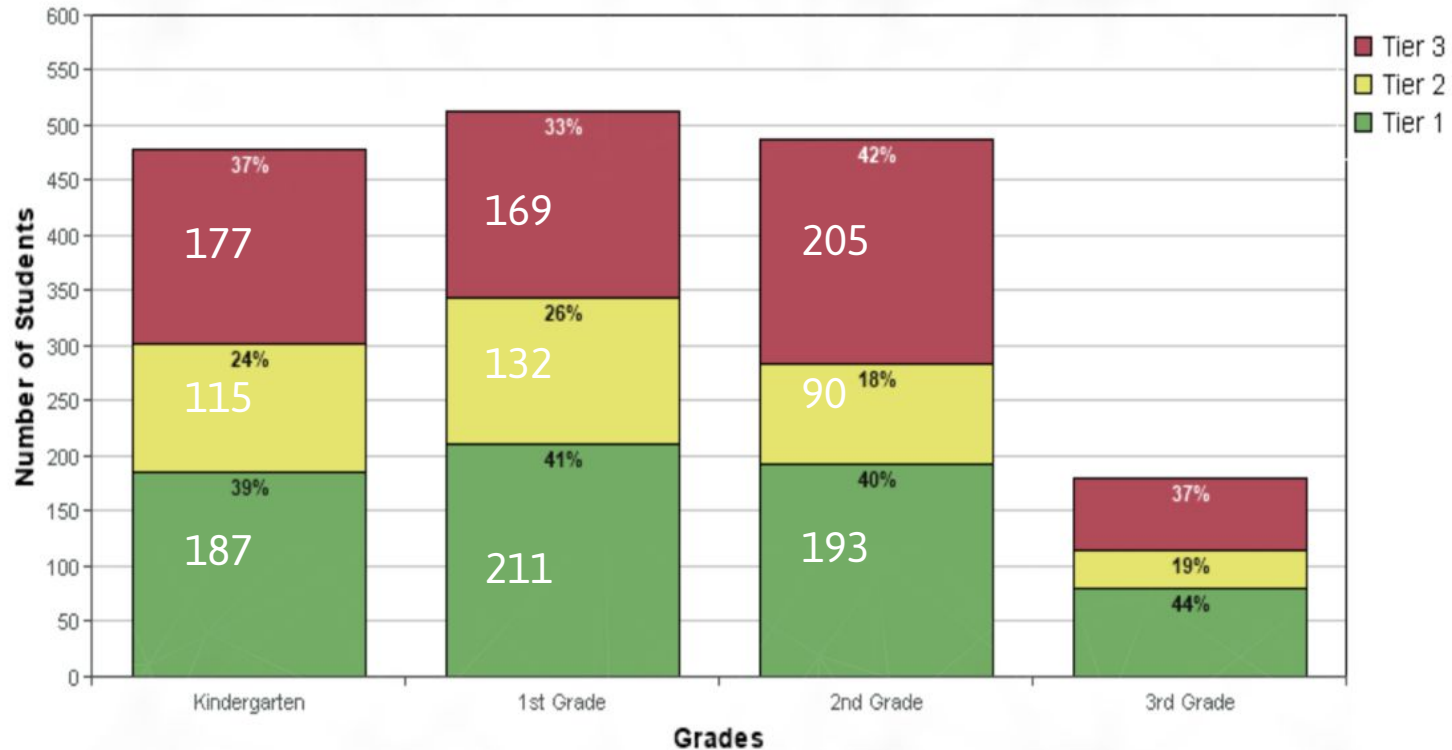
# ISIP Data Review

**K - 2 Literacy Screener**



# English ISIP Summary

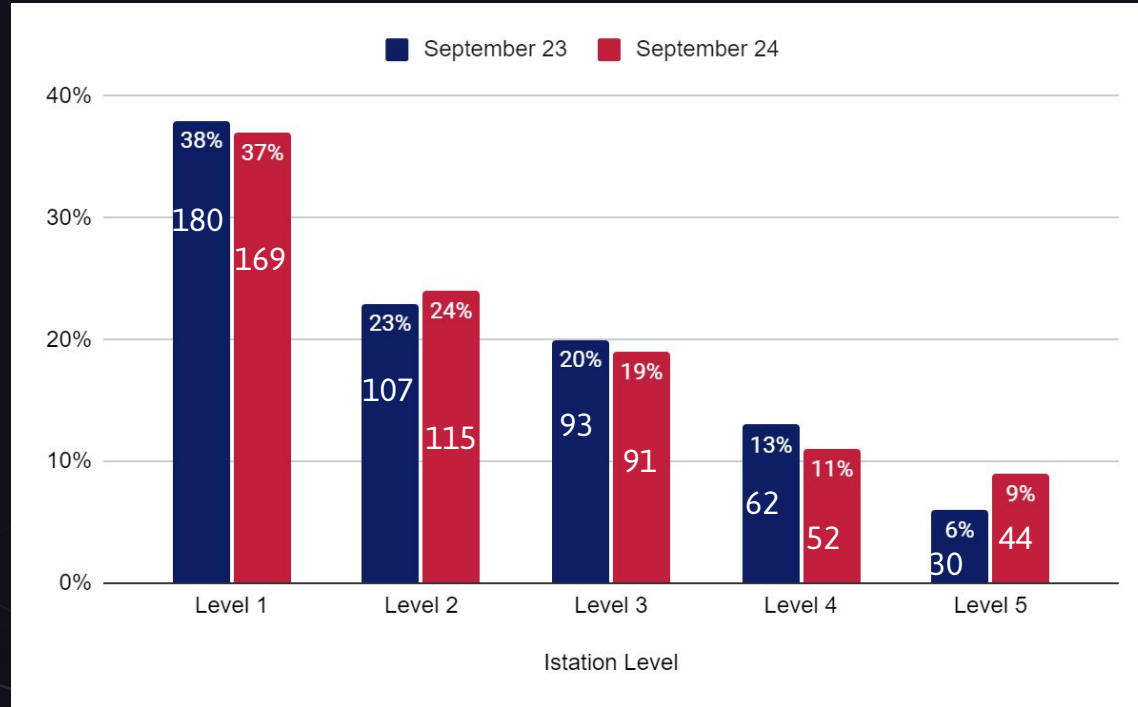
ISIP Early Reading Summary (September 2024)



# High Priority Focus Skills

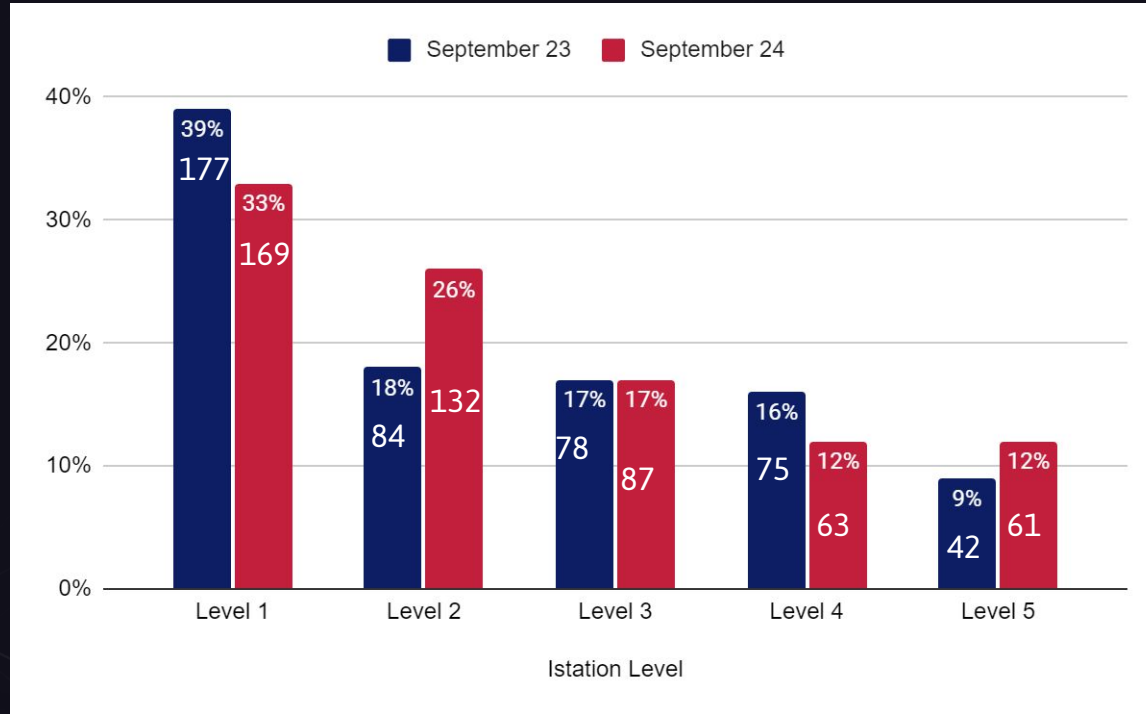
Grade	Subtest	% of Level 1
Kindergarten	Phonemic Awareness	41% (198 Students)
1st Grade	Phonemic Awareness / Alphabetic Decoding	35% / 35% (177 Students)
2nd Grade	Spelling/ Fluency	48% / 68% (232/329 Students)

# 2023 vs 2024 Data Kindergarten

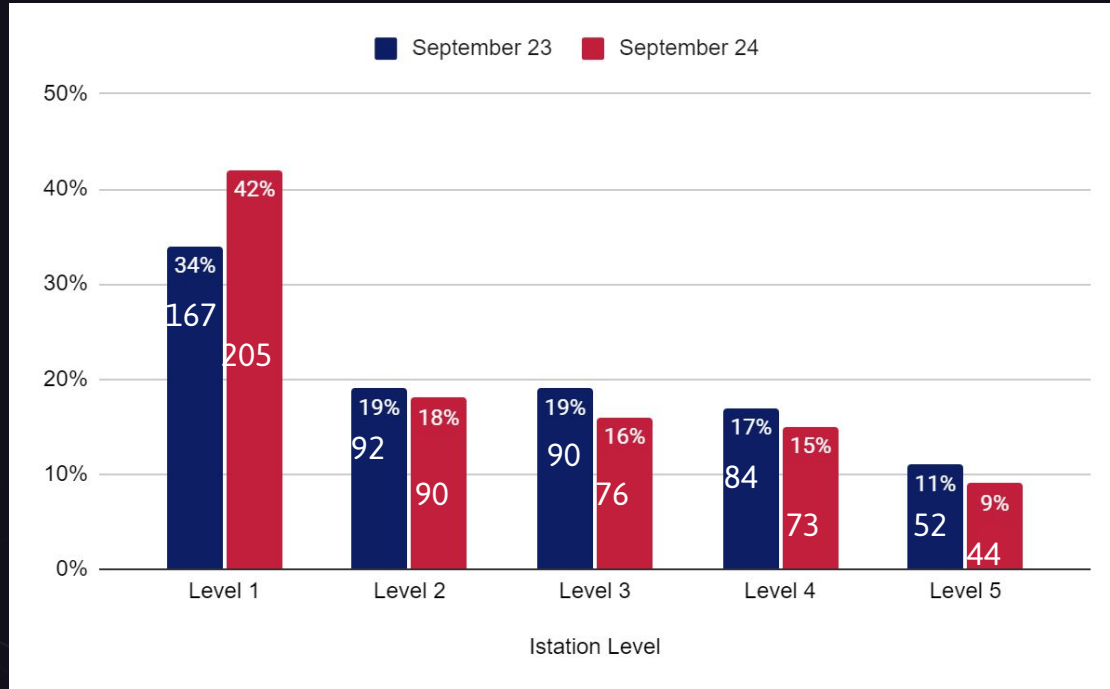


# 2023 vs 2024 Data

## First Grade



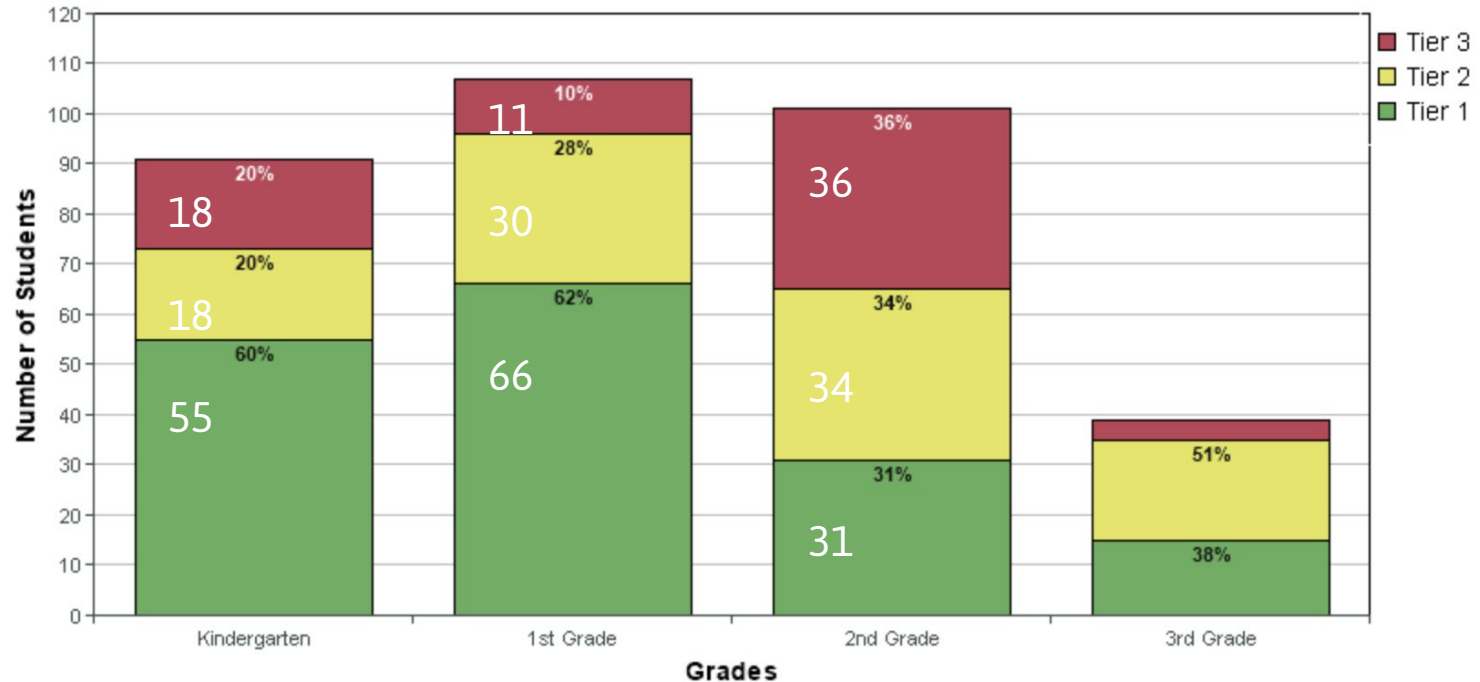
# 2023 vs 2024 Data Second Grade



# Spanish ISIP Summary

Total number of students who have been assessed using ISIP Advanced Reading in September: 749

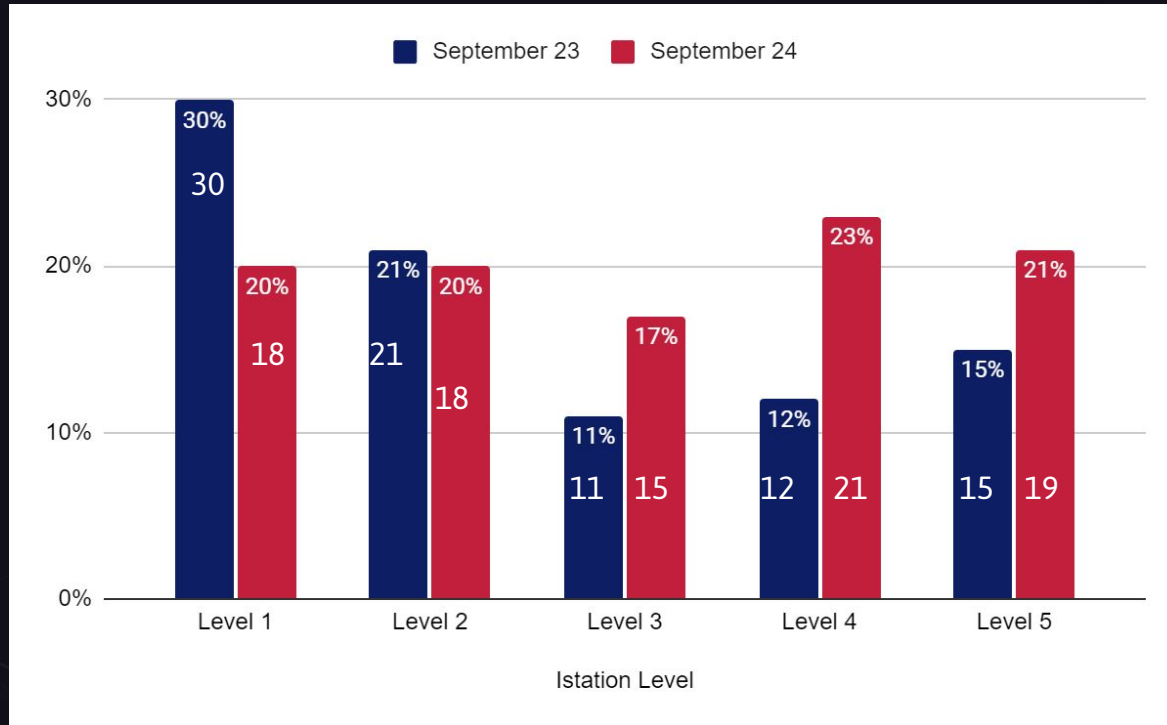
## ISIP Lectura Temprana Summary (September 2024)



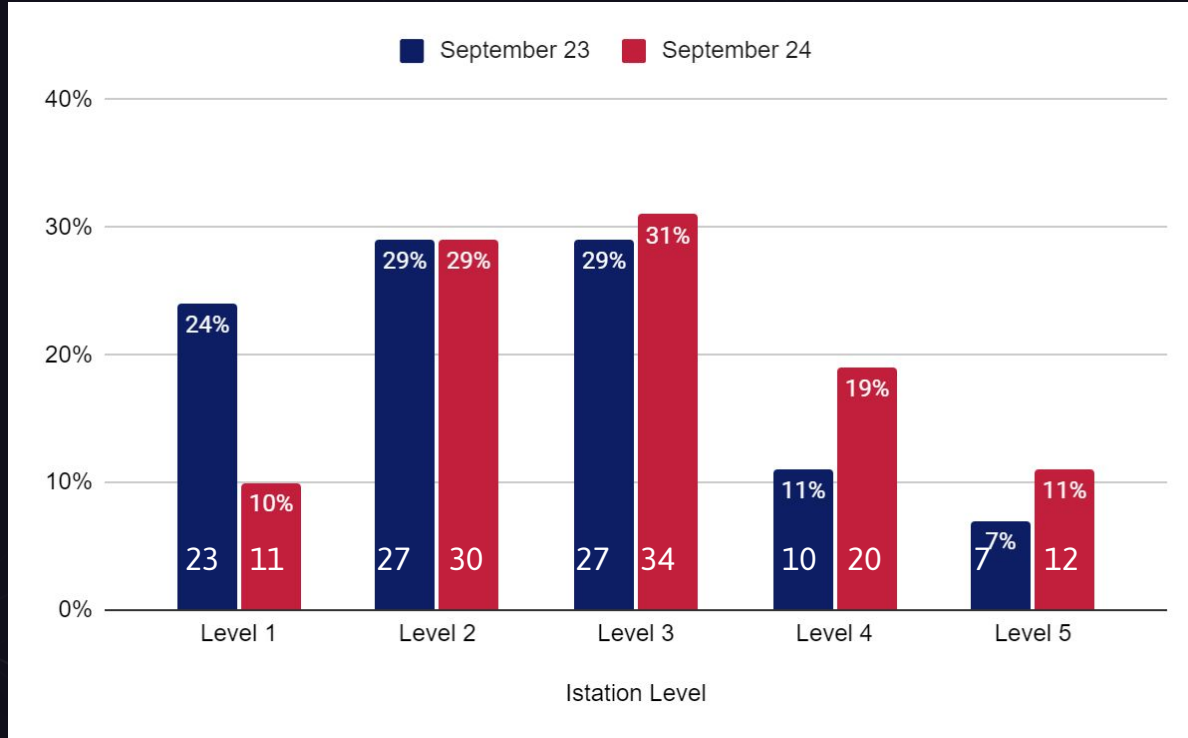
# High Priority Focus Skills

Grade	Subtest	% of Level 1
Kindergarten	Vocabulary	26%
1st Grade	Written Communication	36%
2nd Grade	Written Communication	50%

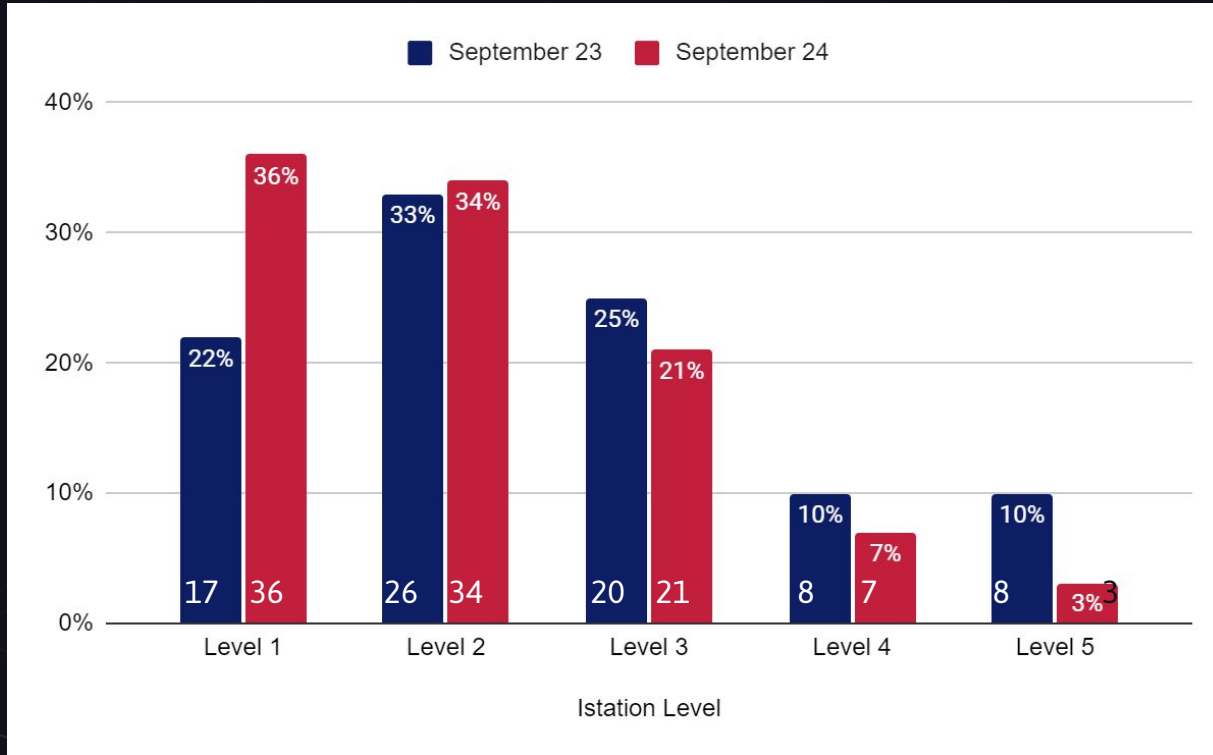
# 2023 vs 2024 Data Kindergarten



# 2023 vs 2024 Data First Grade



# 2023 vs 2024 Data Second Grade





# ISIP Data Review

7th Grade Literacy Screener



## 7th Grade - September 2024



# Next Steps



- ❑ Continue to provide HIGH LEVELS of Tier 1 instruction.
  - ❑ Instructional Coaches - Continue to hyper monitor on assessment days and continue to be strategic in planning for PLCs
  - ❑ Principals - Continue to be present during PLCs and present in classrooms providing feedback to teachers.
- ❑ Provide assistance at the campus/teacher level by pulling small groups and co teaching



**INFORMATION ITEM:**    **Holdsworth Year 2 Partnership Update**

**RECOMMENDATION:**    That the Board of Trustees receives an update regarding the district’s partnership with The Holdsworth Center.

