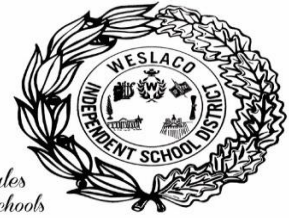




Board of Trustees
Armando Cuellar, Jr., President
Dr. Jaime Rodriguez, Vice President
Jesse Trevino, Secretary
Marcos De Los Santos
Andrew Gonzalez
Isidoro Nieto
Jaclyn Sustaita

Dr. Priscilla Canales
Superintendent of Schools



319 W. Fourth Street / P.O. Box 266, Weslaco, TX 78599-0266 • 956-969-6503

BOARD OF TRUSTEES

Meeting:

Place:

Location:

Date:

Time:

Public Hearing

Virtual Meeting

WISD Board Room

319 W. Fourth Street

February 9, 2021

5:40 P.M.

NOTICE OF THIS MEETING WAS POSTED ONLINE FOR AT LEAST 72 HOURS AS PERMITTED BY THE SUSPENDED PORTIONS OF THE TEXAS OPEN MEETINGS ACT AS APPROVED BY GOVERNOR ABBOTT. THE MEETING WAS LIVESTREAMED AT THE FOLLOWING WEB LINK:
<https://youtu.be/r5WH1El4OAI>

MINUTES

I. Call to Order

The meeting was called to order by Mr. Armando Cuellar, Board President.

II. Establishment of a Quorum

A full quorum was established. The following board members were present.

Armando Cuellar, President
Dr. Jaime Rodriguez, Vice President
Jesse Trevino, Secretary
Marcos De Los Santos, Trustee
Andrew Gonzalez, Trustee
Isidoro Nieto, Trustee
Jaclyn Sustaita, Trustee

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

Mr. Elias Trevino, Director of Assessment/Accountability and Bilingual/ESL, provided the following information on the TAPR report.

➤The Comprehensive TAPR report provides details of district and campus academic performance along with financial reports and information about staff, programs, and demographics. As required by Texas Education Code 39.036, all district's board of trustees must hold a Public Hearing within 90 calendar days of receiving the report. On March 16, 2020, Governor Abbott cancelled all STAR and end of course exams. Some sections of the TAPR report were not able to be updated and thus contain 2018-2019 data. All other sections are up to date as reflected on the report.

➤The Department of Assessment and Accountability closely monitors the data provided through the TAPR and shared with all the departments to ensure the data is being interpreted correctly. The final goal is to increase student achievement.

Below are the names of the committee members that assisted in preparing this report, along with the strategists.

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

February 9, 2021

Dr. Priscilla Canales, Superintendent of Schools

Abel Aguilar, Assistant Superintendent for Elementary Education & Leadership
Melva Segura, Human Resources Director
Michael De La Rosa, Executive Director of Employee Benefits & Risk Management
Andres Sanchez, Asst. Superintendent of Business and Finance
Elias Trevino, Director of Assessment/Accountability and Bilingual/ESL
Norma Brewer, Director of Student Support Services / State Compensatory

WESLACO INDEPENDENT SCHOOL DISTRICT

➤Below is the accountability rating given to all school districts due to COVID-19.

- 2020 Accountability Rating: "Not Rated: Declared State of Disaster"

**2020 Accountability
Ratings**

Weslaco ISD
2020 Accountability Rating:
"Not Rated: Declared State of Disaster"

***All districts and schools were not rated in 2020 due to COVID-19"**

- All campuses got either an A or B letter grade rating in 2019. WISD was the only 6A district that accomplished all A's and B's, no C's.