**RATIONALE:**                The purpose of this update is to present the successes, progress and continuation of leadership development through the Holdsworth Partnership.

**REFERENCE and COMPLIANCE:**    Strategic Goal 5: North Star Goal: 80% or more of SISD students will be enrolled in a campus that is Tier 1 or Tier 2 by August 2027, based on the school performance framework campus tiering.

**PAPERWORK IMPACT:**                None

**BUDGET IMPACT/ INFORMATION:**                None

**EXHIBITS:**                                Seguin ISD Holdsworth Partnership Board Update October 2024

**RESOURCE PERSONNEL:**                Jason Mummert, Director of School Leadership  
Danica Murillo, Deputy Chief of Human Resources

Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) *Veronica Viji*  
(Name) Dr. Veronica Viji, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8614

*Seguin ISD*

# Holdsworth Center – Year 2 Partnership Overview



# Working alongside Holdsworth, we are building stronger **leaders** and **systems** so that students succeed



**Increased principal effectiveness**



**Improved teacher effectiveness, teacher retention, campus culture**

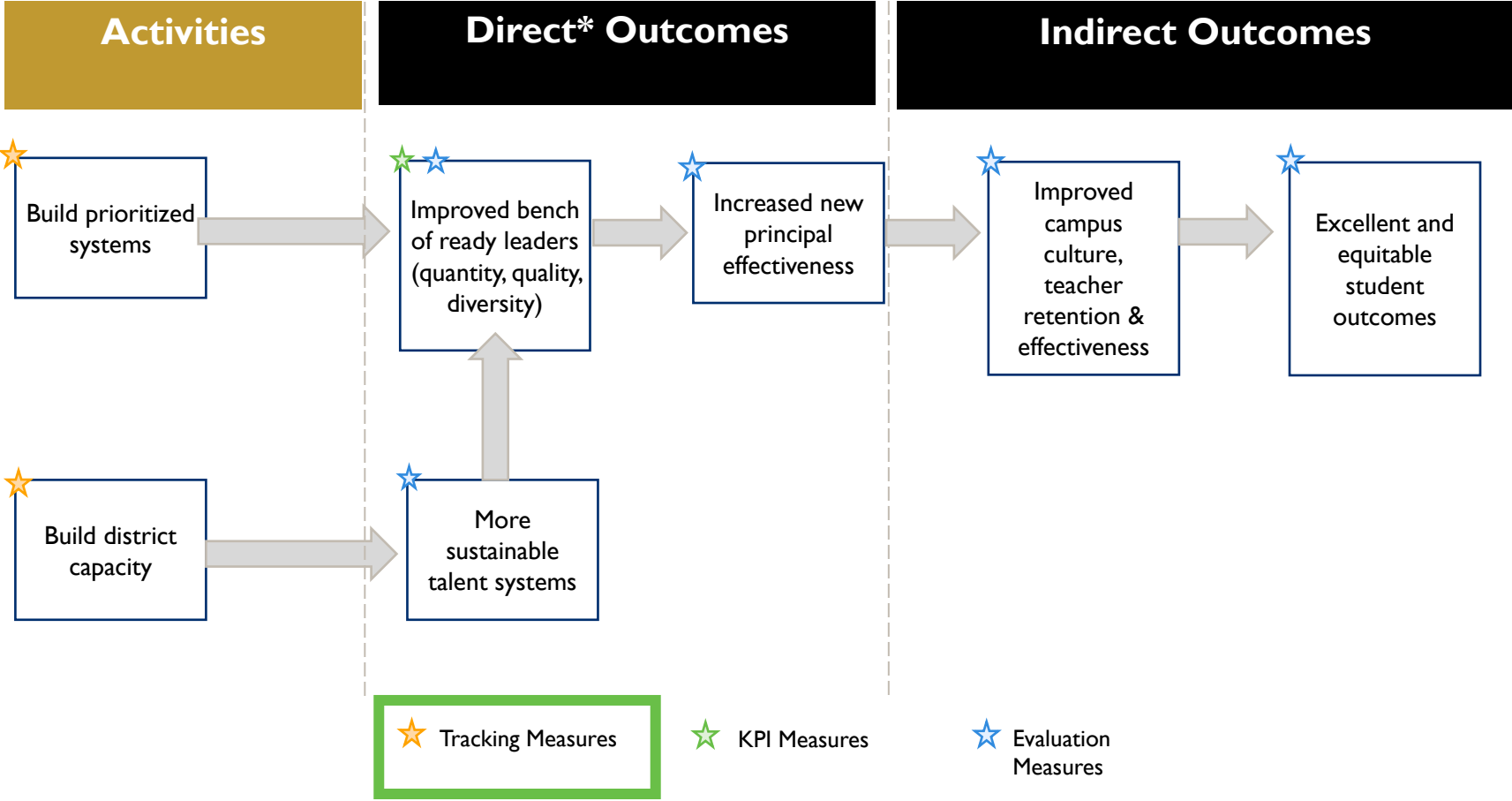


**Excellent and equitable student outcomes**

# Working alongside Holdsworth, we are building stronger **leaders** and **systems** so that students succeed



# Leveraging a track record of successful support, Holdsworth focuses on specific activities to help **improve student outcomes**



The **goal** that drives all our work with Holdsworth is improving the bench of **ready leaders** in the district



**District Goal:**

**2:1**

**Ratio of Ready Leaders**

# The Holdsworth Partnership with Districts

Year 1 focused on creating a shared vision for district success and defining criteria for leadership in Seguin ISD

“Our shared vision is to cultivate a culture of One Team, where individuals collaborate and learn together, fostering a collective spirit that elevates excellence in every endeavor. Through continuous learning and a united approach, we aspire to encompass greatness as a cohesive team, achieving collective success and surpassing individual potential.”

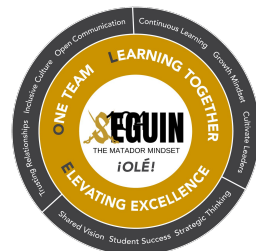
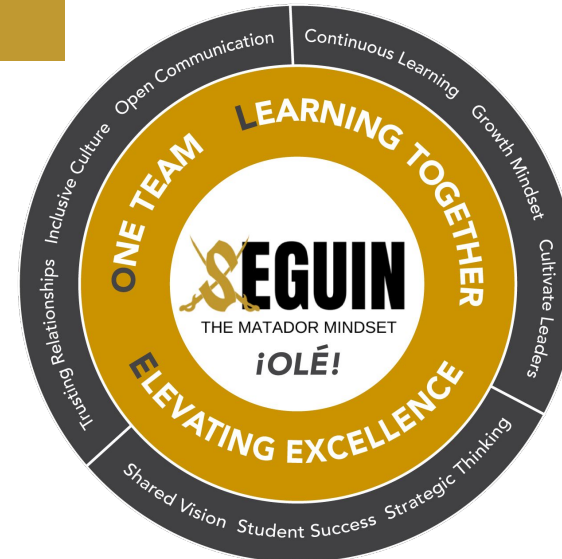
**THE MATADOR MINDSET** Seguin ISD



**ONE TEAM  
LEARNING TOGETHER  
ELEVATING EXCELLENCE**

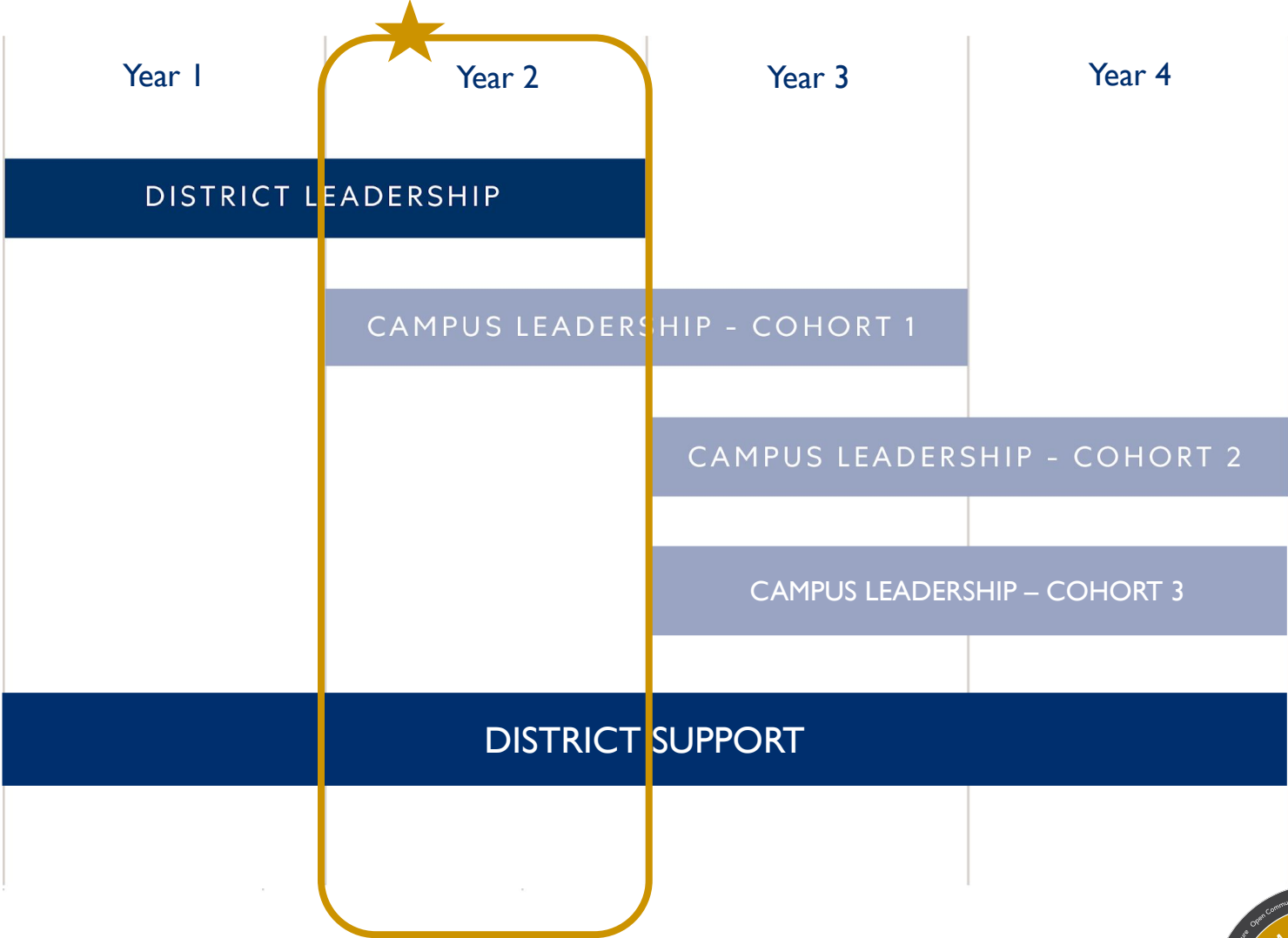
**¡OLÉ!**

<b>Trusting Relationships:</b> Treats all with respect and integrity to establish trust and foster genuine relationships.	<b>Continuous Learning:</b> Engages in self-reflection and seeks opportunities to learn and grow.	<b>Shared Vision:</b> Connects all work to growing exceptional students into exceptional leaders.
<b>Inclusive Culture:</b> Nurtures a collaborative, equitable and diverse environment where everyone is valued as part of the team.	<b>Growth Mindset:</b> Approaches change and challenges as learning opportunities and remains focused on positive results.	<b>Student Success:</b> Uses relevant data and core knowledge to identify root causes and collaboratively create systems that support student growth.
<b>Open Communication:</b> Listens to all with transparency and positive intent, and uses timely and thoughtful communication to effectively address conflict.	<b>Cultivate Leaders:</b> Provides learning opportunities, growth-oriented feedback, and the support leaders need to reach their full potential.	<b>Strategic Thinking:</b> Anticipates challenges, identifies solutions, and implements effective strategies.



# Project Highlights

Year 2 of the Holdsworth Partnership



# Using the **Matador Mindset** framework, Year 2 professional learning for APs & Principals targets improving current practices



## Leadership Levels

Priority Skills

### The Matador Mindset

**AP Profile** | What does it look like to lead as an AP?

**Inclusive Culture**

- APs institutionalize vision of the school for staff and students. They take meaningful steps to make the staff a cohesive team that works together
- Recognize and celebrate success of others
- Foster culture of the school into every aspect of the work
- Supporting staff to create and maintain strong relationships with students and families

**Trusting Relationships**

- Form strong relationships with teachers and demonstrate emotional intelligence
- Lead across departments and grade levels and campus
- Adjust communication style to stakeholders and their needs
- Effectively resolves conflict and uses conflict as a learning opportunity to strengthen relationships

**APs ideally spend time...**

- Serving a key role on the school leadership team
- Resolving academic and / or student discipline issues
- Enforcing achievement of academic goals
- Promoting and supporting the school culture
- Staying aware of business operations
- Resolving tactical issues that arise during the school day
- Considerable time spent observing and coaching teachers
- Delivering results through others
- Planning and strategy

**Cultivate Leaders**

- APs coach teachers and teacher leaders and focus on high-leverage strategies and outcomes
- Consistently follow-through to help teachers make meaningful progress in their personal areas for growth
- Provide appropriate support and hold self and others accountable to teamwide results

**Strategic Thinking**

- Strong personal management of time and calendaring to allow for multiple work streams and competing priorities
- Analyzes data to guide team leads and departments towards action
- APs maintain systems people in the building need to execute their own roles
- Find places to make systems more efficient, and delegate responsibility and leadership to others as appropriate
- Nimble and flexible in anticipating and navigating challenges

**As an AP, view themselves as leaders who...**

- Collaborate with the principal and leadership team to carry out the campus vision and ensure campus safety
- Value hands-on involvement in most student activities and events
- Value instructional leadership team as a source of information and peer support
- Value reliable student assessment data
- Value strong leadership and guidance from Principal
- Focusing on building bonds of trust within the school
- Thinking long-term about the needs of departments, programs, grade levels, and systems

ASSISTANT PRINCIPAL LEADERSHIP EXPECTATIONS

AP Profile

Priority Skills

### The Matador Mindset

**Principal Profile** | What does it look like to lead as a principal?

**Open Communication**

- Communicates clearly with individuals and groups
- Effectively and proactively responds to conflict
- Communicates through layers of the campus
- Has mindset and strategies to listen and gather input

**Inclusive Culture**

- Builds strong relationships and bring out the best in others
- Builds strong team culture and track record of supporting other adults to work together to achieve results

**Shared Vision**

- Connects individual goals, initiatives or teams with the broader and long-term vision of the school
- Consistently anticipates the impact of individual decisions on the school and prioritizes the whole school over smaller units

**Principals ideally spend time\*...**

- Acting as the face and voice of the entire school
- Overseeing all aspects of student achievement and school operations
- Setting academic goals and driving school-wide achievement
- Ensuring safe school environment, activities, and student and staff behavior are aligned with school values
- Making budget, staffing, and business operations decisions
- Delegating issue resolution to APs and Teacher Leaders as needed
- Thinking, reflecting, analyzing and planning

**Growth Mindset**

- Has the emotional intelligence required to meet the stress/needs of and adapt to a variety of scenarios and stakeholders

**Cultivate Leaders**

- Makes intentional moves to give power and responsibility to individuals and teams to drive empowerment and ownership.
- Coaches and mentors others to perform effectively (as opposed to stepping in) and helps others improve through feedback.

**Strategic Thinking**

- Balances short and long-term thinking with present needs and pressure
- Sets goals and milestones to help the campus move towards an ambitious vision, and considers the 2-5 year vision for the school
- Continuous learner who protects time to strategize, reflect and review outcomes in service of students, families, teachers and the community

**As a principal, view themselves as leaders who...**

- Achieve work through other leaders** - view AP/Deans as a support team for direct influence on students and other staff and delegating work to them
- Make decisions rooted in the long-term, best interest of the whole school** and using reliable student assessment and business operations data for decision making
- Value advice and feedback** from staff, community, and the leadership and support from your supervisor
- Accept visibility and scrutiny in role as community leader** - focusing on building trust with parents, local community, other school principals AND in the school

PRINCIPAL LEADERSHIP EXPECTATIONS

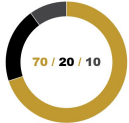
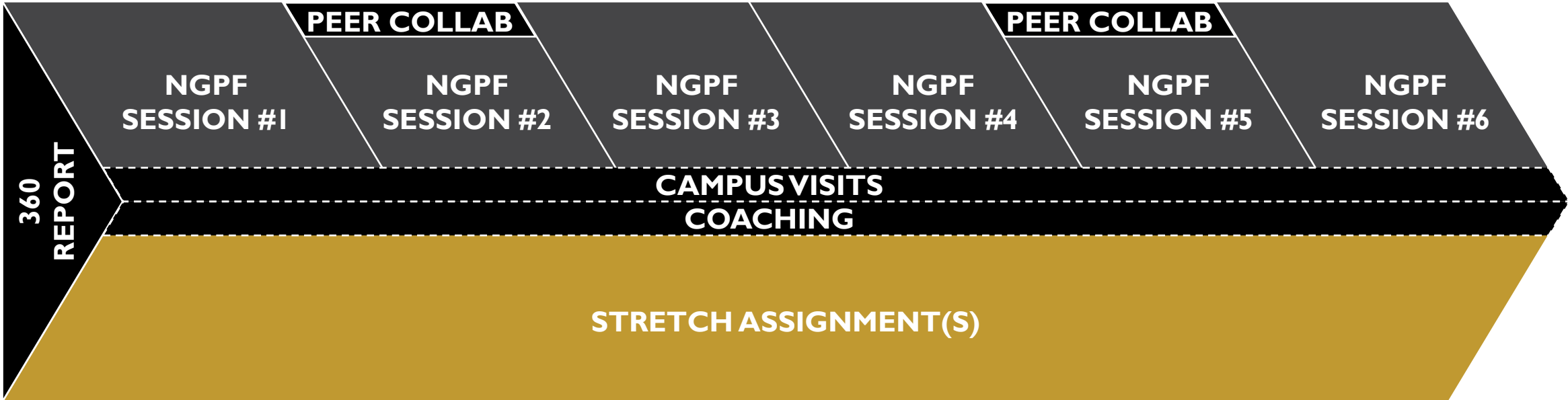
Principal Profile



The **Next Generation Principals Fellowship** will follow this model, consisting of several in-person learning sessions and ongoing coaching



**Next-Generation  
Principal Fellowship**



**70%**  
On-the-job Development

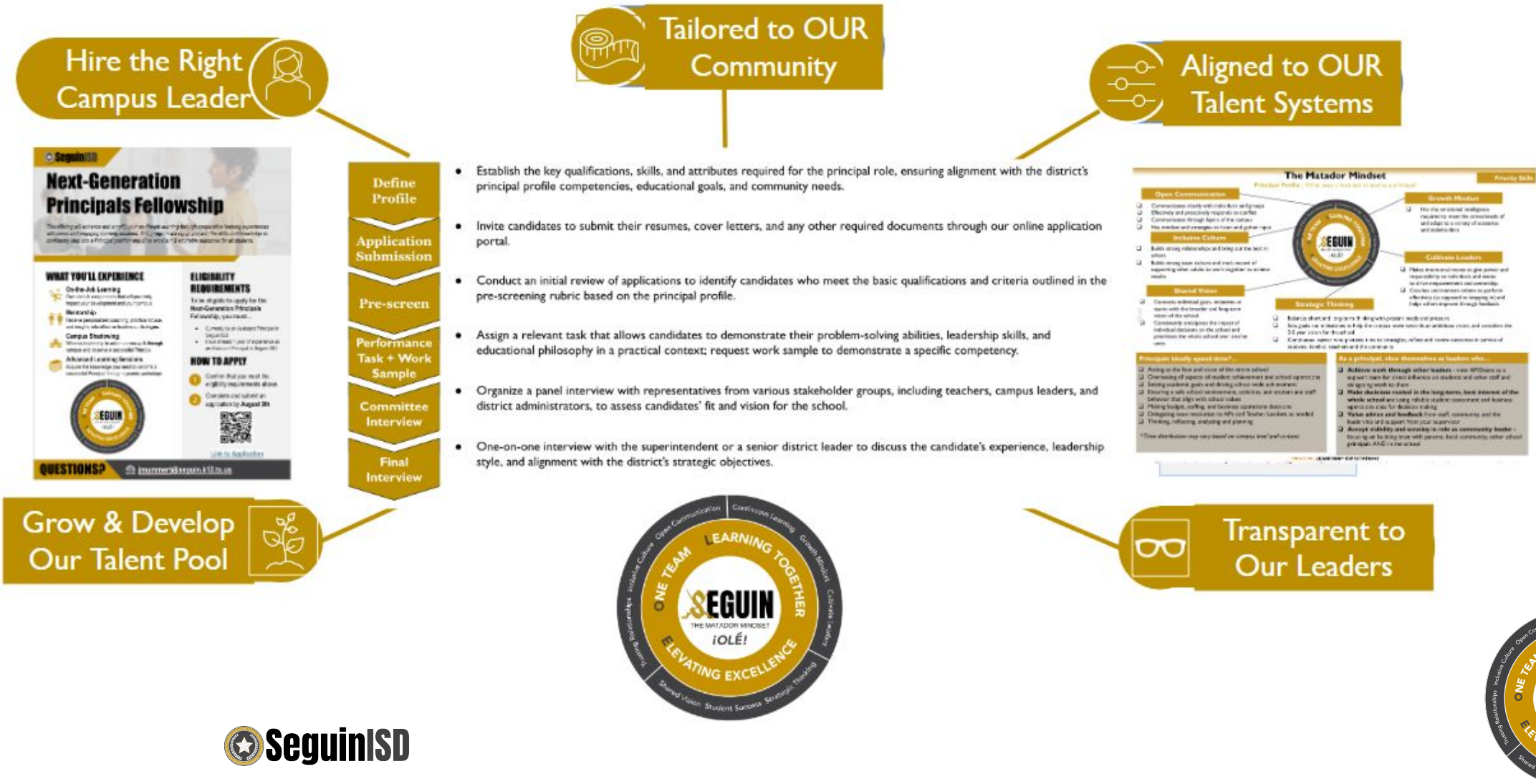
**20%**  
Social Learning

**10%**  
Formal Learning



# Recently, district leaders worked on a “Selection Sprint” in Austin, returning to Seguin with a revamped principal hiring process

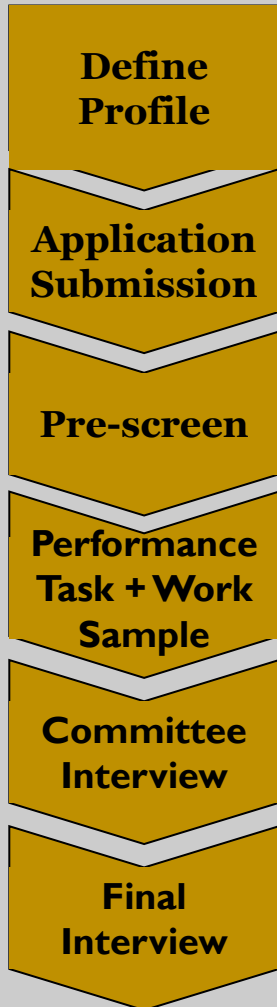
## Selection Sprint (Hiring Process)



# Seguin ISD Principal Hiring Process



Draft



- Establish the key qualifications, skills, and attributes required for the principal role, ensuring alignment with the district’s principal profile competencies, educational goals, and community needs.
- Invite candidates to submit their resumes, cover letters, and any other required documents through our online application portal.
- Director of School Leadership and Human Resources conducts an initial review of applications to identify candidates who meet the basic qualifications and criteria outlined in the pre-screening rubric based on the principal profile. We will have criteria for each tiering level (Tier 1, Tier 2, Tier 3)
- Director of School Leadership and Chief Academic Officer assigns a relevant task and work sample that allows candidates to demonstrate their problem-solving abilities, leadership skills, and educational philosophy in alignment with the priority skills in the principal profile.
- Human Resources organizes a panel interview with representatives from various stakeholder groups, including teachers, campus leaders, and district administrators, to assess candidates’ fit and vision for the school.
- One-on-one interview with the superintendent or a senior district leader to discuss the candidate’s experience, leadership style, and alignment with the district’s strategic objectives.

# QUESTIONS?



**INFORMATION ITEM:**     **Submission of a Class Size Exception Waiver to the Texas Education Agency**

**RECOMMENDATION:**     The Board of Trustees acknowledges the submission of a class size exception waiver to the Texas Education Agency for the 2024-2025 academic year.

**RATIONALE:**             Each school district in Texas is required to review its class size enrollment to determine whether its class sizes for grades prekindergarten (PK) through four meet the requirements of TEC §25.112. If the review indicates that any class for grades PK-4 exceeds the allowable class size limit of 22 students per class (22:1), the district must submit a request for exception under TEC §25.112(d.).

Increase in enrollment in the following campuses continues to be a challenge.  
Koennecke Elementary has seen 1 section exceed the limit of 22, McQueeney Elementary has seen 1 section exceed the limit of 22, and Vogel Elementary has seen 1 section exceed the limit of 22. Individual class information is included in the corresponding exhibit.

**REFERENCE and COMPLIANCE:**     Texas Education Code §25.112, Board Policy EEB (Legal) Instructional Arrangements: Class Size

**PAPERWORK IMPACT:**     A waiver request will be filed with the commissioner by October 30, 2024.

**BUDGET IMPACT INFORMATION:**     None

**EXHIBITS:**                 Presentation

**RESOURCE PERSONNEL:**     Joel S. Treviño, Chief Human Resources Officer

Submitted by:             \_\_\_\_\_  
(Signature)             *Veronica Vijil*             Date Submitted: 10/29/24  
(Name)                 Dr. Veronica Vijil, Superintendent  
(Address)             1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone)           (830) 401-8614

...

# Board Meeting Information Item: Class Size Waiver

Seguin ISD



# (4B) Class Size Waiver

- A district must submit a request for class size exception for any classrooms in prekindergarten-fourth grade that exceed the 22-student class size limit. ([Texas Education Code §25.112](#))

<b>Campus</b>	<b>Enrollment</b>	<b>Grade Level</b>
Koennecke Elementary	23	4th
McQueeney Elementary	23	4th
Vogel Elementary	23	4th

**INFORMATION ITEM:**     **Personnel Information - Professional Employees**

**RECOMMENDATION:**     The Board of Trustees recognizes and acknowledges the new professional hires for the 2024 – 2025 school year and the resignations listed below.

**FOR BOARD’S  
ACKNOWLEDGMENT  
ELECTIONS:  
TEACHERS:**

<b>Name</b>	<b>Campus</b>	<b>Effective Date</b>
*Ramos, Martha	Patlan Elementary	10/07/24

\*returning employee

**BOARD’S  
ACKNOWLEDGEMENT  
RESIGNATIONS:**

**Coldewey, Krisha, Matador Special Services Department, effective 07/11/24**

Ms. Coldewey, Special Education Diagnostician, has resigned due to other employment.

Ms. Coldewey has 4 years with Seguin ISD.

**Gutierrez, Mia, Ball Early Childhood Center, effective 09/20/24**

Ms. Gutierrez, PK Teacher, has resigned due to family reasons.

Ms. Gutierrez has 34 days with Seguin ISD.

**Nel, Marlana, McQueeney Elementary, effective 11/01/24**

Ms. Nel, Special Education Teacher, has resigned due to relocation.

Ms. Nel has 2 months with Seguin ISD.

**Robinson, Keith, Jefferson Elementary, effective 12/31/24**

Mr. Robinson, Music Teacher, has resigned and elected to retire.

Mr. Robinson has 31 years with Seguin ISD.

**Schievelbein, Katharine, Ball Early Childhood Center, effective 09/20/24**

Ms. Schievelbein, Kindergarten Teacher, has resigned and elected to retire.

Ms. Schievelbein has 17 years with Seguin ISD.

**REFERENCE and  
COMPLIANCE:**

DC (LEGAL), DC (LOCAL), Employment Practices

**BUDGET IMPACT/  
INFORMATION:**

None

**PAPERWORK  
IMPACT:**

This item will result in follow-up communication with the employee.

**EXHIBITS:**

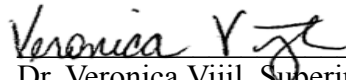
Personnel Information

**RESOURCE**  
**PERSONNEL:**

Joel S. Treviño, Chief Human Resources Officer

Submitted by:

(Signature)



Date Submitted: 10/29/24

(Name)

Dr. Veronica Vijil, Superintendent

(Address)

1221 E. Kingsbury St., Seguin, TX 78155

(Telephone)

(830) 401-8614

**INFORMATION ITEM:**

**Report on Board of Trustees Continuing Education Hours**

**RECOMMENDATION:**

That the Board President announces the continuing education hours for the Seguin ISD Board of Trustees.

**RATIONALE:**

In accordance with HB 2563 and Texas Education Code, Section 11.159(b), each school board must reflect in the official minutes of the meeting held before an election of trustees whether each board member has met or is deficient in meeting training requirements for the trustee as of the first anniversary of the date of the trustee's election or appointment. If the minutes reflect that a trustee is deficient, the district shall post the minutes on the district's Internet website within 10 business days of the meeting and maintain the posting until the trustee meets the requirements.

On June 13, 2018, the State Board of Education adopted amendments to its rule on continuing education for school board members (19 TAC §61.1). The amendment requires the board President to announce continuing education hours at the last regular board meeting before an election of trustees.

During the 2019 Legislative Session, House Bill 403 was passed. House Bill 403 requires all trustees to complete continuing education on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children every two years. All newly elected or appointed board members must complete the training within their first 120 days. During the 2019 Legislative Session, House Bill 3834 was also passed which requires all trustees to complete continuing education on District Cybersecurity every year.

During the 2021 Legislative Session, House Bill 690 was passed. House Bill 690 requires all trustees to complete training on School Safety every two years. All newly elected or appointed board members must complete the training within 120 days after the trustee's election or appointment.

**Tier One (Orientation):** All newly elected or appointed board members must receive a local orientation of their district and must also receive an orientation to the Texas Education Code. *Experienced* board members must receive an update to the Texas Education Code after each legislative session.

**Tier Two (Teambuilding):** Each year, all members of the board and the superintendent must participate, as a group, in a teambuilding session intended to enhance the team's effectiveness.

**Tier Three (Discretionary Continuing Education):** *First-year* board members must receive at least 10 hours of additional continuing education. *Experienced* board members must receive at

least five hours of additional continuing education each year.

**Tier Four (Evaluating and Improving Student Outcomes):**

During the 2017 Legislative Session, Senate Bill 1566 was passed. Senate Bill 1566 introduced a new required training for trustees of at least three hours on evaluating student academic performance and the oversight role of the board. State law requires all board members who were serving as of September 1, 2017 to complete this training before September 1, 2018. All newly elected or appointed board members must complete the training within their first 120 days. Then all board members will need to complete this training every two years.

**REFERENCE**  
**and COMPLIANCE:**

BBD (LEGAL) Board Members, Training and Orientation

**PAPERWORK IMPACT:**

Routine paperwork and bookkeeping

**BUDGET IMPACT/**  
**INFORMATION:**

None

**EXHIBITS:**

Chart of School Board Continuing Education Hours Completed

**RESOURCE**  
**PERSONNEL:**

Alejandro R. Guerra, Board President  
Dr. Veronica Vijil, Superintendent

Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) Veronica Vijil  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, Texas 78155  
(Telephone) (830) 401-8614

# Seguin ISD School Board Continuing Education Record

Date Last Updated: October 2024

Name	Tier One		Tier Two	Tier Three	Tier Four	Cybersecurity	Child Abuse Prevention	School Safety SBOE	Open Meetings	Public Information Act	Status
	Local Orientation*	Education Code Orientation or Legislative Update	Team-Building	Continuing Education in Assessed Needs	Evaluating & Improving Student Outcomes ***	Required of All Elected Public Officials	Required of All Elected Public Officials***	Required of All Elected Public Officials***	Required of All Elected Public Officials*	Required of All Elected Public *Officials**	C = Completed Hours D = Deficient Hours E = Exceeded Hours
<b>Carl Jenkins</b> <b>District 1</b>	12/09/16	09/13/17 09/21/19 10/05/21 10/10/23	08/17/22 09/15/22 02/07/23 05/22/24	13.00	03/03/21 06/18/22 10/10/23 05/22/24	04/14/21 05/11/22 06/26/23 05/23/24	04/14/21 07/02/21 09/23/22 05/22/24	08/03/22 05/23/24	01/14/17	12/09/16	Exceeded
<b>Alejandro Guerra</b> <b>District 2</b>	12/07/18	09/21/19 02/20/20 10/05/21 10/10/23	08/17/22 09/15/22 02/07/23 05/22/24	25.25	01/24/19 03/03/21 10/10/23 05/22/24	03/22/21 05/18/22 04/12/23 03/19/24	05/14/20 11/06/20 05/04/22 08/05/24	06/09/22 07/28/24	01/03/19	01/19/19	Exceeded
<b>Grace Mueller</b> <b>District 3</b>	12/08/23	01/22/24	05/22/24	11.00	02/22/24 05/22/24	02/02/24	01/16/24 02/23/24	01/29/24 02/26/24	01/28/24	01/29/24	Exceeded
<b>Linda Duncan</b> <b>District 4</b>	12/14/18	01/17/19 09/21/19 10/05/21 10/10/23	08/17/22 09/15/22 02/07/23 05/22/24	11.25	03/03/21 06/18/22 10/10/23 05/22/24	04/13/21 05/04/22 04/02/23 02/20/24	05/14/20 05/04/22 02/21/24	07/17/22 07/23/24	01/22/19	01/22/19	Exceeded
<b>Denise Crettenden</b> <b>District 5</b>	12/14/18	01/17/19 09/21/19 10/05/21 10/10/23	08/17/22 09/15/22 02/07/23 05/22/24	12.00	03/15/19 03/03/21 10/10/23 05/22/24	03/30/21 05/25/22 04/28/23 03/21/24	05/14/20 05/11/22 04/30/24	06/30/22 08/07/24	01/30/19	01/29/19	Exceeded
<b>Ben Amador</b> <b>District 6</b>	12/09/16	08/21/19 10/05/21 09/30/23 10/10/23	08/17/22 09/15/22 02/07/23 05/22/24	0.00	04/15/20 03/03/21 10/10/23 05/22/24	02/26/21 04/25/22 03/30/23 03/21/24	05/14/20 04/23/22 03/21/24	06/03/22 03/22/24	01/14/17	02/06/17	Deficient Retired
<b>Joshua Bright</b> <b>District 7</b>	12/15/22	01/19/23 10/10/23	02/07/23 05/22/24	5.75	01/25/23 10/10/23 05/22/24	04/06/23 03/22/24	01/10/23 05/17/24	01/30/23 05/17/24	01/24/23	01/26/23	Exceeded

\*Applicable for first year board members only

\*\* Boards may delegate this training to the district's public information coordinator.

\*\*\* Board training required every two years

# Minutes of Special Meeting

## The Board of Trustees

### Seguin ISD

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A Special Meeting of the Board of Trustees of Seguin ISD was held Monday, September 16, 2024, beginning at 6:30 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Ben Amador, Joshua Bright, Denise Crettenden, Linda Duncan, Alejandro R. Guerra, Carl Jenkins, Grace Mueller, and Dr. Veronica Vijil, Superintendent

Absent: Steve Gonzalez

Also Present: Nikki Bittings, Chief Student Services Officer; Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Joel Trevino, Chief Human Resources Officer; Danica Murillo, Deputy Chief of Human Resources; Emily Allen, Director of Communications; Cynthia Borden, Director of State and Federal Accountability; Kristi Miranda, Education Data Analyst; Jason Mummert, Director of School Leadership; all Campus Principals, and Nancy Ramirez, Superintendent Secretary.

#### 1. Call to Order

A. Mr. Guerra called the meeting to order at 6:30 p.m., and a quorum was established.

B. The meeting of the Seguin ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

C. The pledges were led by Mr. Guerra, followed by a moment of silence.

#### 2. Audience with the Board

No one signed up to address the Board.

#### 3. Action Item:

**A. Consideration and Take Possible Action to Approve “No Opposition” to the Notice of Application to Schools for The Brick Seguin LLC for a Wine and Malt Beverage Retailers Permit Located at 736 E. Kingsbury St. in Seguin, Texas**

Mr. Amador moved, seconded by Mr. Bright to approve taking "No Opposition" to the Notice of Application to Schools for The Brick Seguin LLC for a Wine and Malt Beverage Retailers Permit Located at 736 E. Kingsbury St. in Seguin, Texas.

**Ayes: Amador, Bright, Crettenden, Duncan, Guerra, Jenkins and Mueller**

**Nays: None**

#### 4. Board Workshop:

**A. Review and Discuss 2024 STAAR Assessment and Accountability**

The Board received information from Ms. Borden, Mrs. Miranda, Mrs. Lyons and staff regarding an overview of the 2024 State and District accountability and assessment results not limited to the data, student achievement domains, academic growth, gaps, goals, professional development, plan of action, and next steps. All board questions and comments were addressed.

The Board recessed from 7:52 p.m. until 8:03 p.m.

- 5. Closed Meeting:** The Board went into closed session at 8:04 p.m.
- A. Pursuant to Texas Government Code Section §§§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.
  - B. Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of an employee(s).
  - C. Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.

**Reconvene to Open Meeting:** The Board reconvened at 9:49 p.m. No action was taken.

**6. Adjourn**

Mr. Amador moved, seconded by Mr. Jenkins to adjourn the meeting. The meeting adjourned at 9:50 p.m.

**Ayes: Amador, Bright, Crettenden, Duncan, Guerra, Jenkins and Mueller**

**Nays: None**

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Secretary/October 29, 2024

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President/October 29, 2024

# Minutes of Regular Meeting

## The Board of Trustees

### Seguin ISD

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A regular board meeting of the Board of Trustees of Seguin ISD was held Tuesday, September 24, 2024, beginning at 6:30 PM in the Board Room, 1221 E. Kingsbury, Seguin, Texas.

Present: Joshua Bright, Denise Crettenden (arrived at 6:32 p.m.), Linda Duncan, Alejandro R. Guerra, and Dr. Veronica Vijil, Superintendent

Absent: Ben Amador, Carl Jenkins, Grace Mueller, and Steve Gonzalez

Also Present: Nikki Bittings, Chief Student Services Officer; Monica Lyons, Chief Academic Officer; Elizabeth Oaks, Chief Financial Officer; Joel Trevino, Chief Human Resources Officer; Danica Murillo, Deputy Chief Human Resources; Elizabeth Oaks, Chief Financial Officer; Emily Allen, Director of Communications; Debra Reiley, Ball Early Childhood Center Principal; Maria Guerra, Ball Early Childhood Center Assistant Principal; Coach Craig Dailey, Athletic Director and Head Football Coach; Marc Telles, Director of Fine Arts and Band Director; Jill Nash, Director of Community Outreach and Director of Seguin Education Foundation; Nancy Ramirez, Superintendent Secretary, and Media.

#### 1. Call to Order

A. Mr. Guerra called the meeting to order at 6:33 p.m. and a quorum was established. The meeting of the Seguin ISD has been duly called and notice of this meeting has been posted in accordance with the Texas Open Meetings Act, Section 551.043 of the Texas Government Code.

B. The pledges were led by Haven Loera, a third-grade student, from Jefferson Elementary School, followed by a moment of silence.

C. Superintendent Announcements:

Dr. Vijil provided the board and community with highlights, upcoming key dates, and event information since the last board meeting, which included recognizing staff and student achievements and successes from across the district. She also thanked the many local businesses who have made donations over the past few weeks that benefit our students and staff. Dr. Vijil also reminded the community that nominations to name all or part of the Seguin High School Baseball & Softball Complex are still open until September 30.

D. Board Member Reports:

The Board provided updates and information on recent activities, meetings, conferences, and school events they have participated in or attended.

#### 2. Recognition/Campus Presentations

##### A. Student/Staff/Board/Community Recognition

The Board of Trustees recognized the following students and staff for their outstanding accomplishments:

- **Superintendent's Students of the Month from Ball Early Childhood Center, Jefferson Elementary School, Briesemeister Middle School, and Seguin High School**

Dr. Vijil was honored to recognize Ka'mese Lopez, a PreK-4 student at Ball Early Childhood Center, Haven Loera, third-grade student at Jefferson Elementary, Calvin Ivey, an eighth-grade student at Briesemeister Middle School, and Cheng Chen, a junior at Seguin High School, for going above and beyond as leaders and exceptional students in and out of the classroom. They are all excellent role models working hard to achieve their goals while assisting their peers.

- **Superintendent's Award**

Dr. Vijil was honored to recognize Chris Rangel, Secretary and Registrar at Mercer Blumberg Learning Center, as the September recipient of the Superintendent's Leadership Apple Award for going above and beyond daily duties to cultivate, inspire, and empower his students, colleagues, and Seguin ISD community.

- **Seguin SISD staff who served on the Summer 2024 Educator Item Review Committees**

Dr. Vijil was honored to recognize two staff members for their service on the STAAR Summer 2024 Educator Item Review Committees:

- o Monica Franco, District Office, STAAR Reading Grade 3 Item Review
- o Leticia Gutierrez, Koennecke Elementary, STAAR Spanish Reading Grade 4 Item Review & STAAR Spanish Writing Grade 4 Item Review

### **B. Campus Highlight**

The presentation was provided courtesy of Ball Early Childhood Center. Mrs. Reiley, the principal, and Mrs. Guerra shared information highlighting campus goals and how they relate to the district's writing goal. Ball ECC is committed to empowering students to become clear, effective communicators by developing their writing skills.

### **C. Fall 2024 Student Teachers and Mentor Teachers**

The Board of Trustees recognized university students who have chosen to complete their student teaching in Seguin ISD schools and the campus teachers mentoring the student teachers.

## **3. Audience with the Board**

Maria Castilleja and Annaliza Rangel, members of the Seguin High School Class of 2004, signed up to address the Board regarding their heartfelt gratitude for the district's support in organizing their 20-year reunion.

## **4. Reports/Information Items:**

### **A. Seguin Education Foundation's Annual Report**

The Board of Trustees received an update from Jill Nash on the Seguin Education Foundation's current operations and on its financial position as of its most recent fiscal year ended August 31, 2024.