2019 Weslaco ISD STAAR Performance							
Campus	Domain I	Domain II		Domain III	Economically Disadvantaged	Overall Score	Letter Grade Rating
	Student Achievement	School Progress		Closing the Gaps			
		Part A: Academic Growth	Part B: Relative Performance (Eco Dis)				
Airport	82	77	89	81	85.3%	87%	B
Cleckler-Heald	91	91	92	100	85.0%	94%	A
Gonzalez	75	91	84	77	93.3%	87%	B
Margo	80	80	89	89	89.1%	89%	B
Mario Ybarra	79	89	89	90	93.9%	89%	B
Memorial	91	90	91	100	66.8%	94%	A
North Bridge	77	86	86	79	95.9%	84%	B
Rico	77	83	85	77	92.7%	83%	B
Sam Houston	89	89	91	100	87.1%	94%	A
Silva	76	82	83	79	80.5%	82%	B
Central	85	66	91	73	76.9%	86%	B
Cuellar	76	60	87	62	85.0%	80%	B
B. Garza	77	60	87	64	79.8%	80%	B
Mary Hoge	75	69	87	70	93.3%	82%	B
CTE Early College	84	56	89	74	83.6%	85%	B
South Palm*	87	N/A	N/A	N/A	N/A	96%	A
Weslaco East	80	72	85	76	88.8%	82%	B
Weslaco High	84	72	88	73	79.9%	84%	B
Weslaco ISD	86	79	91	81	85.6%	88%	B

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- WISD's accreditation Status for 2019-2020 is "Accredited".

2019-2020 District Accreditation Status
<input type="checkbox"/> Each year, TEA assigns one of four accreditation statuses to each district in the state: <ol style="list-style-type: none"> 1. <i>Accredited</i> 2. <i>Accredited-Warning</i> 3. <i>Accredited-Probation</i> 4. <i>Not Accredited-Revoked</i>
<input type="checkbox"/> In assigning an accreditation status to a district, TEA considers <ul style="list-style-type: none"> <input type="checkbox"/> Academic accountability ratings <input type="checkbox"/> Financial accountability ratings <input type="checkbox"/> Data integrity <input type="checkbox"/> Program-area deficiencies identified through PBMAS
The District's 2019-2020 Accreditation Status is: <u>Accredited</u> <small>Source: http://tea4avcastro.tea.state.tx.us/accountability/accreditation/2019_2020_accreditation_statuses.html</small>