### **B. Submission of a Class Size Exception Waiver to the Texas Education Agency**

The Board of Trustees acknowledged the submission of a class size exception waiver to the Texas Education Agency for the 2024-2025 academic year.

**C. Personnel Information – Professional Employees**

The Board of Trustees received information regarding the following new hires and resignations for the 2024-2025 school year listed below:

**New Hire Elections:**

Name	Campus	Effective Date
Ainsworth, Charles	Seguin High School	09/09/24
Rodriguez, Eddie	Rodriguez Elementary	09/16/24
Spofford, Nina	Seguin High School	09/16/24

\*returning employee

**Resignations:**

**Fulcher, Christian, Barnes Middle School, effective 12/31/24**

Mr. Fulcher, Special Education Teacher, has resigned and elected to retire.

Mr. Fulcher has 2 years with Seguin ISD.

**Merrell, Emily, Matador Special Services Department, effective 09/27/24**

Ms. Merrell, Speech Therapist, has resigned due to relocation.

Ms. Merrell has 4 years with Seguin ISD.

**5. Consent Agenda Items – Consider and Possible Approval:**

**A. Approval of Board Minutes for:**

Regular Meeting, August 27, 2024

**B. Approval of Tax Collection Reports for August 2024**

The Board of Trustees approved the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for August 2024. The Texas Property Tax Code requires the collector of taxes for a taxing unit to prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

**C. Approval of Donations Received August 2024**

The Board of Trustees approved the donations received by the District during the month of August 2024 in the amount of \$500.00 from various business and individuals. District Board policy CDC (Local) states "...any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

**D. Approval of District-Wide Vehicle Maintenance, Parts, and Services (RFP#:24-01)**

The Board of Trustees approved the contract with each of the recommended respondents, as reflected in the exhibit, for Vehicle Maintenance, Parts, and Services. A Request for Proposals (RFP#: 24-01) was issued on June 5, 2023, for Vehicle Maintenance, Parts, and Services. The bid was competitively solicited in compliance with Board Policy. Of the two responses received, all met the RFP requirements. With approval from the Board of Trustees, the respondents in the exhibit will be added to the list of approved vendors for this RFP. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2026, and will remain active for one year thereafter.

**E. Approval of District-Wide Facilities Maintenance, Electrical Equipment, Parts, and Services (RFP #: 24-04)**

The Board of Trustees approved to contract with each of the recommended respondents, as

reflected in the exhibit, for Facilities Maintenance, Electrical Equipment, Parts, and Services. A Request for Proposals (RFP#: 24-04) was issued on June 5, 2023 for Facilities Maintenance, Electrical, Parts and Services. The bid was competitively solicited in compliance with Board Policy. Of the response received, all met the RFP requirements. With approval from the Board of Trustees, the following respondent will be added to the list of approved vendors for this RFP: Mustang Enterprises. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2026, and will remain active for one year thereafter.

**F. Approval of District-Wide Educational Consulting Services (RFP #: 24-06)**

The Board of Trustees approved to contract with each of the recommended respondents, as reflected in the exhibit, for Educational Consulting Services. A Request for Proposals (RFP#: 24-06) was issued on June 5, 2023 for Special Education Services. The bid was competitively solicited in compliance with Board Policy. Of the three responses received, all met the RFP requirements. With approval from the Board of Trustees, the respondents in the exhibit will be added to the list of approved vendors for this RFP. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2026, and will remain active for one year thereafter.

**G. Information Regarding Purchases Through the 2013 Purchasing Cooperative for a total cost of \$53,064**

The Board of Trustees received information regarding the purchases through the 2013 Purchasing Cooperative: \*Istation: Reference #21030 Instructional Supplies and Services at a total cost of \$53,064.

**H. Information Regarding Purchases Through the Texas 20 Purchasing Cooperative for a total cost of \$2,699,500**

The Board of Trustees received information regarding the purchases through the TIPS Purchasing Cooperative: \*Gulf Coast Paper Company, Inc.: Reference #3221-E2 AB, Chemical and Paper - \$107,000

\*Labatt Food Service, LLC: Reference #3315-E1, Main Food - \$1,492,000

\*Labatt Food Service, LLC: Reference #3221-E2 AB, Chemical and Paper - \$117,000

\*Brothers Produce of Austin: Reference #3320-E1, Produce - \$363,000

\*Dairy Farmers of America, Inc.: Reference #3418, Milk - \$515,000

\*New World Bakery, Inc.: Reference #3417, Bread - \$105,500

**I. Information Regarding Purchases Through the TIPS Purchasing Cooperative for a total cost of \$70,800**

The Board of Trustees received information regarding the purchases through the TIPS Purchasing Cooperative: \*Agparts Worldwide, Inc.: Reference #220105, Technology Solutions, Products, and Services - \$70,800

**J. Information Regarding Purchases Through the CTPA Purchasing Cooperative for a total cost of \$266,566**

The Board of Trustees received information regarding the purchases through the CTPA Purchasing Cooperative: \*Great Minds PBC: Reference #23R-003TM, Books, Textbooks, Publications, Subscriptions, and Audio Visual Materials - \$203,556

\*Gallup, Inc: Reference #2010-700-241, Software and Applications - \$63,000

**K. Acknowledge Public Information Act Requests August-September 2024**

The Board of Trustees acknowledged the Public Information Act requests received since August

13, 2024.

**Ms. Duncan moved, seconded by Mr. Bright to approve Consent Action Items:**

**A. Approval of Board Minutes for:**

**Regular Meeting, August 27, 2024**

**B. Approval of Tax Collection Reports for August 2024**

**C. Approval of Donations Received August 2024**

**D. Approval of District-Wide Vehicle Maintenance, Parts, and Services (RFP#:24-01)**

**E. Approval of District-Wide Facilities Maintenance, Electrical Equipment, Parts, and Services (RFP #: 24-04)**

**F. Approval of District-Wide Educational Consulting Services (RFP #: 24-06)**

**G. Information Regarding Purchases Through the 2013 Purchasing Cooperative for a total cost of \$53,064**

**H. Information Regarding Purchases Through the Texas 20 Purchasing Cooperative for a total cost of \$2,699,500**

**I. Information Regarding Purchases Through the TIPS Purchasing Cooperative for a total cost of \$70,800**

**J. Information Regarding Purchases Through the CTPA Purchasing Cooperative for a total cost of \$266,566**

**K. Acknowledge Public Information Act Requests August-September 2024**

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**6. Action Items**

**A. Appointment of Director(s) to the Seguin Education Foundation**

Mrs. Crettenden moved, seconded by Mr. Bright, to appoint Linda Duncan and Grace Mueller to serve on the Seguin Education Foundation Board of Directors until September 2025.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**B. Discussion and Possible Action on Homeschool UIL Participation**

Mr. Bright moved, seconded by Ms. Duncan, to not allow non-enrolled students to represent the district in UIL sponsored activities.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**C. Approval of Proposed Budget Amendments & Financial Statements for July 2024**

Ms. Duncan moved, seconded by Mr. Bright, to approve the proposed budget amendments and financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund as of July 31, 2024.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**D. Approval of Interlocal Agreement with Education Service Center 16 TEXBUY Cooperative**

Mr. Bright moved, seconded by Ms. Duncan, to approve the TEXBUY Cooperative Program Interlocal Agreement.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**E. Approval of Board Resolution with Education Service Center 5 Southeast Texas Cooperative**

Ms. Duncan moved, seconded by Mrs. Crettenden, to approve a Board Resolution with the Southeast Texas Cooperative Program.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**F. Approval of Interlocal Agreement with Education Service Center 6 EPIC6 Cooperative**

Ms. Duncan moved, seconded by Mr. Bright to approve the EPIC6 Cooperative Program Interlocal Agreement.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**G. Approval of Interlocal Agreement with Education Service Center 15 791 Cooperative**

Ms. Duncan moved, seconded by Mrs. Crettenden, to approve the 791 Cooperative Program Interlocal Agreement.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**H. Approval of the General Contractor for the Transportation Facility Additions and Renovations (RFCSP#: 25:01)**

Mr. Bright moved, seconded by Ms. Duncan to authorize the Superintendent to negotiate and possibly execute a contract with MTX General Contractors as the General Contractor of the Transportation Facility Additions and Renovations (RFCSP#: 25-01).

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

**I. Nominate Candidate for the Guadalupe County Appraisal District Board of Directors**

Ms. Duncan moved, seconded by Mrs. Crettenden to approve the nomination of Joshua Bright as a candidate for the Guadalupe County Appraisal District Board of Directors.

**Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

The Board recessed from 8:16 until 8:22 p.m.

**7. Closed Meeting** –The Board went into closed session at 8:22 p.m.

**A.** Pursuant to Texas Government Code Section §§§ 551.071, 551.074, 551.129 - Consultation with legal counsel including possible telephone consultation with legal counsel, as necessary, to address legal concerns, implications, and answer any legal questions regarding posted agenda items.

**B.** Pursuant to Texas Government Code Section § 551.074 - Discuss personnel matters, including appointment, employment, evaluation, reassignment, duties, discipline or dismissal of an employee(s).

**C.** Pursuant to Texas Government Code Section § 551.072 - Discuss the sale, purchase, exchange, lease, or value of real property.

**D.** Pursuant to Texas Government Code Section § 551.0821 – Deliberation regarding public school student(s).

**8. Reconvene to Open Meeting:** The Board reconvened at 9:25 p.m.

**A.** Possible action to approve professional personnel, including appointment, employment,

evaluation, assignment, duties, discipline, or dismissal of employee(s). The Board did not take action on this item. No action was taken.

**9. Board Comments and Request**

There were no new Board comments or requests.

All prior Board requests have been addressed.

**10. Adjourn**

Mr. Bright moved, seconded by Mrs. Crettenden, to adjourn the meeting. The meeting adjourned at 9:25 p.m.

**Ayes: Ayes: Bright, Crettenden, Duncan, and Guerra**

**Nays: None**

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Secretary/October 29, 2024

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President/October 29, 2024

**ACTION ITEM:**

**Approval of Tax Collection Reports for September 2024**

**RECOMMENDATION:**

That the Board of Trustees approves the Guadalupe County Tax Office Monthly Recap from Daryl John, Guadalupe County Tax Assessor-Collector for September 2024.

**RATIONALE:**

The Texas Property Tax Code requires the collector of taxes for a taxing unit to prepare a written report of tax collections made for the preceding month. The Guadalupe County Tax Assessor-Collector collects ad valorem taxes for the District.

**REFERENCE and COMPLIANCE:**

BDAF (LEGAL) - Selection and Duties of Chief Tax Official

**PAPERWORK IMPACT:**

None

**BUDGET IMPACT / INFORMATION:**

Tax payments are received by direct deposit to the District's accounts at Lone Star Investment Pool. Payments are remitted to the District two days after the County receives them.

Total Tax Collections for the month of September, 2024:

Current	\$	20,958
Delinquent		179,688
Penalty and Interest		41,571
Total Monthly Collections	\$	<u>242,217</u>

Total Tax Collections Year to Date	\$	<u>879,715</u>
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Delinquent Tax Levy		3,496,205
Percent Collected through September, 2024		23.43%
Percent of Tax Levy Collected last year		32.64%

**EXHIBITS:**

None

**RESOURCE PERSONNEL:**

Elizabeth Oaks, Chief Financial Officer, RTSBA  
Sally Eckhart, Budget Coordinator

Submitted by:

(Signature)

(Name)

(Address)

(Telephone)

*Veronica Vijil*

Date Submitted: 10/29/24

Dr. Veronica Vijil, Superintendent

1221 E. Kingsbury St., Seguin, TX 78155

(830) 401-8614

**ACTION ITEM:** **Approval of Proposed Budget Amendments & Financial Statements for August 2024**

**RECOMMENDATION:** That the Board of Trustees approve the proposed budget amendments and financial statements for the General Fund, Child Nutrition Fund, and Debt Service Fund as of August 31, 2024.

**RATIONALE:** The District’s official budget includes the General Fund, Child Nutrition Fund, and Debt Service Fund. The adoption of the budgets associated with these funds and subsequent amendments should be approved by the Board of Trustees. The attached budget reports and financial statements are designed to provide interim information for the Board of Trustees regarding operations of the District. The attached financial statements are unaudited and do not reflect certain required accounting entries for the official year-end financial report.

**REFERENCE and COMPLIANCE:** CE (LEGAL) and CE (LOCAL) Annual Operating Budget  
The Board shall amend the budget when a change is made increasing any one of the functional spending categories or increasing revenue object accounts and other financing sources (uses).

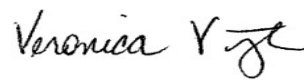
**PAPERWORK IMPACT:** None

**BUDGET IMPACT / INFORMATION:** Budget amendments reflected in this report require approval by the Board of Trustees.

**EXHIBITS:** Proposed Budget Amendments and Financial Statements for the General Operating Fund, Child Nutrition Fund, and Debt Service Fund are attached.

**RESOURCE PERSONNEL:** Elizabeth Oaks, Chief Financial Officer, RTSBA  
Sally Eckhart, Budget Coordinator

Submitted by:  
(Signature)  
(Name)  
(Address)  
(Telephone)

  
\_\_\_\_\_  
Dr. Veronica Vijil, Superintendent  
1221 E. Kingsbury St., Seguin, TX 78155  
(830) 401-8614

Date Submitted: 10/29/24

## Function Codes

11 – Instruction - Activities that deal directly with the interaction between teachers and students

12 – Instructional Resources/Media Services - Expenditures that are directly and exclusively used for resource centers, establishing and maintaining libraries

13 – Curriculum & Instructional Staff Development – Expenditures directly and exclusively used to aid instructional staff in planning, developing and evaluating the process of providing learning experiences for students. (Includes in-service training for instructional or instructional-related personnel (Functions 11, 12, and 13))

21 – Instructional Leadership - Expenditures that are for managing, directing, supervising, and providing leadership for staff who provide general and specific instructional services

23 – School Leadership - Expenditures to direct and manage a school campus

31 – Guidance & Counseling – Expenditures for assessing and testing students' abilities, aptitudes and interests; counseling students

32 - Social Work Services - Expenditures that for activities such as investigating and diagnosing student social needs arising out of the home, school or community: includes truant/attendance officers

33 – Health Services - Expenditures for providing physical health services to students

34 – Student Transportation - Expenditures for transporting students to and from school.

35 – Food Service – Expenditures for food service operations

36 – Extracurricular Activities - Expenditures for school-sponsored activities outside of the school day.

41 – General Administrations - Expenditures for purposes of managing or governing the school district as an overall entity

51 – Maintenance & Operations - Expenditures for activities to keep the facilities and grounds open, clean, comfortable and in effective working condition and state of repair, and insured

52 – Security & Monitoring Services – Expenditures for activities to keep student and staff surroundings safe, whether in transit to or from school, on a campus or participating in school-sponsored events at another location

53 – Data Processing Services - Expenditures for data processing services, whether in-house or contracted.

61 – Community Services - Expenditures for activities or purposes other than regular public education and includes expenditures are for services or activities relating to the whole community or some segment of the community

71 – Debt Service – Expenditures for debt service payments and related fees

81 – Facilities Acquisition and Improvements - Expenditures for acquiring, equipping, and/or making additions to real property and sites

99 – Other Governmental Charges – Expenditures for other intergovernmental charges not defined above

**Seguin Independent School District**  
**Proposed Budget Amendments and Financial Statements**  
**General Operating Fund**  
**August 2024**

	Budget				Actual			Budget Remaining	
	Adopted Budget	August 1, 2024	Proposed Amendment(s)		August 31, 2024	August 1, 2024	Current Month		August 31, 2024
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
<b>REVENUE</b>									
Local									
Property Taxes-Current	36,690,360	36,690,360	-	-	36,690,360	19,689	7,482	27,171	36,663,189
Property Taxes-Delinquent	950,000	950,000	-	-	950,000	162,089	162,186	324,275	625,725
Property Taxes-Penalty & Interest	500,000	500,000	-	-	500,000	40,586	35,778	76,365	423,635
Interest Income	1,300,000	1,300,000	-	-	1,300,000	122,670	120,067	242,737	1,057,263
Other Local Income	240,000	240,000	-	-	240,000	9,585	55,817	65,403	174,597
State	34,745,186	34,745,186	-	-	34,745,186	282,940	262,497	545,437	34,199,749
Federal	767,000	767,000	-	-	767,000	17,374	12,145	29,519	737,481
<b>REVENUE</b>	<b>75,192,546</b>	<b>75,192,546</b>	<b>-</b>	<b>-</b>	<b>75,192,546</b>	<b>654,933</b>	<b>655,974</b>	<b>1,310,907</b>	<b>73,881,639</b>
<b>EXPENSE</b>									
11 - Instruction	43,061,198	43,089,413	17,150	(2,675)	43,103,888	1,034,702	937,119	1,971,821	41,132,067
12 - Instructional Resources & Media Svcs	1,100,983	1,100,983	-	-	1,100,983	83,972	28,653	112,625	988,358
13 - Curr & Instructional Staff Development	735,275	771,875	70	-	771,945	38,399	59,573	97,971	673,974
21 - Instructional Leadership	2,076,321	2,001,406	64,457	-	2,065,863	137,673	153,419	291,092	1,774,771
23 - School Leadership	5,097,863	5,098,463	-	2,400	5,100,863	178,690	414,221	592,910	4,507,953
31 - Guidance & Counseling Services	2,677,549	2,677,549	-	275	2,677,824	37,473	147,453	184,926	2,492,898
32 - Social Work Services	672,569	672,569	-	-	672,569	30,639	78,283	108,922	563,647
33 - Health Services	858,109	858,109	-	-	858,109	43,126	13,375	56,501	801,608
34 - Student Transportation	3,481,004	3,481,004	-	-	3,481,004	238,734	199,906	438,640	3,042,364
35 - Food Service	-	-	-	-	-	-	-	-	-
36 - Co-curricular Activities	2,079,122	2,079,122	-	(70)	2,079,052	136,671	120,059	256,730	1,822,322
41 - General Administration	3,099,979	3,099,979	242,000	-	3,341,979	187,013	246,962	433,975	2,908,004
51 - Plant Maintenance & Operations	8,338,937	8,338,937	-	-	8,338,937	1,006,679	657,384	1,664,063	6,674,874
52 - Security & Monitoring Services	952,567	983,967	-	-	983,967	48,873	36,845	85,718	898,249
53 - Data Services	2,105,852	2,074,452	146,499	-	2,220,951	391,534	230,461	621,994	1,598,957
61 - Community Services	30,167	39,667	-	-	39,667	-	658	658	39,009
71 - Debt Services	-	-	665,000	-	665,000	665,000	-	665,000	-
81 - Facilities Acquisition & Construction	-	-	1,780,800	-	1,780,800	(18,095)	-	(18,095)	1,798,895
93 - Payments to Fiscal Agent/SSA	1,946,727	1,946,727	-	-	1,946,727	-	-	-	1,946,727
99 - Intergovernmental Charges (Appraisal Svcs)	842,464	842,464	-	-	842,464	-	108,305	108,305	734,159
<b>EXPENSE</b>	<b>79,156,686</b>	<b>79,156,686</b>	<b>2,915,906</b>	<b>-</b>	<b>82,072,592</b>	<b>4,241,083</b>	<b>3,432,673</b>	<b>7,673,756</b>	<b>74,398,836</b>
<b>REVENUE OVER/(UNDER) EXPENSE</b>	<b>\$ (3,964,140)</b>	<b>\$ (3,964,140)</b>	<b>\$ (2,915,906)</b>	<b>\$ -</b>	<b>\$ (6,880,046)</b>	<b>(3,586,150)</b>	<b>(2,776,699)</b>	<b>(6,362,849)</b>	<b>(517,197)</b>
Other Sources	-	-	-	-	-	-	-	-	-
Other Uses	-	-	-	-	-	-	-	-	-
<b>OTHER SOURCES AND USES</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>RESULT OF ACTIVITIES</b>	<b>\$ (3,964,140)</b>	<b>\$ (3,964,140)</b>	<b>\$ (2,915,906)</b>	<b>\$ -</b>	<b>\$ (6,880,046)</b>	<b>(3,586,150)</b>	<b>(2,776,699)</b>	<b>(6,362,849)</b>	

Note:  
Fund Balance projection data for 2024-25 will be provided upon completion of the annual financial audit for the 2023-24 fiscal year.

Seguin Independent School District  
 Budget Amendment Detail For General Operating Fund  
 August 2024

Budget Report - Attachment 1  
 29-Oct-2024

Revenues:

Total Revenue Increase (Decrease) \$ -

Expenditures:

BUA 306

Board approved ( 8/27/24) Fund Balance Assignments

Function

11 TEA Certification fees for National Board of rof Teaching Standards	\$	17,150	
21 Teacher Incentive Allotment program development consultant	\$	64,457	
41 Holdsworth Partnership agreement (2023-2026) balance	\$	242,000	
53 Abre Subscription (data centralization software)	\$	146,499	
71 QZAB payments (8 of 15)	\$	665,000	
81 Baseball/Softball complex construction & Welding Shop balance	\$	1,780,800	
Total Expenditures Increase (Decrease)			<u><u>\$ 2,915,906</u></u>

Other Sources:

Total Other Sources Increase (Decrease) \$ -

**Seguin Independent School District**  
**Proposed Budget Amendments and Financial Statements**  
**Child Nutrition Fund**  
**August 2024**

	Budget				Actual			Budget Remaining	
	Adopted Budget	August 1, 2024	Proposed Amendment(s)		August 31, 2024	August 1, 2024	Current Month		August 31, 2024
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
<b>REVENUE</b>									
Local									
Property Taxes-Current									
Property Taxes-Delinquent									
Property Taxes-Penalty & Interest									
Interest Income	20,000	20,000	-	-	20,000	14,597	13,114	27,711	-
Other Local Income	339,500	339,500	-	-	339,500	105	20,363	20,468	319,032
State	55,500	55,500	-	-	55,500	-	6,938	6,938	48,563
Federal	6,675,000	6,675,000	-	-	6,675,000	36,316	406,749	443,065	6,231,935
<b>REVENUE</b>	<b>7,090,000</b>	<b>7,090,000</b>	<b>-</b>	<b>-</b>	<b>7,090,000</b>	<b>51,018</b>	<b>447,164</b>	<b>498,182</b>	<b>6,599,529</b>
<b>EXPENSE</b>									
11 - Instruction									
12 - Instructional Resources & Media Svcs									
13 - Curr & Instructional Staff Development									
21 - Instructional Leadership									
23 - School Leadership									
31 - Guidance & Counseling Services									
32 - Social Work Services									
33 - Health Services									
34 - Student Transportation									
35 - Food Service	7,063,500	7,063,500	-	-	7,063,500	160,468	398,750	559,219	6,504,281
36 - Co-curricular Activities									
41 - General Administration									
51 - Plant Maintenance & Operations	19,500	19,500	-	-	19,500	1,623	1,156	2,779	16,721
52 - Security & Monitoring Services	7,000	7,000	-	-	7,000	88	-	88	6,912
53 - Data Services									
61 - Community Services									
71 - Debt Services									
81 - Facilities Acquisition & Construction									
99 - Intergovernmental Charges (Appraisal Servs)									
<b>EXPENSE</b>	<b>7,090,000</b>	<b>7,090,000</b>	<b>-</b>	<b>-</b>	<b>7,090,000</b>	<b>162,180</b>	<b>399,906</b>	<b>562,086</b>	<b>6,527,914</b>
<b>REVENUE OVER/(UNDER) EXPENSE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>(111,162)</b>	<b>47,258</b>	<b>(63,904)</b>	<b>71,615</b>
Other Sources	-	-	-	-	-				
Other Uses	-	-	-	-	-				
<b>OTHER SOURCES AND USES</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	
<b>RESULT OF ACTIVITIES</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>(111,162)</b>	<b>\$ 47,258</b>	<b>\$ (63,904)</b>	

Note:  
Fund Balance projection data for 2024-25 will be provided upon completion of the annual financial audit for the 2023-24 fiscal year.

Seguin Independent School District  
Budget Amendment Detail For Child Nutrition Fund  
August 2024

Budget Report - Attachment 1  
29-Oct-2024

Revenues:

Total Revenue Increase (Decrease) \$ -

Expenditures:

Total Expenditures Increase (Decrease) \$ -

Other Sources:

Total Other Sources Increase (Decrease) \$ -

**Seguin Independent School District**  
**Proposed Budget Amendments and Financial Statements**  
**Debt Service Fund**  
**August 2024**

	Budget				Actual			Budget Remaining	
	Adopted Budget	August 1, 2024	Proposed Amendment(s)		August 31, 2024	August 1, 2024	Current Month		August 31, 2024
		Amended Budget	Programmatic Changes	Balance Neutral	Amended Budget	Year to Date	Activity		Year to Date
<b>REVENUE</b>									
Local									
Property Taxes-Current	16,519,000	16,519,000	-	-	16,519,000	9,375	3,219	12,595	16,506,405
Property Taxes-Delinquent	250,000	250,000	-	-	250,000	79,039	82,036	161,075	88,925
Property Taxes-Penalty & Interest	100,000	100,000	-	-	100,000	18,566	17,452	36,018	63,982
Interest Income	-	-	-	-	-	73,675	45,818	119,493	-
Other Local Income	-	-	-	-	-	-	-	-	-
State	-	-	-	-	-	-	-	-	-
Federal	-	-	-	-	-	-	-	-	-
	<b>16,869,000</b>	<b>16,869,000</b>	-	-	<b>16,869,000</b>	<b>180,654</b>	<b>148,525</b>	<b>329,180</b>	<b>16,659,313</b>
<b>EXPENSE</b>									
11 - Instruction									
12 - Instructional Resources & Media Svcs									
13 - Curr & Instructional Staff Development									
21 - Instructional Leadership									
23 - School Leadership									
31 - Guidance & Counseling Services									
32 - Social Work Services									
33 - Health Services									
34 - Student Transportation									
35 - Food Service									
36 - Co-curricular Activities									
41 - General Administration									
51 - Plant Maintenance & Operations									
52 - Security & Monitoring Services									
53 - Data Services									
61 - Community Services									
71 - Debt Services	16,869,000	16,869,000	-	-	16,869,000	1,598,350	7,120,992	8,719,342	8,149,658
81 - Facilities Acquisition & Construction									
99 - Intergovernmental Charges (Appraisal Servs)									
	<b>16,869,000</b>	<b>16,869,000</b>	-	-	<b>16,869,000</b>	<b>1,598,350</b>	<b>7,120,992</b>	<b>8,719,342</b>	<b>8,149,658</b>
<b>REVENUE OVER/(UNDER) EXPENSE</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>(1,417,696)</b>	<b>(6,972,467)</b>	<b>(8,390,163)</b>	<b>\$ 8,509,655</b>
Other Sources	-	-	-	-	-	-	-	2,308	
Other Uses	-	-	-	-	-	-	-	-	
<b>OTHER SOURCES AND USES</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 2,308.36</b>	
<b>RESULT OF ACTIVITIES</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>(1,417,696)</b>	<b>(6,972,467)</b>	<b>(8,387,854)</b>	

Note:  
Fund Balance projection data for 2024-25 will be provided upon completion of the annual financial audit for the 2023-24 fiscal year.

Seguin Independent School District  
Budget Amendment Detail For Debt Service Fund  
August 2024

Budget Report - Attachment 1  
29-Oct-2024

Revenues:

Total Revenue Increase (Decrease) \$           -

Expenditures:

Total Expenditures Increase (Decrease) \$           -

Other Sources:

Total Other Sources Increase (Decrease) \$           -

**ACTION ITEM:**

**Approval of Donations Received Setpember 2024**

**RECOMMENDATION:**

That the Board of Trustees approve donations received by the District during the month of September 2024.

**RATIONALE:**

District Board policy CDC (Local) states "any (unsolicited) gift that the potential donor has expressly made conditional upon the District's use for a specified purpose, or any gift of real property, shall require Board approval."

**REFERENCE and COMPLIANCE:**

CDC (LOCAL) - Other Revenues: Gifts and Solicitations

**PAPERWORK IMPACT:**

None

**BUDGET IMPACT / INFORMATION:**

None

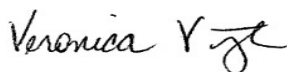
**EXHIBITS:**

Proposed Donations

**RESOURCE PERSONNEL:**

Elizabeth Oaks, Chief Financial Officer, RTSBA  
Sally Eckhart, Budget Coordinator

Submitted by:  
(Signature)  
(Name)  
(Address)  
(Telephone)



Dr. Veronica Vijil, Superintendent  
1221 E. Kingsbury St., Seguin, TX 78155  
(830) 401-8614

Date Submitted: 10/29/24

**Donations Received By Seguin ISD  
During the 2024-25 School Year**

<b>Donor</b>	<b>Purpose</b>	<b>Campus Receiving Donation</b>	<b>Date Rcvd</b>	<b>Amount</b>	<b>Board Approval</b>
McQueeney Lions Club	Supplies for students	McQueeney	09/06/24	\$ 1,500.00	pending
Anonymous donor (grandparent)	Classroom supplies	McQueeney	09/06/24	\$ 50.00	pending
Bordelon, James	School Supplies	Vogel Elementary	09/10/24	\$ 200.00	Pending

NOTE: This listing includes only documented, unsolicited donations received by the District during September 2024. Additional donations may have been received by campuses and subsequently deposited by the campus or student group without providing detailed documentation to the Business Department.

**ACTION ITEM:** **Approval of Investment Report for the First Quarter Ended September 30, 2024**

**RECOMMENDATION:** That the Board of Trustees approve the Investment Report for the First Quarter Ended September 30, 2024.

**RATIONALE:** State law and Board Policy require quarterly reports regarding the District's investments.

This report is designed to allow the Board of Trustees to review the investment activity for the First Quarter Ended September 30, 2024. The District's earnings rates, investment position, and yield information are presented for the period.

The District currently invests exclusively in interlocal governmental investment pools ("pools"), which allow withdrawals on a same day basis. The book value of pools is considered to be the market value and is reflected accordingly in the attached Investment Report.

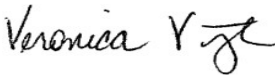
**REFERENCE and COMPLIANCE:** CDA (LEGAL) and CDA (LOCAL) Other Revenues - Investments

**PAPERWORK** None

**BUDGET IMPACT / INFORMATION:** None

**EXHIBITS:** Investment Report

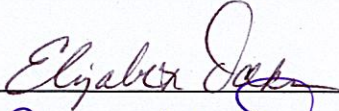
**RESOURCE PERSONNEL:** Elizabeth Oaks, Chief Financial Officer , RTSBA  
Perla Nevarez, Comptroller

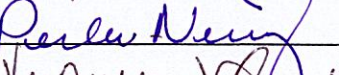
Submitted by:  Date Submitted: 10/29/24  
(Signature) \_\_\_\_\_  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8614

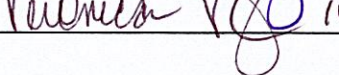
**SEGUIN INDEPENDENT SCHOOL DISTRICT  
INVESTMENT REPORT  
FIRST QUARTER ENDED SEPTEMBER 30, 2024**

<u>INVENTORY OF INVESTMENTS</u>	Weighted Average Maturity 1.0 Day	Balance <u>9/30/2024</u>
<b>GENERAL OPERATING FUND 199</b>		
TexPool - Local Maintenance		1,179,428
Lone Star		14,097,377
Logic		472,924
MBIA		9,940,461
<b>TOTAL GENERAL OPERATING FUND</b>		<b>\$ 25,690,190</b>
	Weighted Average Maturity	
<b>CHILD NUTRITION FUND 240</b>		
Lone Star		<b>\$ 2,245,105</b>
	Weighted Average Maturity	
<b>INTEREST &amp; SINKING FUND 599</b>		
TexPool		1,213,206
Lone Star		7,143,756
<b>TOTAL INTEREST &amp; SINKING FUND</b>		<b>\$ 8,356,962</b>
	Weighted Average Maturity	
<b>COMBINED SCHOOL BOND FUNDS 62X</b>		
Lone Star		<b>\$ 66,516,836</b>
<b>OAK PARK MALL ENTERPRISE FUND 711</b>		
TexPool		<b>\$ 52,570</b>
<b>WORKER'S COMPENSATION SELF-INSURANCE FUND 753</b>		
TexPool		887,936
Lone Star		3,930,312
<b>TOTAL WORKERS' COMPENSATION FUND</b>		<b>\$ 4,818,247</b>
	Weighted Average Maturity	
<b>STUDENT ACTIVITY TRUST &amp; AGENCY FUND 865</b>		
TexPool		<b>\$ 166,418</b>
	Weighted Average Maturity	
<b>GRAND TOTALS</b>		<b>\$ 107,846,329</b>

The investments of the District are in compliance with Investment Policy and the Public Funds Investments Act.

Elizabeth Oaks, Chief Financial Officer 

Perla Nevarez, Comptroller 

Dr. Veronica Vijil, Superintendent  10/7/2024

**SEGUIN INDEPENDENT SCHOOL DISTRICT  
INVESTMENT REPORT  
FIRST QUARTER ENDED SEPTEMBER 30, 2024**

<b><u>INVESTMENT TRANSACTIONS</u></b>	<b>FISCAL YEAR BEGINNING BALANCE <u>7/1/2024</u></b>	<b>NET CHANGE</b>	<b>QUARTER ENDING BALANCE <u>9/30/2024</u></b>
<b>GENERAL OPERATING FUND 199</b>			
TexPool	1,155,524	23,905	1,179,428
Lone Star	16,207,017	(2,109,640)	14,097,377
Logic	466,616	6,307	472,924
MBIA	9,806,676	133,785	9,940,461
<b>TOTAL GENERAL OPERATING FUND</b>	<b>\$ 27,635,833</b>	<b>\$ (1,945,643)</b>	<b>\$ 25,690,190</b>
<b>CHILD NUTRITION FUND 240</b>			
Lone Star	3,224,096	\$ (978,991)	\$ 2,245,105
<b>INTEREST AND SINKING FUND 599</b>			
TexPool	1,197,261	15,946	1,213,206
Lone Star	14,704,258	(7,560,502)	7,143,756
<b>TOTAL INTEREST AND SINKING FUND</b>	<b>\$ 15,901,518</b>	<b>\$ (7,544,556)</b>	<b>\$ 8,356,962</b>
<b>COMBINED SCHOOL BOND FUNDS 62X</b>			
Lone Star	76,063,043	\$ (9,546,206)	\$ 66,516,836
<b>OAK PARK MALL FUND 711</b>			
TexPool	60,283	\$ (7,712)	\$ 52,570
<b>WORKER'S COMPENSATION SELF-INSURANCE FUND 753</b>			
TexPool	876,265	11,670	887,936
Lone Star	3,839,185	91,126	3,930,312
<b>TOTAL WORKERS' COMPENSATION FUND</b>	<b>\$ 4,715,451</b>	<b>\$ 102,797</b>	<b>\$ 4,818,247</b>
<b>STUDENT ACTIVITY TRUST &amp; AGENCY FUND 865</b>			
TexPool	164,231	\$ 2,187	\$ 166,418
<b>GRAND TOTALS</b>	<b>\$ 127,764,454</b>	<b>\$ (10,371,919)</b>	<b>\$ 107,846,329</b>

**SEGUIN INDEPENDENT SCHOOL DISTRICT  
INVESTMENT REPORT  
FIRST QUARTER ENDED SEPTEMBER 30, 2024**

<u>YIELD ON INVESTMENTS</u>	<u>AVERAGE BALANCE</u>	<u>INTEREST INCOME</u>	<u>YIELD</u>
<b>GENERAL OPERATING FUND 199</b>			
TexPool - Local Maintenance	1,166,400	15,462	5.259%
Lone Star	14,091,565	191,578	5.394%
Logic	468,734	6,307	5.339%
MBIA	9,875,272	133,785	5.375%
<b>TOTAL GENERAL OPERATING FUND</b>	<b>\$ 25,601,972</b>	<b>\$ 347,132</b>	<b>5.379%</b>
<b>CHILD NUTRITION FUND 240</b>			
Lone Star	\$ 2,761,214	\$ 37,513	5.390%
<b>INTEREST AND SINKING FUND 599</b>			
TexPool	1,202,842	15,946	5.259%
Lone Star	10,254,358	139,615	5.402%
<b>TOTAL INTEREST &amp; SINKING FUND</b>	<b>\$ 11,457,200</b>	<b>\$ 155,561</b>	<b>5.387%</b>
<b>COMBINED SCHOOL BOND FUNDS 62X</b>			
Lone Star	\$ 73,123,630	\$ 6,307	5.339%
<b>OAK PARK MALL ENTERPRISE FUND 711</b>			
TexPool	\$ 55,074	\$ 731	5.263%
<b>WORKER'S COMPENSATION SELF-INSURANCE FUND 753</b>			
TexPool	880,350	11,670	5.259%
Lone Star	3,838,866	52,154	5.390%
<b>TOTAL WORKER'S COMPENSATION FUND</b>	<b>\$ 4,719,216</b>	<b>\$ 63,824</b>	<b>5.366%</b>
<b>STUDENT ACTIVITY TRUST &amp; AGENCY FUND 865</b>			
TexPool	\$ 164,996	\$ 2,187	5.259%
<b>TOTAL INTEREST FOR ALL FUNDS</b>	<b>\$ 117,883,303</b>	<b>\$ 613,256</b>	<b>5.327%</b>

**SEGUIN INDEPENDENT SCHOOL DISTRICT  
FIRST QUARTER ENDED SEPTEMBER 30, 2024**

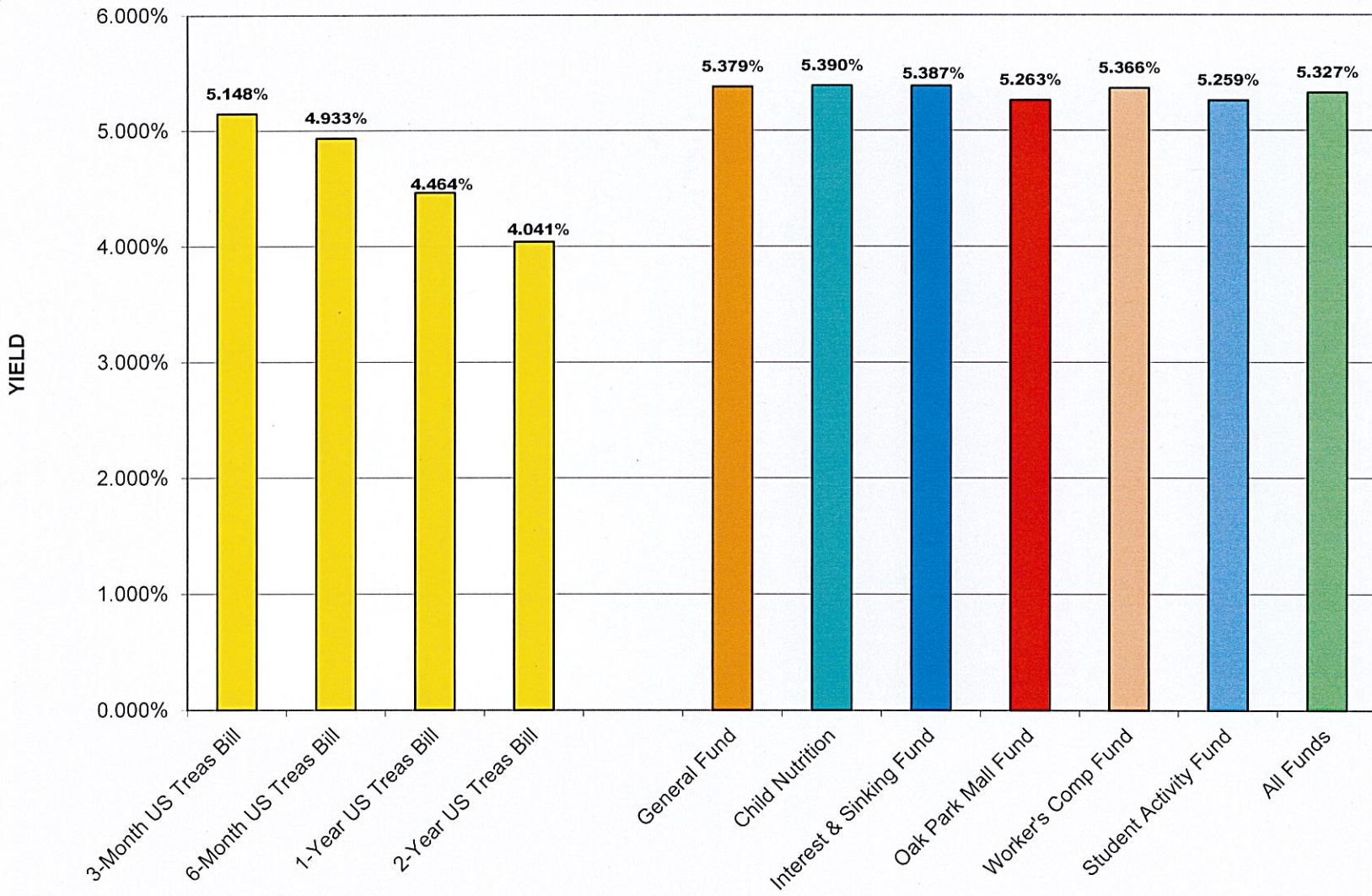


Exhibit - Investment Report

**ACTION ITEM:** **Approval of District-Wide Vehicle Maintenance, Parts, And Services (RFP #: 24-01)**

**RECOMMENDATION:** That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit, for Vehicle Maintenance, Parts, and Services.

**RATIONALE:** A Request for Proposals (RFP#: 24-01) was issued on June 5, 2023 for Vehicle Maintenance, Parts, and Services. The bid was competitively solicited in compliance with Board Policy. Of the response(s) received, all met the RFP requirements. With approval from the Board of Trustees, the following respondent(s) will be added to the list of approved vendors for this RFP: Chalk's Truck Parts. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2026, and will remain active for one year thereafter.

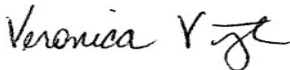
**REFERENCE and COMPLIANCE:** CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

**PAPERWORK IMPACT:** None

**BUDGET IMPACT / INFORMATION:** Funds to be provided by the General Operating Fund.

**EXHIBITS:** Vendor Recommendation Form

**RESOURCE PERSONNEL:** Elizabeth Oaks, Chief Financial Officer, RTSBA  
Jennifer Raske Martinez, Purchasing Coordinator, RTSBA

Submitted by:  Date Submitted: 10/29/24  
(Signature) \_\_\_\_\_  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8614

**SEGUIN INDEPENDENT SCHOOL DISTRICT**  
**VENDOR RECOMMENDATION FORM**

**RFP #:** 24-01, VEHICLE MAINTENANCE PARTS & SERVICES

**BID CLOSING DATE:** June 30, 2026

**ISSUING DEPARTMENT(S):** TRANSPORTATION AND MAINTENANCE

VENDOR	SERVICES PROVIDED	Recommended
Chalk's Truck Parts	Bus parts and services	<b>Y</b>

**Note:**

The issuing department has evaluated all respondents based on the following criteria:

- Required documents were completed by the respondent
- Purchase price (if applicable)
- Quality and reputation
- Goods and/or services meet District needs

**ACTION ITEM:** **Approval of District-Wide Special Education Services (RFP #: 24-05)**

**RECOMMENDATION:** That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit, for Special Education Services.

**RATIONALE:** A Request for Proposals (RFP#: 24-05) was issued on June 5, 2023 for Special Education Services. The bid was competitively solicited in compliance with Board Policy. Of the response(s) received, all met the RFP requirements. With approval from the Board of Trustees, the respondents on the exhibit will be added to the list of approved vendors for this RFP. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, which will end on June 30, 2026, and will remain active for one year thereafter.