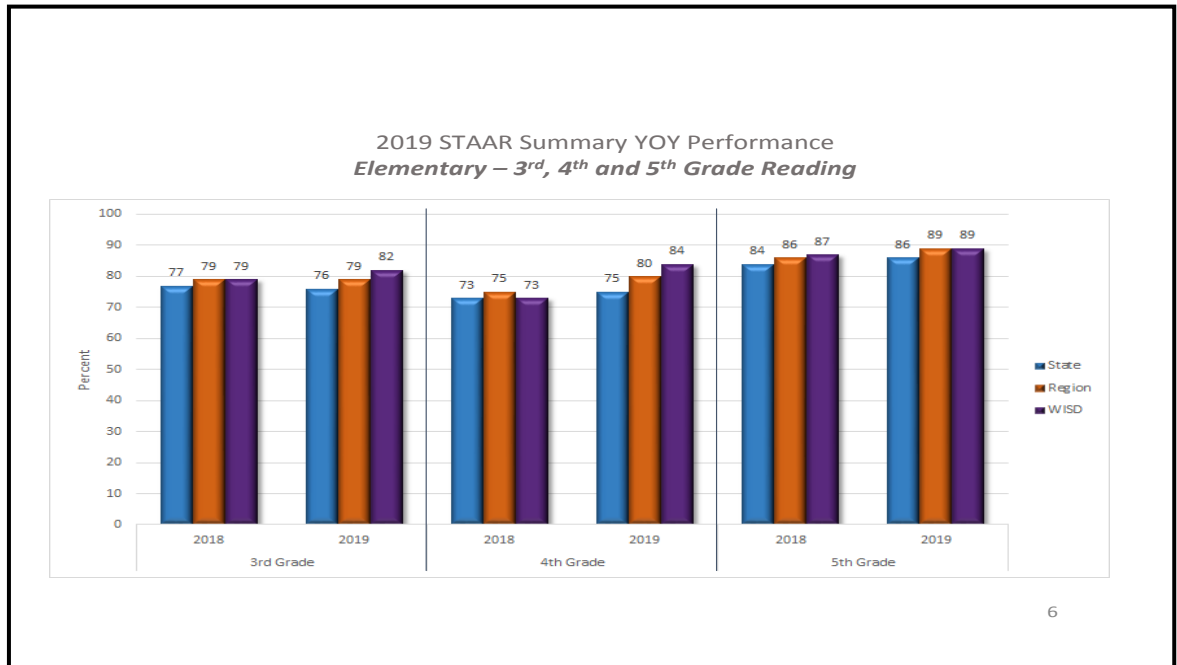
4

2020 Special Education Determination Status Results Driven Accountability
Weslaco ISD – Meets Requirements

5

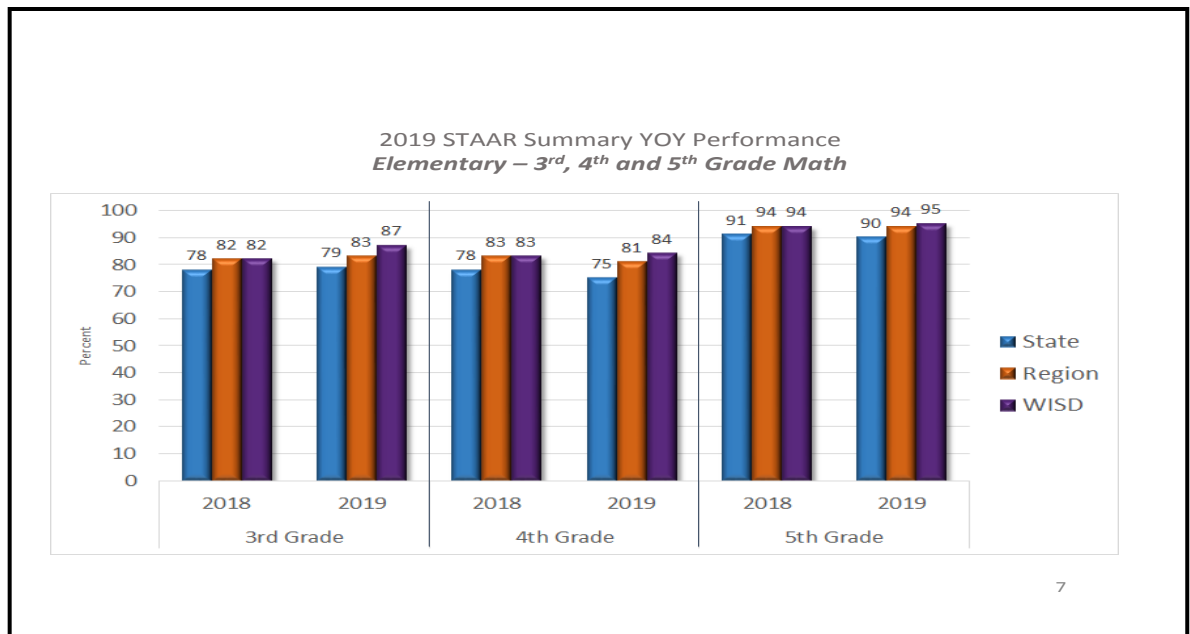
➤ 2019 STAAR Summary Year over Year (YOY) Performance

- Reading: Good increases for year 2019



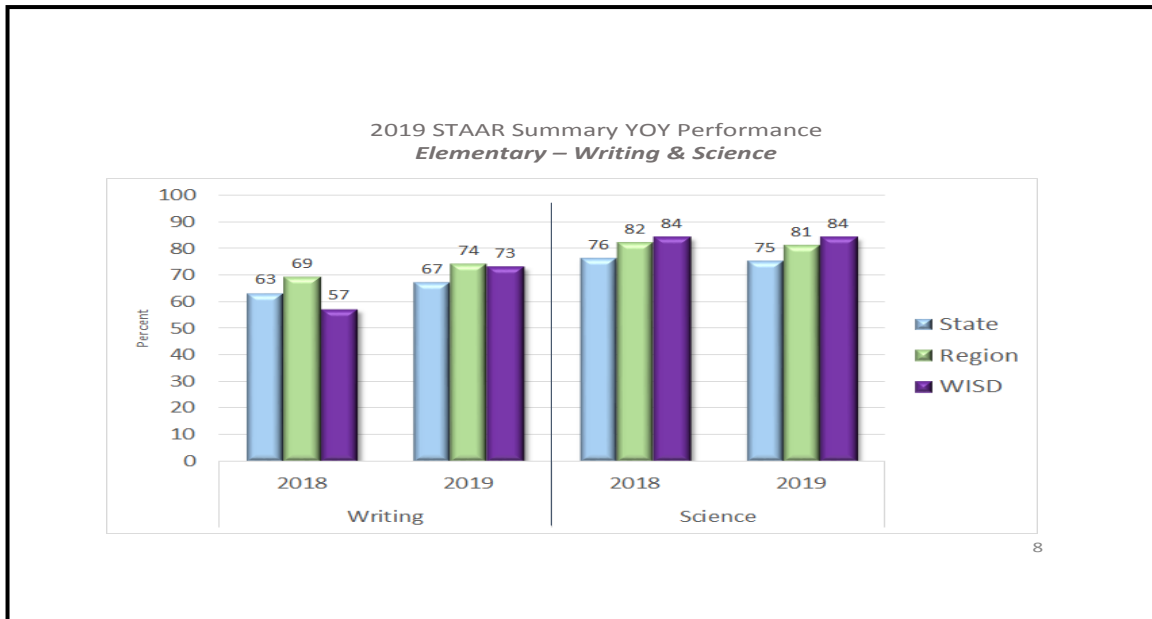
➤Math:

- 3rd Grade: Showed improvement
- 4th & 5th Grade: Reflects growth



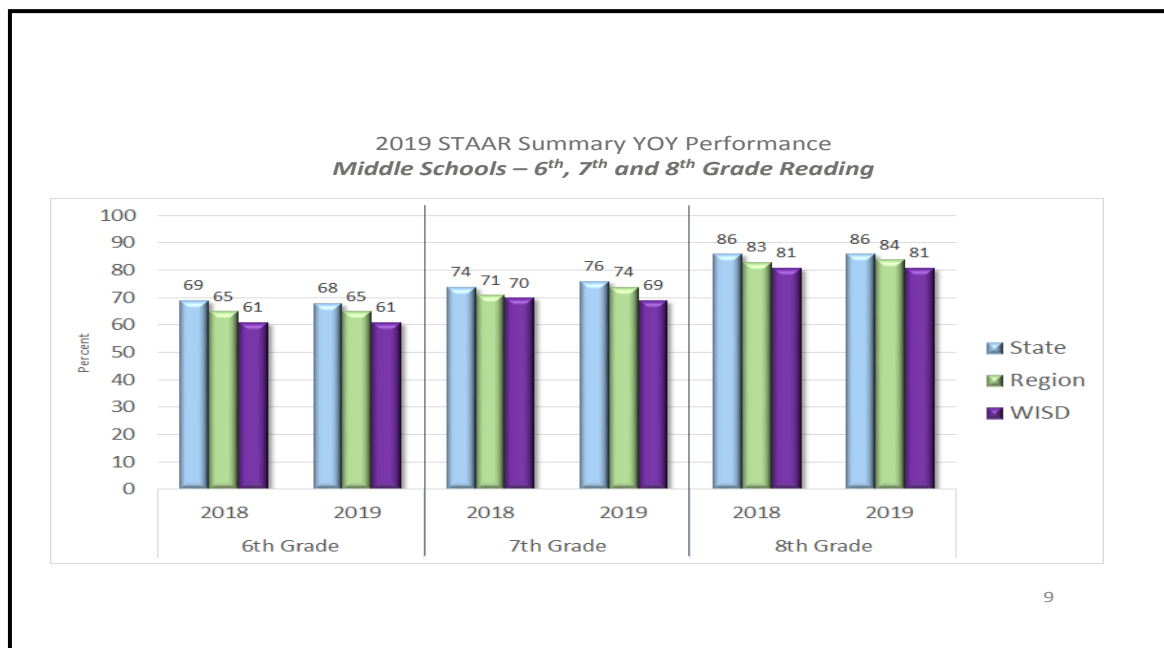
➤Writing/Science:

- Writing: 16% increase from 2018
- Science: Above the Region and the State

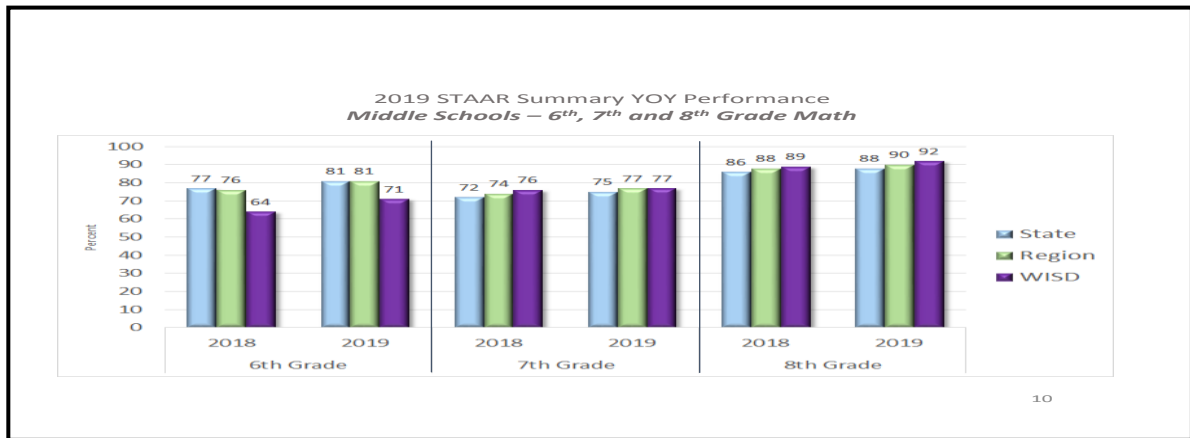


➤Reading:

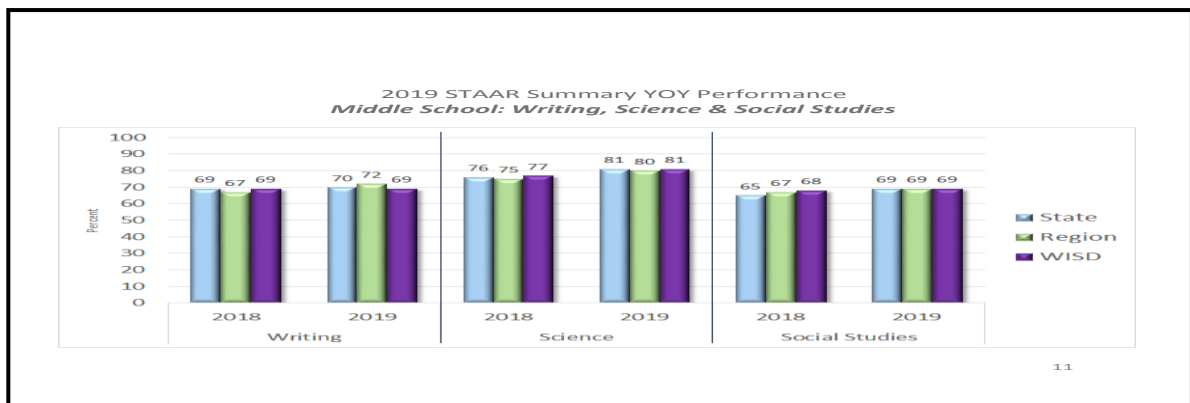
- 6th Grade: Scores remained the same from 2018 to 2019
- 7th Grade: Scores declined by 1 point
- 8th Grade: Scores remained the same from 2018 to 2019