**REFERENCE and COMPLIANCE:** CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

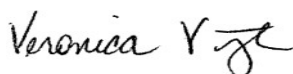
**PAPERWORK IMPACT:** None

**BUDGET IMPACT / INFORMATION:** Funds to be provided by the General Operating Fund.

**EXHIBITS:** Vendor Recommendation Form

**RESOURCE PERSONNEL:** Elizabeth Oaks, Chief Financial Officer, RTSBA  
Jennifer Raske Martinez, Purchasing Coordinator, RTSBA

Submitted by:  
(Signature)  
(Name)  
(Address)  
(Telephone)



\_\_\_\_\_  
Dr. Veronica Vijil, Superintendent  
1221 E. Kingsbury St., Seguin, TX 78155  
(830) 401-8614

Date Submitted: 10/29/24

**SEGUIN INDEPENDENT SCHOOL DISTRICT**  
**VENDOR RECOMMENDATION FORM**

**RFP #:** 24-05, SPED SERVICES  
**BID CLOSING DATE:** JUNE 30, 2026  
**ISSUING DEPARTMENT(S):** SPED

VENDOR	SERVICES PROVIDED	Recommended
Marcella Helmke	Educational diagnostician	<b>Y</b>
Debra Mahone	Evaluations, ARD Facilitation, Instruction	<b>Y</b>
Martha Leavitt	Educational diagnostician	<b>Y</b>
Bilingual Communication Lab	Speech language Pathology	<b>Y</b>
Lisa Walton	Speech language Pathology	<b>Y</b>
Trinity Educational Services	Therapists, pathologists, diagnosticians	<b>Y</b>

**Note:**

The issuing department has evaluated all respondents based on the following criteria:

- Required documents were completed by the respondent
- Experience
- Goods and/or services meet District needs

**ACTION ITEM:** **Approval of District-Wide Educational Consulting Services (RFP #: 24-06)**

**RECOMMENDATION:** That the Board of Trustees approve to contract with each of the recommended respondents, as reflected in the attached exhibit, for Educational Consulting Services.

**RATIONALE:** A Request for Proposals (RFP#: 24-06) was issued on June 5, 2023 for Educational Consulting Services. The bid was competitively solicited in compliance with Board Policy. Of the response(s) received, all met the RFP requirements. With approval from the Board of Trustees, the following respondent(s) will be added to the list of approved vendors for this RFP: Monica Kiss. The list of previously approved vendors is available on the Bids page of the District website. All approved vendors will continue to qualify under this RFP for the remaining contract term, ending June 30, 2026, and will remain active for one year thereafter.

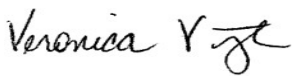
**REFERENCE and COMPLIANCE:** CH(LEGAL) and CH(LOCAL) Purchasing and Acquisition

**PAPERWORK IMPACT:** None

**BUDGET IMPACT / INFORMATION:** Funds to be provided by the General Operating Fund.

**EXHIBITS:** Vendor Recommendation Form

**RESOURCE PERSONNEL:** Elizabeth Oaks, Chief Financial Officer, RTSBA  
Jennifer Raske Martinez, Purchasing Coordinator, RTSBA

Submitted by:  Date Submitted: 10/29/24  
(Signature) \_\_\_\_\_  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8614

**SEGUIN INDEPENDENT SCHOOL DISTRICT**  
**VENDOR RECOMMENDATION FORM**

**RFP #:** 24-06, ED CONSULTANTS  
**BID CLOSING DATE:** JUNE 30, 2026  
**ISSUING DEPARTMENT(S):** LLI

VENDOR	SERVICES PROVIDED	Recommended
Monica Kiss	Voice Consultant	<b>Y</b>

**Note:**  
The issuing department has evaluated all respondents based on the following criteria:

- Required documents were completed by the respondent
- Experience
- Goods and/or services meet District needs

**ACTION ITEM:**                    **Approval of Texas Education Human Resources Day**

**RECOMMENDATION:**        It is recommended that the Board of Trustees approve the proclamation recognizing October 9, 2024, as Texas Education Human Resources Day.

**RATIONALE:**                    The Human Resources Department works to provide quality educational professionals for our school personnel, as well as quality employees in all departments within the District.

**REFERENCE & COMPLIANCE:**        Governor Greg Abbott has designated October 9, 2024, as Texas Education Human Resources Day.

**BUDGET IMPACT/ INFORMATION:**                    None

**PAPERWORK IMPACT:**                    None

**EXHIBITS:**                                Board Resolution

**RESOURCE PERSONNEL:**                    Joel S. Treviño, Chief Human Resources Officer

Submitted by:                    Veronica Vijil                    Date Submitted: 10/29/24  
    (Signature)                    Dr. Veronica Vijil, Superintendent  
    (Name)                         1221 E. Kingsbury St., Seguin, TX 78155  
    (Address)                      (830) 401-8614  
    (Telephone)

**RESOLUTION OF THE BOARD OF TRUSTEES  
OF  
SEGUIN INDEPENDENT SCHOOL DISTRICT**

**WHEREAS**, the Human Resources division is instrumental in recruiting, selecting, resourcing, and retaining quality staff in support of providing an excellent education for all students; and

**WHEREAS**, Human Resources plays a key role in fostering satisfaction and loyalty among employees by allowing for professional growth and development and keeping employees informed about policies, working conditions, compensation, and benefits; and

**WHEREAS**, Human Resources monitors and manages current and future workforce trends, organizational culture, legal and legislative trends, and ethical and social responsibility; and

**WHEREAS**, Human Resources is an important part of district leadership and is vital to the overall productivity and efficiency of the district's workforce; and

**WHEREAS**, Human Resources is a valued and respected department that sustains the district's most important asset - its people;

**THEREFORE**, the Board of Trustees of Seguin Independent School District does hereby resolve that October 9, 2024, will be observed as Texas Education Human Resources Day throughout the district. The Board also encourages students, staff, and parents to express their appreciation to our human resources team members for their dedication and commitment to Seguin ISD employees and students.

**PASSED AND APPROVED BY THE MAJORITY OF MEMBERS OF THE BOARD OF TRUSTEES OF SEGUIN INDEPENDENT SCHOOL DISTRICT, ON THIS, THE 29<sup>TH</sup> DAY OF OCTOBER, 2024.**

*[Signature Page Follows]*

**SEGUIN INDEPENDENT SCHOOL DISTRICT**

**Trustees voting in favor of the Resolution:**

_____	_____
_____	_____
_____	_____
_____	_____

The undersigned, being the Secretary of the Board, hereby certifies that the foregoing represents a true copy of a Resolution of the Seguin ISD Board of Trustees, duly held on October 29, 2024, which Resolution is in full force and effect, and has not been revoked or amended.

\_\_\_\_\_  
Board Secretary

Dated: \_\_\_\_\_

**INFORMATION ITEM:**     **Acknowledge Public Information Act Requests September - October 2024**

**RECOMMENDATION:**     That the Board of Trustees acknowledges Public Information Act requests received since September 10, 2024.

**RATIONALE:**             The purpose of this agenda item is to keep trustees apprised of the District’s Public Information program.

**REFERENCE and COMPLIANCE:**     GB (LEGAL) Public Information Program

**PAPERWORK IMPACT:**             None

**BUDGET IMPACT/ INFORMATION:**     None

**EXHIBITS:**                 September 10 – October 8, 2024 Public Information Act request roster

**RESOURCE PERSONNEL:**         Dr. Veronica Vijil, Superintendent  
Emily Allen, Director of Communications

Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) Veronica Vijil  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830) 401-8614

**Seguin ISD PIA Requests received from September 10 - October 8, 2024**

<b>Date</b>	<b>Requester</b>	<b>Requested Documents</b>	<b>Status</b>	<b>Action</b>
009 Sept. 10, 2024	Jessica Patterson, Texas State Teachers Association	Employment, discipline, internal investigations, June 2023 emails for former employee	Completed	Documents shared
010 Sept. 10, 2024	David Y. Leonhardt, Strawbridge Studios	Ball ECC student/staff data for picture day	Completed	Campus handling
011 Sept. 10, 2024	Jessica Mendoza	Employee name, school/facility, title, hire date, years with district, email, phone	Completed	Documents shared
012 Sept. 11, 2024	Carlin Green, Equitable Advisors	Employee names/job titles/locations, total pay, years in TRS, district tenure, phone/email, date of retirement/resignation	Completed	Documents shared
013 Sept. 11, 2024	Alanna Clayton, Lifetime Living, Inc.	ADOS or CARS assessment for a student	Completed	Response provided
014 Sept. 12, 2024	Ofc. Randy Bryan, New Braunfels PD	Background check on former employee	Completed	Information shared
015 Sept. 12, 2024	Martha Becker	Employees' names, title, campus/phone number, date of hire, salary; and where available: home email, age, gender, address, & home phone	Completed	Documents shared
016 Sept. 12, 2024	Andrii Korkoshko, ZipBuffalo	Vendor names/contacts from 01/2022 forward, purchase orders from 01/2022 forward, employee/staff work contacts	Completed	Documents shared
017 Sept. 19, 2024	Gabriel Mata, UP Engineering & Surveying	Water, wastewater feasibility studies for new McQueeney campus	Completed	Documents shared
018 Sept. 23, 2024	Abhishek Shinde, Infojini, Inc	Records on Special Education Services Contract	Completed	Documents shared
019 Sept. 25, 2024	Allie Hartry, The Morales Firm	Complete personnel file for former employee	Responded	Documents shared
020 Sept. 30, 2024	Luis Moreno	Contracts for district program	Completed	Document shared
021 Oct. 2, 2024	Yvonne M. De La Rosa	UIL eligibility/ineligibility documents	In progress	
022 Oct. 3, 2024	Melissa Manno, SA Express-News	Incident reports	Completed	Documents shared
023 Oct. 3, 2024	Haley Smith, Texas Freedom Network	Records related to removal, restriction, or banning of books in district libraries	Completed	Document shared

**INFORMATION ITEM:**

**Safety Audit Findings (closed session)**

**RECOMMENDATION:**

Board of Trustees receive information regarding the Districtwide Intruder Detection Audit Report Findings.

**RATIONALE:**

The top priority of Seguin ISD and the State of Texas is keeping students and staff safe. The Texas Education Agency recently conducted an Intruder Detection Audit.

**REFERENCE and COMPLIANCE:**

CKC (LEGAL) (LOCAL) Safety Program/Risk Management Emergency Plans

**PAPERWORK IMPACT:**

Minimal

**BUDGET IMPACT INFORMATION:**

None

**EXHIBITS:**

None

**RESOURCE PERSONNEL:**

Nikki Elaine Bittings, Chief Student Services Officer

Submitted by:

(Signature)



Date Submitted: 10/29/24

(Name)

Dr. Veronica Viji, Superintendent

(Address)

1221 E. Kingsbury St., Seguin, TX 78155

(Telephone)

(830) 401-8614

**ACTION ITEM:**

**Consideration and Approval of the District and Campus Performance Objectives for the 2024-25 School Year**

**RECOMMENDATION:**

That the Board of Trustees approves the District and Campus Performance Objectives, as contained in the District and Campus Improvement Plans, for the 2024-25 school year.

**RATIONALE:**

Texas Education Code 11.251(a) states that the Board of Trustees shall annually approve both the district and campus performance objectives. These objectives form the basis of the district and campus improvement plans, with strategies and activities that lead to attainment of the objectives developed by the District and Campus side councils.

**REFERENCE and COMPLIANCE:**

BQ (LEGAL) Planning and Decision-Making Process

**PAPERWORK IMPACT:**

Minimal

**BUDGET IMPACT/ INFORMATION:**

Items contained in the plans are budgeted in the respective campus and district budgets. Copies of the District Performance Objectives are available in the Curriculum & Instruction department at Central Office. Additionally, the Campus Performance Objectives for each campus may be accessed at the principal’s office of each campus. Upon approval of District and Campus Performance Objectives by the Board of Trustees, improvement plans will be finalized and provided on district and campus websites.

**EXHIBITS:**

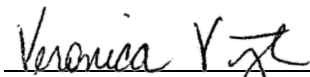
District and Campus Goals & Performance Objectives

**RESOURCE PERSONNEL:**

Cindy Borden, Director of Federal & State Accountability  
Monica Lyons, Chief Academic Officer

Submitted by:

(Signature)



Date Submitted: 10/29/24

(Name)

Dr. Veronica Vijil, Superintendent

(Address)

1221 E. Kingsbury St., Seguin, TX 78155

(Telephone)

(830) 401-8614

# District and Campus Improvement Plans

*October 29, 2024 Board of Trustees Meeting  
Presented by Monica Lyons*

# Continuous Improvement Process

1. Data Analysis
2. Comprehensive Needs Assessment
  - a. Demographics
  - b. Academic Achievement
  - c. Processes & Programs
  - d. Perceptions
3. District & Campus Improvement Planning
4. Implementation & Evaluation



159

*TEC 11.251(a) states that the Board of Trustees shall annually approve both the district and campus performance objectives.*

Goal 1: Increase the percentage of third grade students who score meets grade level or above on STAAR Reading from 36% to 55% by August 2027.

**Performance Objective 1**

Increase the percentage of third grade students who score meets grade level or above on STAAR Reading from 36% to 42% by August 2025.

**Performance Objective 2**

Increase the percentage of students achieving Meets Grade Level or above on Grade 3-8 STAAR RLA and English I&II EOC by 6 percentage points, from 42% to 48% by Aug 2025.

**Performance Objective 3**

Increase the percentage of students achieving level 3 or higher in grades Kinder-2 on the ISIP Reading Assessment from 47% to 52% by May 2025.

Goal 2: Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027.

**Performance Objective 1**

Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 28% to 35% by August 2025.

**Performance Objective 2**

Increase the percentage of students in grades 3-8 and Algebra who score meets grade level or above from 28% to 35% by Aug. 2025.

**Performance Objective 3**

Increase the percentage of K-2 grade students who score meets grade level or above on ISIP Math Assessment from 19% to 65% by May 2025.

Goal 3: Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 58.6% to 80% by August 2027.

**Performance Objective 1**

Increase the percentage of students who are passing the TSI test in Reading from 32% to 42% and the TSI Math from 19% to 32% by August 2025.

**Performance Objective 2**

Increase the number of students who get a IBC certificate and complete the sequence from 26% to 36% by August 2025.

**Performance Objective 3**

Increase the number of students who take dual credit and AP courses from 25% to 35% by August 2025.

Goal 4: Seguin ISD will improve student, parent, community and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1**

Seguin ISD will improve student satisfaction from the fall of 2024 to the spring of 2025 as determined by the Gallup Poll.

**Performance Objective 2**

Seguin ISD will improve parent satisfaction from the fall of 2024 to the spring of 2025 as determined by the Gallup Poll.

**Performance Objective 3**

Seguin ISD will improve staff satisfaction from the fall of 2024 to the spring of 2025 as determined by the Gallup Poll.

Goal 5: Based on the school performance framework (QSA) campus tiering, 80% or more of SISD students will be enrolled in a campus that is Tier 1 or Tier 2 by August 2027.

**Performance Objective 1**

Increase the percentage of students enrolled in a Tier 1 or Tier 2 campus from 62% to 75% by August 2025.

# Questions?



**Seguin Independent School District**  
**District Improvement Plan**  
**2024-2025 Performance Objectives**



# **Mission Statement**

To cultivate, inspire and empower students to grow and learn.

# **Vision**

Exceptional students to exceptional citizens

# **Strategic Priorities**

Strategic Priority 1: Creating and Supporting Future Ready Students

Strategic Priority 2: Supporting and Valuing Staff

Strategic Priority 3: Developing Relationships with Families and The Community

Strategic Priority 4: Creating a Thriving Learning Community

# Table of Contents

Goals .....	4
Goal 1: (HB3): Increase the percentage of third grade students who score meets grade level or above on STAAR Reading from 36% to 55% by August 2027. ....	4
Goal 2: Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027. ....	5
Goal 3: Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 58.6% to 80% by August 2027. ....	6
Goal 4: Seguin ISD will improve student, parent, community and staff satisfaction as determined by the Gallup Poll. ....	7
Goal 5: Based on the school performance framework (QSA) campus tiering, 80% or more of SISD students will be enrolled in a campus that is Tier 1 or Tier 2 by August 2027. ....	8

# Goals

**Goal 1: (HB3):** Increase the percentage of third grade students who score meets grade level or above on STAAR Reading from 36% to 55% by August 2027.

**Performance Objective 1:** Increase the percentage of third grade students who score meets grade level or above on STAAR Reading from 36% to 42% by August 2025.

## HB3 Goal

**Performance Objective 2:** Increase the percentage of students achieving Meets Grade Level or above on Grade 3-8 STAAR Reading and English I&II EOC (first-time testers) by 6 percentage points, from 42% to 48% by August 2025.

**Performance Objective 3:** Increase the percentage of students achieving level 3 or higher in grades Kinder-2 on the ISIP Reading Assessment from 47% to 52% by May 2025.

**Goal 2:** Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027.

**Performance Objective 1:** Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 28% to 35% by August 2025.

**Performance Objective 2:** Increase the percentage of students in grades 3-8 and Algebra I (first time testers) who score meets grade level or above from 28% to 35% by August 2025.

**Performance Objective 3:** Increase the percentage of K-2 grade students who score meets grade level or above on ISIP Math Assessment from 19% to 65% by May 2025.

**Goal 3:** Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 58.6% to 80% by August 2027.

**Performance Objective 1:** Increase the percentage of students who are passing the TSI test in Reading from 32% to 42% and the TSI Math from 19% to 32% by August 2025.

**Performance Objective 2:** Increase the percentage of students who earn an IBC certificate and complete the sequence from 26% to 36% by August 2025.

**Performance Objective 3:** Increase the number of students who take dual credit and AP courses from 25% to 35% by August 2025.

**Goal 4:** Seguin ISD will improve student, parent, community and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** Seguin ISD will improve student satisfaction from the fall of 2024 to the spring of 2025 as determined by the Gallup Poll.

**Performance Objective 2:** Seguin ISD will improve parent satisfaction from the fall of 2024 to the spring of 2025 as determined by the Gallup Poll.

**Performance Objective 3:** Seguin ISD will improve staff satisfaction from the fall of 2024 to the spring of 2025 as determined by the Gallup Poll.

**Goal 5:** Based on the school performance framework (QSA) campus tiering, 80% or more of SISD students will be enrolled in a campus that is Tier 1 or Tier 2 by August 2027.

**Performance Objective 1:** Increase the percentage of students enrolled in a Tier 1 or Tier 2 campus from 62% to 75% by August 2025.

**Seguin Independent School District**  
**Seguin High School**  
**2024-2025 Performance Objectives**



**Seguin High School**

The Future Is Now

# Mission Statement

Campus Mission Statement

*The Future is Now*

## Vision

Vision

*The Future is Now*

## Value Statement

Value Statement

Seguin ISD believes that:

Students grow academically, emotionally and socially when creative and imaginative educators ignite their passions.

The learning experience should be engaging, relevant and collaborative to meet the needs of all.

Parent, community and industry partners are essential for student success.

Teachers foster student curiosity and initiative through meaningful and relevant learning experiences. Relationships that nurture student growth and development are key to success.

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of students who score meets grade level or above on STAAR English assessments from 42% to 60% by August 2027. ....	4
Goal 2: Increase the percentage of students who score meets on grade level or above on STAAR Algebra I from 14% to 52% by June 2027. ....	5
Goal 3: Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 58% to 80% by August 2027. ....	6
Goal 4: Seguin High School will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll by August 2027. ....	7
Goal 5: Based on the school performance framework (QSA) campus tiering, Seguin High School will be a Tier 1 campus by August 2027. ....	8

# Goals

**Goal 1:** Increase the percentage of students who score meets grade level or above on STAAR English assessments from 42% to 60% by August 2027.

**Performance Objective 1:** Increase the percentage of students who score meets grade level or above on the STAAR English I from 41% to 60% by August 2025.

**HB3 Goal**

**Performance Objective 2:** Increase the percentage of students who score meets grade level or above on the STAAR English II from 43% to 60% by August 2025

**HB3 Goal**

**Performance Objective 3:** Increase the percentage of students who score masters on STAAR English I from 9% to 15% by August 2025

**Performance Objective 4:** Increase the percentage of students who score masters on STAAR English II from 2% to 10% by August 2025

**Performance Objective 5:** Increase SPED performance in English I and II STAAR through targeted delivery of instructional services by growing the meets percentage from 16% to 36% by May 2025.

**Goal 2:** Increase the percentage of students who score meets on grade level or above on STAAR Algebra I from 14% to 52% by June 2027.

**Performance Objective 1:** Increase the percentage of students who score meets grade level or above on STAAR Algebra I from 14% to 30%.

**Performance Objective 2:** Increase the percentage of students who score masters grade level on STAAR Algebra I from 3% to 6%.

**Performance Objective 3:** Increase SPED performance in STAAR Algebra I through targeted delivery of instructional services by growing the meets percentage from 18% to 38% by May 2025.

**Goal 3:** Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 58% to 80% by August 2027.

**Performance Objective 1:** By August 2025, the percentage of students who meets TSI/SAT/ACT criteria in ELAR and Math will improve from 29% to 35%.

**HB3 Goal**

**Performance Objective 2:** By August 2025, the percent of students who are taking the SAT or ACT will improve from 34% to 50%

**HB3 Goal**

**Performance Objective 3:** By August 2025, the percent of students who earn at least 3 hours of dual credit in ELAR or MATH OR the percent of students who earn at least 9 dual credit course credits in any other subject will improve from 25% to 35%.

**HB3 Goal**

**Performance Objective 4:** By August 2025, the percent of students who earn an industry based certification will improve from 26% to 36%.

**HB3 Goal**

**Goal 4:** Seguin High School will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll by August 2027.

**Performance Objective 1:** Increase faculty, student, and parent satisfaction from Fall 2024 to Spring 2025 as determined by the Gallup Poll.

**Goal 5:** Based on the school performance framework (QSA) campus tiering, Seguin High School will be a Tier 1 campus by August 2027.

**Performance Objective 1:** Improve campus student attendance rate from 88.6% to 90.0% by August 2025.

**Performance Objective 2:** Decrease ISS actions by 5% (483 to 459) by August 2025.

**Performance Objective 3:** Decrease OSS actions by 5% (302 to 287) by August 2025.

**Performance Objective 4:** Improve teacher retention rate from 78% to 85% by August 2025.

**Performance Objective 5:** Improve staff attendance rate by reducing teacher absences from 1251 absences to 1000 teacher absences by August 2025.

**Seguin Independent School District  
Mercer-Blumberg Learning Center  
2024-2025 Performance Objectives**



# Mission Statement

Creating Believers. Empowering Graduates. Building Futures.

## Vision

At MBLC our learning community is innovative, caring and committed to success today and for the future.