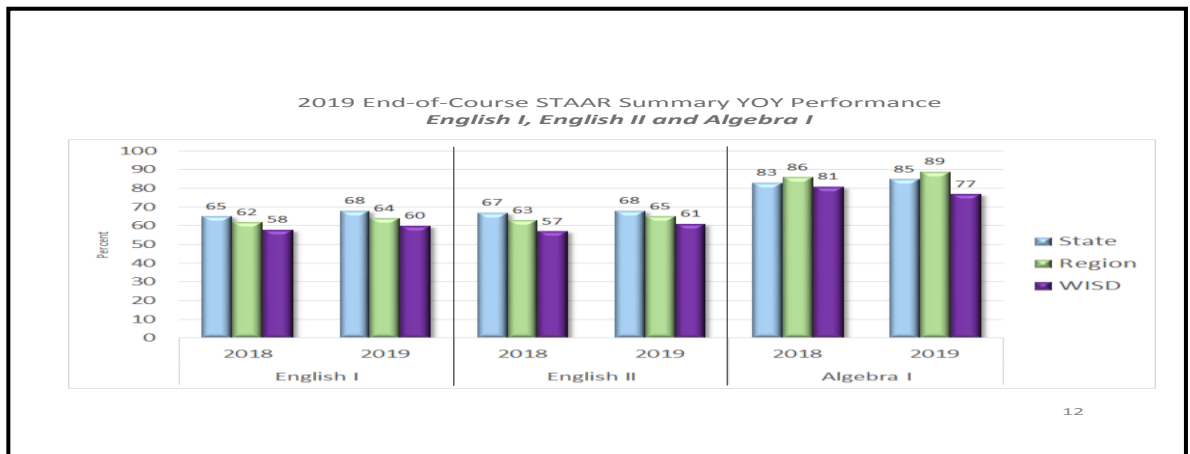
- Math:
 - Growth in all grade levels



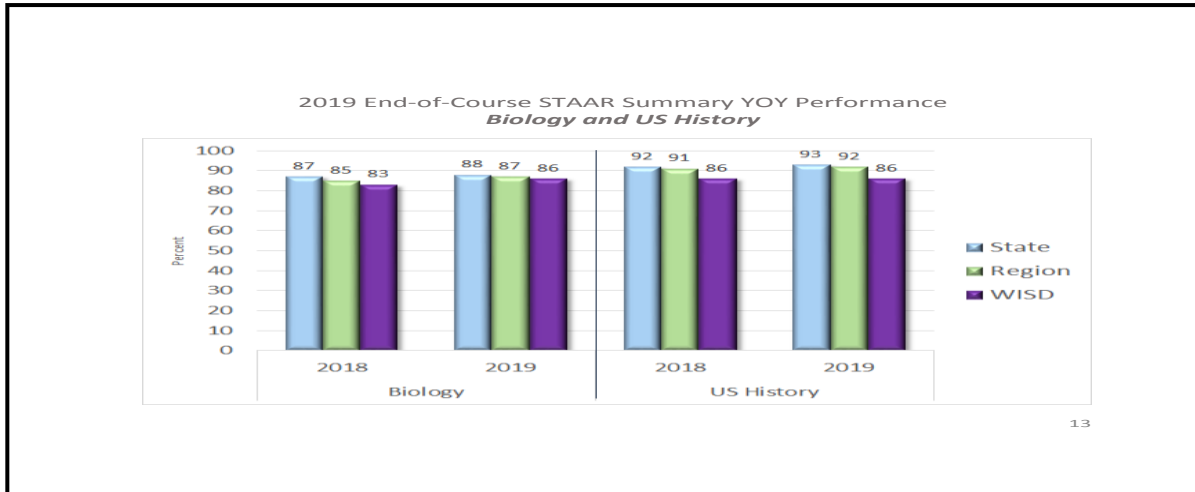
- Writing: Slightly below the Region and 1 point below the State
- Science: Shows an increase (Above the Region and the State)
- Social Studies: Shows an increase



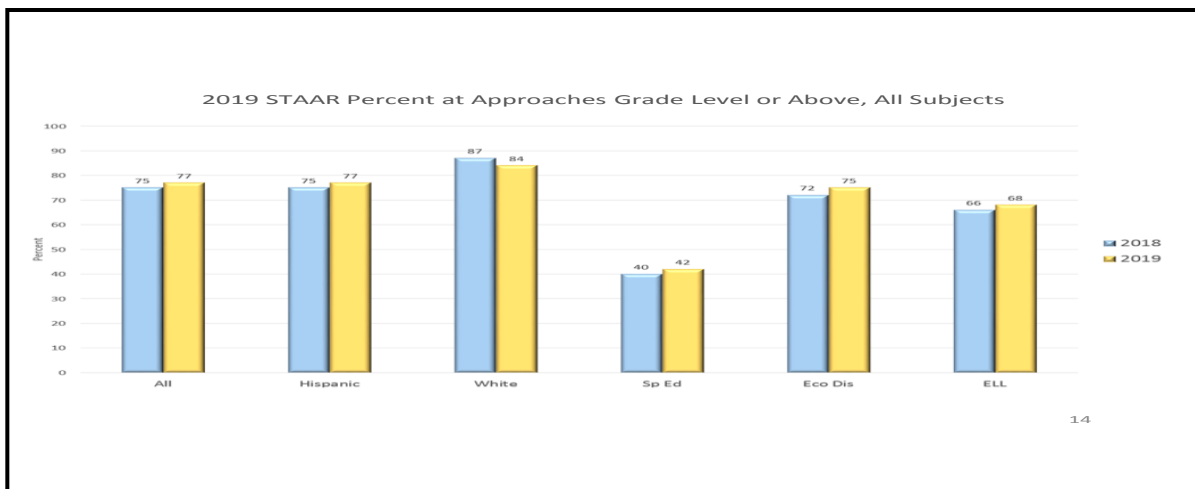
- English I: Shows improvement
- English II: Shows improvement
- Algebra I: Scores slightly declined