## Value Statement

We believe Seguin ISD is at its best when:

- All students are successful

- All students are prepared for life after graduation

- All schools provide a caring and safe environment

- All students and staff feel valued

- Parents, staff, and community are committed to student success

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of 9-12 grade students who score meet grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 38% to 50% by August 2027. (Strategic Priority 1) .....	4
Goal 2: Campus will Increase the percentage of 9-12 grade students who score meet grade level or above on STAAR Mathematics from 0% to 15% by August 2027. (Strategic Priority 2) .....	5
Goal 3: Make all MBLC students future ready by increasing their college, career, and military readiness scores by TSI Reading from 85% to 87% and TSI Math from 67% to 71% to by August 2027. (CCMR) (Strategic Priority 3) .....	6
Goal 4: Campus will improve student, staff, parent, and community perception as determined by the Gallup Goal by August 2027. (Strategic Priority 4) .....	7
Goal 5: MBLC will attain Tier 1 Status through August 2027 (Strategic Priority 5) .....	8

# Goals

**Goal 1:** Increase the percentage of 9-12 grade students who score meet grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 38% to 50% by August 2027. (Strategic Priority 1)

**Performance Objective 1: TEACHING AND LEARNING:** :By the end of the 2024-2025 school year we will increase the passing rate of all English I continuously enrolled students from 14% to 18% and Non-continually enrolled from 67% to 71%. And the overall English I Campus percentage from 38% to 42%.

**Performance Objective 2: TEACHING AND LEARNING:** :By the end of the 2024-2025 school year we will increase the passing rate of all English II continuously enrolled students from 26% to 30% and Non-continually enrolled from 25% to 29%. And the overall English II Campus percentage from 26% to 30%.

**Goal 2:** Campus will Increase the percentage of 9-12 grade students who score meet grade level or above on STAAR Mathematics from 0% to 15% by August 2027. (Strategic Priority 2)

**Performance Objective 1: TEACHING AND LEARNING:** :By the end of the 2024-2025 school year we will increase the passing rate of Algebra I continuously enrolled students from 20% to 25% and Overall pass percentage from 0% to 20%. \*( Note: although this number has not reached the threshold to be accountable, it is a needed objective to complete the Goal).

**Goal 3:** Make all MBLC students future ready by increasing their college, career, and military readiness scores by TSI Reading from 85% to 87% and TSI Math from 67% to 71% to by August 2027. (CCMR) (Strategic Priority 3)

**Performance Objective 1: POST-SECONDARY READINESS:** MBLC will increase our campus CCMR score to improve our TSAI-2 scores in 2024-2025 from 85% to 86% in Reading and 67% to 68% in math.

**Goal 4:** Campus will improve student, staff, parent, and community perception as determined by the Gallup Goal by August 2027. (Strategic Priority 4)

**Performance Objective 1: PARENTAL AND FAMILY ENGAGEMENT:** Increase the parent, student, and staff school perception from fall to spring Gallup polls 2024-2025.

**Performance Objective 2: PUBLIC RELATIONS and COMMUNICATIONS:** MBLC will continue effective communication with parent through the use of social media and Student Messenger (Parent Newsletter)

**Goal 5:** MBLC will attain Tier 1 Status through August 2027 (Strategic Priority 5)

**Performance Objective 1:** MBLC leadership will provide opportunities to cultivate leaders, continue STAAR academic success, increase growth in meets standards on EOC tests, and create an environment where student referral rate improves from the previous rate.

**Seguin Independent School District**  
**Jim Barnes Middle School**  
**2024-2025 Performance Objectives**

# Mission Statement

To provide an environment where all learners explore, reflect, and grow.

## Vision

JBMS inspires ALL learners to achieve excellence!

## Value Statement

At JBMS, we will:

Adventure awaits!

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 39% to 55% by August 2027. ....	4
Goal 2: Campus will Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR Mathematics from 25% to 35% by August 2025. ....	5
Goal 3: Barnes MS will increase the number of activities that introduce and prepare students to meet College, Career, and Military Readiness (CCMR) requirements in high school from 25% to 75% by 2027. ....	6
Goal 4: Campus will improve student, parent, community and staff satisfaction as determined by the Gallup Poll. ....	7
Goal 5: Campus will work to improve school performance so that our (QSA) tier improves from a Tier 3 campus to a tier 2 or better by August 2026. ....	8

# Goals

**Goal 1:** Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 39% to 55% by August 2027.

**Performance Objective 1:** Increase the percentage of 6 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 39% to 45% by August 2025.

**HB3 Goal**

**Performance Objective 2:** Increase the percentage of 7 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 32% to 42% by August 2025.

**HB3 Goal**

**Performance Objective 3:** Increase the percentage of 8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 45% to 55% by August 2025.

**HB3 Goal**

**Goal 2:** Campus will Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR Mathematics from 25% to 35% by August 2025.

**Performance Objective 1:** Increase the percentage of 6 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math from 13% to 52% by August 2027.

**HB3 Goal**

**Performance Objective 2:** Increase the percentage of 7 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math from 5% to 15% by August 2025.

**Performance Objective 3:** Increase the percentage of 8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math from 14% to 24% by August 2025.

**Performance Objective 4:** Increase the percentage of Algebra students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math from 57% to 67% by August 2025.

**Goal 3:** Barnes MS will increase the number of activities that introduce and prepare students to meet College, Career, and Military Readiness (CCMR) requirements in high school from 25% to 75% by 2027.

**Performance Objective 1:** Campus will follow the district's CCMR expectations for all seventh and eighth grade students in preparation for high school.

**Goal 4:** Campus will improve student, parent, community and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** Increase Satisfaction on the Gallup Poll for all stake holders to include Students, Parents and Staff.

**Performance Objective 2:** JBMS will conduct targeted culture events and initiatives to improve staff moral and help build campus culture.

**Goal 5:** Campus will work to improve school performance so that our (QSA) tier improves from a Tier 3 campus to a tier 2 or better by August 2026.

**Performance Objective 1:** Jim Barnes Middle School will move from an overall accountability rating of D to B achieving a minimum of a B rating by August 2027.

**Performance Objective 2:** By the end of the 2024-2025 school year, JBMS will increase attendance from 91.06% to 93.0%.

**Performance Objective 3:** Reduce the amount of ISS and OSS discipline referrals by 10%.

**Performance Objective 4:** Increase JBMS staff retention to 85%.

**Seguin Independent School District**  
**A.J. Briesemeister Middle School**  
**2024-2025 Performance Objectives**



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**A. J. BRIESEMEISTER**  
M I D D L E S C H O O L

# Mission Statement

To cultivate, inspire and empower the AJB community to grow and learn.

## Vision

Is for our students to feel welcomed, inspired, structured, empowered to learn, engaged in learning, and confident in meeting challenges; while simultaneously developing self-help skills.

Motto: To make AJB the place to be!

## Collective Commitments

### Collective Commitments

1. We will make AJB an emotionally and physically safe place to be.
2. We will ensure that learning is rigorous, engaging and relevant for all.
3. We will set aside specific time for ourselves to reflect so that we can stay positive and refreshed.
4. We will build relationships through collaboration and communication with our immediate and extended AJB Family.

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 44% to 53% by August 2025 to reach our points. ....	4
Goal 2: The campus will Increase the percentage of 6-8 grade students who score meet grade level or above on STAAR Mathematics from 23% to 33% by August 2025 to reach the points needed. ....	5
Goal 3: Seguin ISD will improve student, parent, community and staff satisfaction as determined by the Gallup Poll. ....	6
Goal 4: AJB will engage in activities that prepare students to meet College, Career, and Military Readiness (CCMR) requirements in high school. ....	7
Goal 5: AJB will be a Tier 1 or Tier 2 campus by 2027. ....	8

# Goals

**Goal 1:** Increase the percentage of 6-8 grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 44% to 53% by August 2025 to reach our points.

**Performance Objective 1:** Intellectual Prowess: Increase the number of Meets in Reading by 425 students.

**HB3 Goal**

**Goal 2:** The campus will Increase the percentage of 6-8 grade students who score meet grade level or above on STAAR Mathematics from 23% to 33% by August 2025 to reach the points needed.

**Performance Objective 1:** Increase the Intellectual Prowess on campus: Students will increase the number of Meets in Math by 265 students.

**Goal 3:** Seguin ISD will improve student, parent, community and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** Increase family participation, a sense of belonging, investment.

**Goal 4:** AJB will engage in activities that prepare students to meet College, Career, and Military Readiness (CCMR) requirements in high school.

**Performance Objective 1:** Pathfinding is achieved by engaging in professionalism and making responsible decisions.

**Performance Objective 2:** Early Exposure to College Visits: Organize virtual or in-person college tours to expose students to different types of post-secondary institution.

**Performance Objective 3:** Dual Credit and Advanced Courses Awareness: Host informational sessions on advanced placement (AP) classes, International Baccalaureate (IB), and dual-credit courses that students can take to earn college credit while in high school.

**HB3 Goal**

**Performance Objective 4:** Career Exploration Days: Host career fairs where local professionals from various industries (healthcare, tech, engineering, education, etc.) come to discuss their jobs and the pathways to enter these fields.

**Goal 5:** AJB will be a Tier 1 or Tier 2 campus by 2027.

**Performance Objective 1:** Increase the percentage of 8th-grade students who score meets grade level or above on Social Studies STAAR from 18% to 26%.

**Performance Objective 2:** Increase the percentage of 8th-grade students who score meets grade level or above on the science STAAR from 27% to 35%.

**Seguin Independent School District  
Ball Early Childhood Center  
2024-2025 Performance Objectives**

**Accountability Rating: B**



# Mission Statement

To provide a foundation for learners to become leaders in a safe environment.

## Vision

Inspire all to play, love, learn.

## Value Statement

*We believe Seguin ISD is at its best when:*

All students are successful  
All students are prepared for life after graduation  
All schools provide a caring and safe environment

# Table of Contents

Goals .....	4
Goal 1: Ball ECC will show an increase in the percentage of students who achieve "on track" for kinder readiness in Phonemic Awareness to 94% by August of 2027. ....	4
Goal 2: Ball ECC will show an increase in the percentage of students who achieve "on track" for kinder readiness in the area of math to 94% by August 2027. ....	5
Goal 3: Ball ECC will increase college and career readiness events from 2 to 4 by August 2027. ....	6
Goal 4: Ball ECC will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll by August of 2027. ....	7
Goal 5: Based on the school performance framework (QSA) campus tiering, Ball ECC will be a Tier 1 Campus by August of 2027. ....	8

# Goals

**Goal 1:** Ball ECC will show an increase in the percentage of students who achieve "on track" for kinder readiness in Phonemic Awareness to 94% by August of 2027.

**Performance Objective 1:** Ball ECC will show an increase in the percentage of students who achieve "on track" for kinder readiness in overall phonological awareness from 87% to 90% by August 2025.

**HB3 Goal**

**Performance Objective 2:** Ball ECC will show an increase in the percentage of students who achieve "on track" for kinder readiness in overall writing from 87% to 90% by August 2025.

**HB3 Goal**

**Goal 2:** Ball ECC will show an increase in the percentage of students who achieve "on track" for kinder readiness in the area of math to 94% by August 2027.

**Performance Objective 1:** Ball ECC will show an increase in the percentage of students who achieve "on track" for kinder readiness in overall in the area of math from 89% to 90% by August 2025.

**Goal 3:** Ball ECC will increase college and career readiness events from 2 to 4 by August 2027.

**Performance Objective 1:** At the Pre-K level, Ball ECC will increase College and Career Readiness by hosting 2 events by August 2025.

**Goal 4:** Ball ECC will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll by August of 2027.

**Performance Objective 1:** Ball ECC will increase student, parent, community, and staff satisfaction determined by the Gallup Poll from the Fall of 2024 score to Spring of 2025 score.

**Goal 5:** Based on the school performance framework (QSA) campus tiering, Ball ECC will be a Tier 1 Campus by August of 2027.

**Performance Objective 1:** Ball ECC will recruit, retain, and engage at least 85% of staff by August 2024.

**Performance Objective 2:** Ball ECC will increase student attendance from 91% to 93%.

**Seguin Independent School District**  
**Jefferson Avenue Elementary**  
**2024-2025 Performance Objectives**



# Mission Statement

Read, Write, Think, and Play

Make Connections Every Day.

## Vision

At Jefferson Elementary, we are a welcoming, nurturing community that empowers students, families, and staff through collaboration to achieve high levels of learning.

## Value Statement

*We* believe in Seguin ISD is at its best when:

All students are successful

All students are prepared for life after graduation

All schools provide a caring and safe environment

All students and staff feel valued

Parents, staff, and community are committed to student success

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of 3rd-5th grade students who score meets grade level or above on STAAR Reading from 14% to 25% by August 2027. ....	4
Goal 2: Increase the percentage of 3rd-5th grade students who score meets grade level or above on STAAR Math from 6% to 20% by August 2027. ....	5
Goal 3: Seguin ISD Goal #3 (HB3): Increase the percentage of students who achieve meets grade level or higher for the College, Career, and Military Readiness (CCMR) requirements from 14% to 25% by August 2027. ....	6
Goal 4: Campus Goal #4: Campus will improve student, parent, community, and staff satisfaction from Fall 2024 to Spring 2025 as measured by the Gallup Poll. ....	7
Goal 5: Campus Goal #5: Jefferson will be a Tier 2 school based on the school performance framework (QSA) by August 2025. ....	8

# Goals

**Goal 1:** Increase the percentage of 3rd-5th grade students who score meets grade level or above on STAAR Reading from 14% to 25% by August 2027.

**Performance Objective 1:** Increase the percentage of third grade students who score meets grade level or above on STAAR Reading from 15% to 25% by August 2025.

**HB3 Goal**

**Performance Objective 2:** Increase the percentage of fourth grade students who score meets grade level or above on STAAR Reading from 12% to 25% by August 2025.

**HB3 Goal**

**Performance Objective 3:** Increase the percentage of fifth grade students who score meets grade level or above on STAAR Reading from 19% to 25% by August 2025.

**HB3 Goal**

**Performance Objective 4:** Strengthen our Special Education programming by increasing the number of students meeting grade level expectations on STAAR Reading from 5% to 15% by August 2025.

**Performance Objective 5:** Strengthen the academic performance of low socioeconomic status (SES) students and increase the percentage of students meeting grade-level expectations on the STAAR Reading assessment from 14% to 30% by August 2025.

**Goal 2:** Increase the percentage of 3rd-5th grade students who score meets grade level or above on STAAR Math from 6% to 20% by August 2027.

**Performance Objective 1:** Increase the percentage of third grade students who score meets grade level or above on STAAR Mathematics from 11% to 20% by August 2025.

**HB3 Goal**

**Performance Objective 2:** Increase the percentage of fourth grade students who score meets grade level or above on STAAR Mathematics from 6% to 20% by August 2025.

**HB3 Goal**

**Performance Objective 3:** Increase the percentage of fifth grade students who score meets grade level or above on STAAR Mathematics from 3% to 20% by August 2025.

**HB3 Goal**

**Performance Objective 4:** Strengthen our Special Education programming by increasing the number of students meeting grade level expectations on STAAR Math from 2% to 15% by August 2025.

**Performance Objective 5:** Strengthen the academic performance of low socioeconomic status (SES) students and increase the percentage of students meeting grade-level expectations on the STAAR Math assessment from 6% to 25% by August 2025.

**Goal 3:** Seguin ISD Goal #3 (HB3): Increase the percentage of students who achieve meets grade level or higher for the College, Career, and Military Readiness (CCMR) requirements from 14% to 25% by August 2027.

**Performance Objective 1:** By the end of the 2024-2025 school year, overall STAAR scores for Jefferson Elementary's 3rd-5th grade students will increase for students in all subjects from 40%/14%/2% to 60%/25%/10% in the areas of approaches, meets, and masters.

**Performance Objective 2:** Increase students' awareness of college, career, and military readiness by hosting 3 CCMR activities / events during the school year.

**Goal 4:** Campus Goal #4: Campus will improve student, parent, community, and staff satisfaction from Fall 2024 to Spring 2025 as measured by the Gallup Poll.

**Performance Objective 1:** Increase involvement opportunities on campus for parents and community members.

**Goal 5:** Campus Goal #5: Jefferson will be a Tier 2 school based on the school performance framework (QSA) by August 2025.

**Performance Objective 1:** By the end of the 2024-2025 school year, Jefferson will increase attendance from 90.39% to 93%.

**Performance Objective 2:** Decrease ISS / OSS incidents by 10%.

**Performance Objective 3:** Increase teacher retention rate from 64% to 85%.

# **Seguin Independent School District**

## **Rodriguez Elementary School**

### **2024-2025 Performance Objectives**

**Accountability Rating: B**

# Mission Statement

We empower students to reach their full potential by providing students and families a safe and engaging environment that fosters growth.

## Vision

Every student will be equipped to thrive and succeed academically, socially, and emotionally.

## Belief Statements

We believe all students can learn and grow when there is a caring adult in their lives that motivates and supports them.

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 55% by August 2027. ....	4
Goal 2: Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Mathematics from 37% to 52% by August 2027. ....	5
Goal 3: Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 50.9% to 80% by August 2027. Rodriguez ES will support awareness of CCMR Requirements. ....	6
Goal 4: Seguin ISD will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll. ....	7
Goal 5: Based on the school performance framework (QSA) campus tiering, Rodriguez will be a Tier 1 campus by August 2027. ....	8

# Goals

**Goal 1:** Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 40% to 55% by August 2027.

**Performance Objective 1:** By May 2025, increase the percentage of third grade students achieving meets grade level or above on STAAR Reading from 21% to 29%.

## HB3 Goal

**Performance Objective 2:** By May 2025 increase the percentage of second grade students who perform on Level 3 or above on the ISIP Reading Assessment from 49% to 55%.

**Performance Objective 3:** By May, 2025 increase the percentage of Emergent Bilingual students performing one competency level higher on TELPAS from 48% to 55%.

## HB3 Goal

**Goal 2:** Increase the percentage of third grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Mathematics from 37% to 52% by August 2027.

**Performance Objective 1:** By May 2025, increase the percentage of third grade students achieving meets grade level or above on STAAR Math from 55% to 63%.

**HB3 Goal**

**Performance Objective 2:** By May 2025, 80% of second grade students will perform on or above grade level on Istation Math from beginning of year to end of year.

**Goal 3:** Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 50.9% to 80% by August 2027. Rodriguez ES will support awareness of CCMR Requirements.

**Performance Objective 1:** By May 2025, increase the percentage of fifth graders achieving meets grade level or above on Science STAAR from 26% to 34%.

**HB3 Goal**

**Performance Objective 2:** By May 2025, 80% of fourth grade students score a 4 or above on their ECR (Extended Constructed Response).

**HB3 Goal**

**Goal 4:** Seguin ISD will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** By May 2025, increase community and family engagement participation in campus programs and events such as PTC, Parenting Partners, Calm and Kind, and Family Meals by 10 total participants.

**Performance Objective 2:** By May 2025, increase the number of clubs, extracurricular activities, or student organizations from beginning of year to end of year (Patrols, Student Council, Choir, etc.)

**Goal 5:** Based on the school performance framework (QSA) campus tiering, Rodriguez will be a Tier 1 campus by August 2027.

**Performance Objective 1:** By May 2025, decrease the teacher turnover rate from 56% to 20%.

**Performance Objective 2:** By May 2025, increase student attendance from 93% to 94%.

**Seguin Independent School District**  
**Weinert Elementary School**  
**2024-2025 Performance Objectives**



# Mission Statement

Weinert Elementary proactively creates safe and nurturing opportunities for academic and social success.

## Vision

Be the change for a powerful tomorrow.

## Value Statement

We believe Weinert Elementary is at its best when:

1. All students are successful.
2. All students are prepared for life after graduation.
3. Our school provides a caring and safe environment.
4. All staff feel valued.
5. The entire community takes pride in our accomplishments.

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of third-grade students who score meets grade level or above on STAAR Reading from 36% to 55% by August 2027. ....	4
Goal 2: Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027. ....	5
Goal 3: Weinert Elementary will increase the percentage of fifth-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) from 25% to 30%. ....	6
Goal 4: Weinert Elementary will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll. ....	7
Goal 5: Based on school performance framework (QSA) campus tiering, Weinert Elementary will be a Tier 1 or Tier 2 campus by August 2025. ....	8

# Goals

**Goal 1:** Increase the percentage of third-grade students who score meets grade level or above on STAAR Reading from 36% to 55% by August 2027.

**Performance Objective 1:** Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027.

**Performance Objective 2:** Increase the percentage of fourth-grade students who score meets grade level or above on STAAR Reading from 28% to 33% by August 2025.

**Performance Objective 3:** Increase the percentage of fifth-grade students who score meets grade level or above on STAAR Reading from 48% to 53% by August 2025.

**Performance Objective 4:** Increase the percentage of students in grades K-2 who score meets grade level or above on ISIP testing from 53% to 58% by August 2025.

**Goal 2:** Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 28% to 52% by August 2027.

**Performance Objective 1:** Increase the percentage of students in third grade who score meets grade level or above on STAAR Math from 30% to 35% by August 2025.

**Performance Objective 2:** Increase the percentage of students in fourth grade who meets grade level or above on STAAR Math from 23% to 28% by August 2025.

**Performance Objective 3:** Increase the percentage of students in fifth grade who meets grade level or above on STAAR Math from 27% to 32%.

**Goal 3:** Weinert Elementary will increase the percentage of fifth-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) from 25% to 30%.

**Performance Objective 1:** Weinert Elementary will increase the percentage of fifth-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) from 25% to 30%.

**Goal 4:** Weinert Elementary will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** By August 2025, Weinert Elementary will offer a minimum of five non-academic community engagement activities for all stakeholders.

**Performance Objective 2:** By the end of the 2024-2025 school year, Weinert Elementary will implement student experiences that honor While Child Learning.

**Goal 5:** Based on school performance framework (QSA) campus tiering, Weinert Elementary will be a Tier 1 or Tier 2 campus by August 2025.

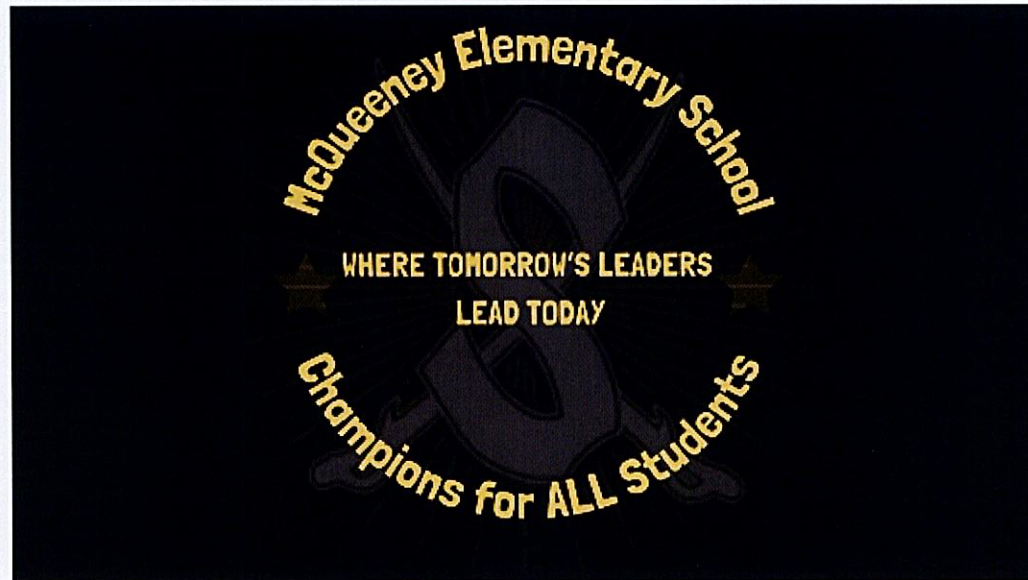
**Performance Objective 1:** Weinert Elementary will increase EOY attendance from 93.21% to 94% by June 2025.

**Performance Objective 2:** By August 2025, Weinert Elementary will have increased student performance to become a Tier 1 or Tier 2 school.

**Performance Objective 3:** By August 2025, Weinert Elementary will increase staff retention from 81% to 85%.

**Performance Objective 4:** By August 2025, Weinert Elementary will decrease its ISS and OSS rates by 2%.

**Seguin Independent School District**  
**McQueeney Elementary School**  
**2024-2025 Performance Objectives**



# Mission Statement

Building meaningful relationships that  
empower our community and  
inspire tomorrow's leaders.

# Vision

**No Excuses. No Exceptions. We Succeed.**

# Value Statement

Regarding students and learning, we believe ALL students can learn and grow in an engaging and nurturing environment.

Regarding teachers and teaching, we believe in a culture of collaboration that ensures best instructional practices that are rigorous, engaging, and differentiated.

Regarding learning communities, we believe mutual respect will lead to collaborative relationships that help us reach our common goal.

Regarding families and communities, we believe that families and teachers partner together to support our students to become positive, and productive citizens.

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of third-grade students who score meets grade level or above on STAAR reading from 35% to 55% by August 2027. ....	4
Goal 2: Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 35% to 52% by August 2027. ....	5
Goal 3: Increase the percentage of students who meet the College, Career, or Military Readiness (CCMR) requirements by having more students score meets and masters in all subjects from 25% to 35% by August 2027. ....	6
Goal 4: McQueeney Elementary School will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll. ....	7
Goal 5: McQueeney Elementary School will continue to be a Tier 1 school based on the school performance framework (QSA) throughout August 2027. ....	8

# Goals

**Goal 1:** Increase the percentage of third-grade students who score meets grade level or above on STAAR reading from 35% to 55% by August 2027.

**Performance Objective 1:** Increase the percentage of third through fifth-grade students who score meets grade level or above on STAAR reading from 41% to 50% by August 2025.

**Performance Objective 2:** Increase the percentage of third through fifth-grade students scoring four or above on STAAR ECR from 31% to 40% by August 2025.

**Performance Objective 3:** Increase the percentage of students achieving Level 3 or higher in grade K-2 on the ISIP Reading Assessment from BOY 61% to EOY 70%

**Performance Objective 4:** Increase the percentage of Special Education students achieving approaches or higher on the Grade 3-5 Reading STAAR from 30% to 45% by August 2025.

**Goal 2:** Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 35% to 52% by August 2027.

**Performance Objective 1:** Increase the percentage of third through fifth-grade students who score meets grade level or above on STAAR Math from 35% to 45% by August 2025.

**Performance Objective 2:** Increase the percentage of students achieving level 3 or higher in grades K-2 on Istation Math by 15%.

**Performance Objective 3:** Increase the percentage of Special Education students achieving approaches or higher on the third through fifth grade Math STAAR from 35% to 45% by August 2025.

**Goal 3:** Increase the percentage of students who meet the College, Career, or Military Readiness (CCMR) requirements by having more students score meets and masters in all subjects from 25% to 35% by August 2027.

**Performance Objective 1:** By the end of the 2024-2025 school year, overall STAAR scores in all subjects for students in grades 3-5 will increase from 14% to 25% for masters.

**Performance Objective 2:** Increase students' awareness of College Career and Military Readiness by hosting activities throughout the year.

**Goal 4:** McQueeney Elementary School will improve student, parent, community, and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** Increase parent and community involvement opportunities at the campus from the beginning of the year to the end of the year.

**Performance Objective 2:** Incorporate and embed Great Expectations school-wide instruction and campus events.

**Goal 5:** McQueeney Elementary School will continue to be a Tier 1 school based on the school performance framework (QSA) throughout August 2027.

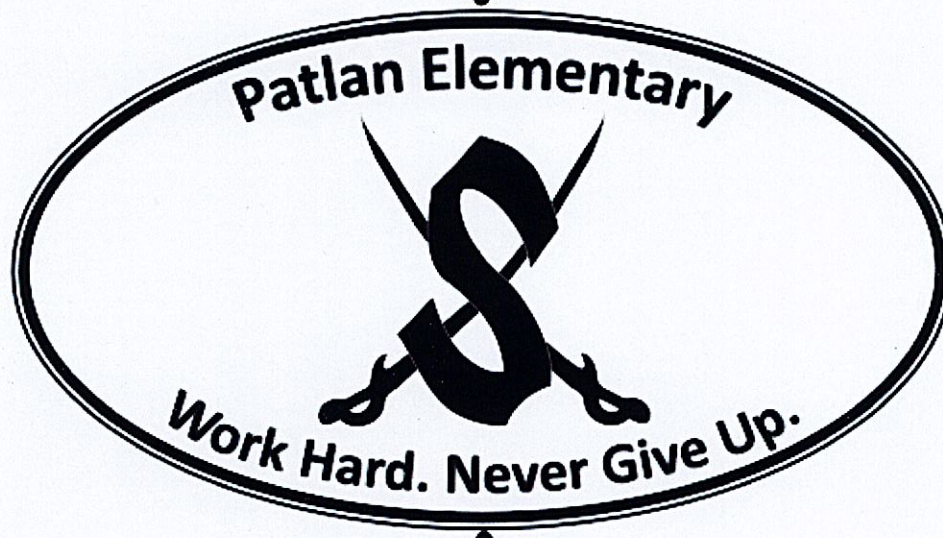
**Performance Objective 1:** McQueeney ES will improve the attendance rate from 93.44% to 95% by the end of the 2024-2025 school year.

**Performance Objective 2:** McQueeney ES will increase the amount of support provided to all faculty and staff members throughout the 24-25 school year.

# Seguin Independent School District

## Patlan Elementary School

### 2024-2025 Performance Objectives



# Mission Statement

To establish a positive, inclusive, collaborative, destination campus!

## Vision

Success for All!

## Value Statement

Mission: Success for all students.

Our vision is to establish a positive, inclusive, collaborative, destination campus that is accessible to ALL!

We believe Patlan Elementary is at its best when:

1. All students are successful.
2. All students are prepared for life after graduation.
3. Our school provides a caring and safe environment.
4. All staff feel valued.
5. The entire community takes pride in our accomplishments.

Patlan Matadors work hard and never give up.

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 42% to 55% by August 2027. ....	4
Goal 2: Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math from 44% to 52% by August 2027. ....	5
Goal 3: Increase the percentage of students who meet the College, Career, or Military Readiness (CCMR) requirements by having more students achieve meets and masters in all subjects from 42% to 52% by August 2027. ....	6
Goal 4: Patlan will improve students, parent, community and staff satisfaction as determined by the Gallup Poll. ....	7
Goal 5: Patlan will be a Tier 1 school based on the school performance framework (QSA) by August 2027. ....	8

# Goals

**Goal 1:** Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 42% to 55% by August 2027.

**Performance Objective 1:** Increase the percentage of third through fifth grade students scoring a 4 or above on their STAAR ECR (Extended Constructed Response) from 48% to 58% by August 2025.

**Performance Objective 2:** Increase the percentage of special education students meeting grade level expectations on STAAR Reading from 18% to 28% by August 2025.

**Performance Objective 3:** Increase the percentage of emergent bilinguals by increasing the student meeting grade level expectations on STAAR Reading from 38% to 48% by August 2025.

**Performance Objective 4:** Increase the percentage of kindergarten through second grade students achieving level 3 or higher on the ISIP reading assessment from 36% to 46% by August 2025.

**Goal 2:** Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Math from 44% to 52% by August 2027.

**Performance Objective 1:** Increase the percentage of special education students meeting grade level expectations on STAAR Math from 15% to 25% by August 2025.

**Performance Objective 2:** Increase the percentage of emergent bilinguals by increasing the student meeting grade level expectations on STAAR Math from 38% to 48% by August 2025.

**Goal 3:** Increase the percentage of students who meet the College, Career, or Military Readiness (CCMR) requirements by having more students achieve meets and masters in all subjects from 42% to 52% by August 2027.

**Performance Objective 1:** Increase the percentage of fifth-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 47% to 57% by August 2025.

**Performance Objective 2:** Increase students' awareness of College Career Military Readiness by hosting 4 CCMR activities throughout the year.

**Goal 4:** Patlan will improve students, parent, community and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** Patlan will improve students, parent, community and staff satisfaction as determined by the Gallup Poll from beginning to the end of the year.

**Performance Objective 2:** Increase parents and community involvement opportunities at the campus from the beginning to the end of the year.

**Performance Objective 3:** Incorporate and embed Great Expectations school wide in instruction and campus events.

**Goal 5:** Patlan will be a Tier 1 school based on the school performance framework (QSA) by August 2027.

**Performance Objective 1:** Improve our attendance rate from 93.6% to 96.0%.

**Performance Objective 2:** Decrease the amount of ISS/OSS actions from 65 to 50 by 2025.

**Performance Objective 3:** Maintain 90% retention rate.

**Seguin Independent School District**

**Koennecke Elementary School**

**2024-2025 Performance Objectives**



# Mission Statement

Excellence Through Equity

#Legado

## Vision

*Koennecke Champions achieve academic excellence*

## Value Statement

At Koennecke Elementary, our mission is to build a lasting legacy of academic excellence by empowering every student to achieve their highest potential. We are dedicated to fostering a nurturing and inclusive environment where hard work, respect, and a commitment to academic excellence are the cornerstones of our community.

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of 3rd-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 39% to 55% by August 2027. ....	4
Goal 2: Campus will increase the percentage of 3rd-grade students who score meets grade level or above on STAAR math from 25% to 40% by August 2025. ....	5
Goal 3: By the end of the 2024-2025 school year, overall STAAR scores for Koennecke 3rd-grade through 5th-grade students will increase in all subjects from 63%/39%/17% to 75%/52%/20% in the areas of approaches, meets, and masters. ....	6
Goal 4: Campus will improve student, parent, community, and staff perception as determined by the Gallup Poll. ....	7
Goal 5: Based on the school performance framework (QSA) campus tiering, Koennecke will be a Tier 1 campus by August 2027. ....	8

# Goals

**Goal 1:** Increase the percentage of 3rd-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 39% to 55% by August 2027.

**Performance Objective 1:** By the end of the 2024-2025 school year, the percentage of students identified as SpEd achieving approaches grade level or above on the STAAR reading in grades 3-5 will improve from 25% to 40% by August 2025.

## HB3 Goal

**Performance Objective 2:** Increase percentage of K-2 students reading in levels 3-5 on the ISIP reading assessment from 47% to 65% by May 2025

## HB3 Goal

**Performance Objective 3:** Increase percentage of K-2 students reading in levels 3-5 on the ISIP Espanol reading from 25% to 45% by May 2025.

**Performance Objective 4:** Increase the percentage of 3-5 students scoring 4 on ECR from 45% to 60% by August 2025.

**Goal 2:** Campus will increase the percentage of 3rd-grade students who score meets grade level or above on STAAR math from 25% to 40% by August 2025.

**Performance Objective 1:** By the end of the 2024-2025 school year, the percentage of students achieving meets grade level or above on the STAAR math in grades 4-5 will improve from 34% to 50%.

**HB3 Goal**

**Performance Objective 2:** Increase the percentage of 5th-grade students who score meets grade level or above on STAAR Math from 37% to 52% by August 2025.

**Goal 3:** By the end of the 2024-2025 school year, overall STAAR scores for Koennecke 3rd-grade through 5th-grade students will increase in all subjects from 63%/39%/17% to 75%/52%/20% in the areas of approaches, meets, and masters.

**Performance Objective 1:** By the end of the 2024-2025 school year, 60% of Koennecke students will participate in CCMR activities such as Texas Day, Junior FFA and related extensions in the science classroom.

**Performance Objective 2:** Increase the percentage of 5th grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Science from 28% to 52% by August 2025.

**Goal 4:** Campus will improve student, parent, community, and staff perception as determined by the Gallup Poll.

**Performance Objective 1:** After determining baseline, Koennecke will score above average on components of Gallup Poll.

**Goal 5:** Based on the school performance framework (QSA) campus tiering, Koennecke will be a Tier 1 campus by August 2027.

**Performance Objective 1:** Improve our attendance rate from 93.8% to 95%.

**Performance Objective 2:** Decrease ISS/OSS incidents form .36% to .25%.

**Performance Objective 3:** Improve retention rates from 86% to 90%.

**Seguin Independent School District**  
**Vogel Elementary School**  
**2024-2025 Performance Objectives**



# Mission Statement

*Empower Students' social and academic growth through engagement and compassion.*

## Vision

Inspiring life-long learners

## Value Statement

### Priorities

Creating and Supporting Future Ready Students  
Supporting and Valuing Staff  
Developing Relationships with Family and the Community  
Creating a Thriving Learning Community

# Table of Contents

Goals .....	4
Goal 1: Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 41% to 55% by August 2027. ....	4
Goal 2: Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 36% to 52% by August 2027. ....	5
Goal 3: Vogel ES will support awareness of the College, Career, and Military Readiness (CCMR) requirements by increasing the percentage of students who achieve meets grade level or above in all subjects from 36% to 48% by 2027. ....	6
Goal 4: Vogel will improve student, parent, community, and staff satisfaction determined by The Gallup Poll. ....	7
Goal 5: Based on the school performance framework (QSA) campus tiering, Vogel will be a Tier 1 campus by August 2027. ....	8

# Goals

**Goal 1:** Increase the percentage of third-grade students who score meets grade level or above on STAAR (State of Texas Assessment of Academic Readiness) Reading from 41% to 55% by August 2027.

**Performance Objective 1:** Increase the percentage of students achieving meets grade level or above on Grade 3-5 STAAR Reading by 6 percentage points from 40% to 46% by August 2025.

## HB3 Goal

**Performance Objective 2:** Increase the percentage of students achieving Level 3 or higher in grades K - 2 on the ISIP Reading Assessment from 29% to 40% by August 2025.

**Performance Objective 3:** Increase the percentage of SpEd students achieving meets grade level or above on Grade 4-5 STAAR Reading by 8 percentage points from 8% to 16% by August 2025.

**Goal 2:** Increase the percentage of third-grade students who score meets grade level or above on STAAR Mathematics from 36% to 52% by August 2027.

**Performance Objective 1:** Increase the percentage of students achieving meets grade level or above on Grade 3-5 STAAR Math by 12 percentage points from 37% to 49% by August 2025.

**HB3 Goal**

**Performance Objective 2:** By the end of the 2025 school year, the percentage of students who perform on grade level in Istation Math K-2 and second-grade Module test will be 50% or more.

**Performance Objective 3:** Increase the percentage of SpEd students achieving meets grade level or above on Grade 4-5 STAAR Math by 8 percentage points from 8% to 16% by August 2025.

**Goal 3:** Vogel ES will support awareness of the College, Career, and Military Readiness (CCMR) requirements by increasing the percentage of students who achieve meets grade level or above in all subjects from 36% to 48% by 2027.

**Performance Objective 1:** Vogel will increase the percentage of students who score meets grade level or above on the Science STAAR from 20% to 30%.

**Goal 4:** Vogel will improve student, parent, community, and staff satisfaction determined by The Gallup Poll.

**Performance Objective 1:** By May 2025, Vogel will offer a minimum of five non-academic community engagement opportunities and three academic opportunities for all stakeholders.

**Goal 5:** Based on the school performance framework (QSA) campus tiering, Vogel will be a Tier 1 campus by August 2027.

**Performance Objective 1:** By Spring of 2025, Vogel will maintain or improve teacher turnover by 85%.

**Performance Objective 2:** By the end of the 2024-2025 school year, Vogel will increase attendance from 94% to 95%.

**Seguin Independent School District**  
**DAEP at Saegert**  
**2024-2025 Performance Objectives**



# Mission Statement

To inspire change with transformative beliefs and inclusive practices.

## Vision

Our vision is a culture of excellence within our schools and community.

## Core Beliefs

We believe Seguin ISD is at its best when:

- Students grow academically, emotionally and socially when creative and imaginative educators ignite their passions.
- The learning experience should be engaging, relevant and collaborative to meet the needs of all.
- Parent, community and industry partners are essential for student success.
- Teachers foster student curiosity and initiative through meaningful and relevant learning experiences.
- Relationships that nurture student growth and development are key to success.

# Table of Contents

Goals ..... 4

Goal 1: (HB3): Upon exiting DAEP 90% of students will be passing Reading/ELAR by August 2027. .... 4

Goal 2: (HB3): Upon exiting DAEP 90% of students will be passing Math by August 2027. .... 5

Goal 3: (HB3): Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 50.9% to 80% by August 2027. .... 6

Goal 4: Seguin ISD will improve student, parent, community and staff satisfaction as determined by the Gallup Poll. .... 7

Goal 5: (SGS Goal): Based on the school performance framework (QSA) campus tiering, 80% or more of SISD students will be enrolled in a campus that is Tier 1 or Tier 2 by August 2027. .... 8

# Goals

**Goal 1: (HB3):** Upon exiting DAEP 90% of students will be passing Reading/ELAR by August 2027.

**Performance Objective 1:** Upon exiting DAEP 70% of students will be passing Reading/ELAR by August 2025.

**HB3 Goal**

**Goal 2:** (HB3): Upon exiting DAEP 90% of students will be passing Math by August 2027.

**Performance Objective 1:** Upon exiting DAEP 70% of students will be passing Math by August 2025.

**HB3 Goal**

**Goal 3: (HB3):** Increase the percentage of graduates who meet the College, Career, or Military Readiness (CCMR) requirements from 50.9% to 80% by August 2027.

**Performance Objective 1:** 100% of students attending DAEP will have a transition plan that addresses their career aspirations in CCMR by August 2025.

**HB3 Goal**

**Performance Objective 2:** The total credits earned collectively by all students at the JDC will be a minimum of 25 by August 2025.

**Goal 4:** Seguin ISD will improve student, parent, community and staff satisfaction as determined by the Gallup Poll.

**Performance Objective 1:** Seguin ISD will improve student, parent, community and staff satisfaction from the fall of 2024 to the spring of 2025 as determined by the Gallup Poll.

**Goal 5:** (SGS Goal): Based on the school performance framework (QSA) campus tiering, 80% or more of SISD students will be enrolled in a campus that is Tier 1 or Tier 2 by August 2027.

**Performance Objective 1:** Seguin Alternative will maintain quality staff by achieving a teacher turnover rate of less than 15% of quality staff other than advancement by 2025.

**Performance Objective 2:** Seguin Alternative School will increase attendance from 86.94% to 89% by August 2025. (Strategic Priority 4)

**Performance Objective 3:** 70 percent of students will have average behavioral points of 80 points or above by August 2025.

**ACTION ITEM:** **Consider Approval of the Naming of the Baseball Complex of the Seguin High School Baseball and Softball Complex**

**RECOMMENDATION:** That the Board of Trustees select a new name for this athletic facility per Board Policy CW (LOCAL).

**RATIONALE:** Previously the baseball complex was not a district facility.

During the Aug. 27, 2024 regular school board meeting, the Board of Trustees approved a measure to accept nominations to name the Baseball Complex or Parts of it.

Beginning Aug. 29, 2024, staff began to inform the Seguin ISD community 1) that nominations were being sought, 2) the criteria as described in policy, and 3) the timeline and nomination deadline of Sept. 30, 2024. Methods used to share this information included social media, the website and local media.

A list of proposed names received by Seguin ISD during the nomination window is included as an exhibit to this agenda item.

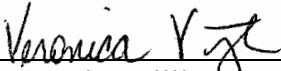
**REFERENCE and COMPLIANCE:** CW (LOCAL) Naming Facilities

**PAPERWORK IMPACT:** None

**BUDGET IMPACT/ INFORMATION:** None

**EXHIBITS:** List of nominations submitted to Seguin ISD from Aug. 29 – Sept. 30, 2024

**RESOURCE PERSONNEL:** Dr. Veronica Vijil, Superintendent

Submitted by:  
(Signature)  Date Submitted: 10/29/24  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830)401-8614

**ACTION ITEM:** **Consider Approval of the Naming of the Softball Complex of the Seguin High School Baseball and Softball Complex**

**RECOMMENDATION:** That the Board of Trustees select a new name for this athletic facility per Board Policy CW (LOCAL).

**RATIONALE:** The previous Seguin High School softball complex was never officially named.

During the Aug. 27, 2024 regular school board meeting, the Board of Trustees approved a measure to accept nominations to name the Softball Complex or Parts of it.

Beginning Aug. 29, 2024, staff began to inform the Seguin ISD community 1) that nominations were being sought, 2) the criteria as described in policy, and 3) the timeline and nomination deadline of Sept. 30, 2024. Methods used to share this information included social media, the website and local media.

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**REFERENCE and COMPLIANCE:** CW (LOCAL) Naming Facilities

**PAPERWORK IMPACT:** None

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Submitted by: \_\_\_\_\_ Date Submitted: 10/29/24  
(Signature) Veronica Vijil  
(Name) Dr. Veronica Vijil, Superintendent  
(Address) 1221 E. Kingsbury St., Seguin, TX 78155  
(Telephone) (830)401-8614