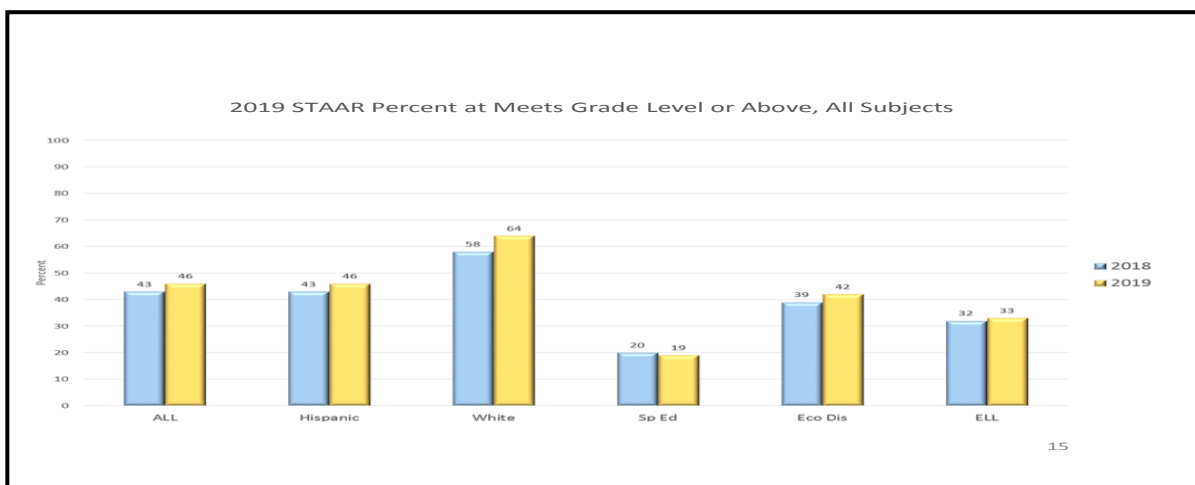
- Biology: Shows improvement
- US History: Scores remained the same



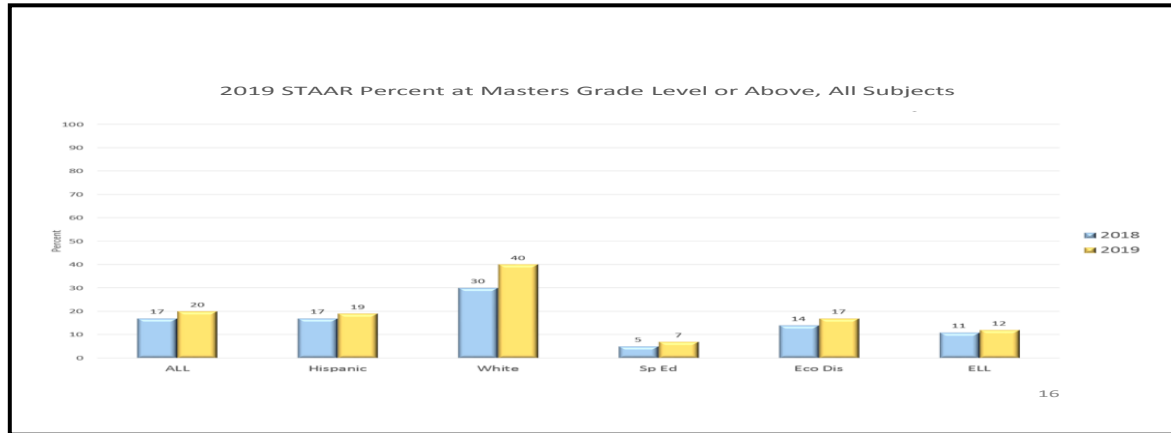
- Approaches: Growth in all student groups with the exception of the White group.



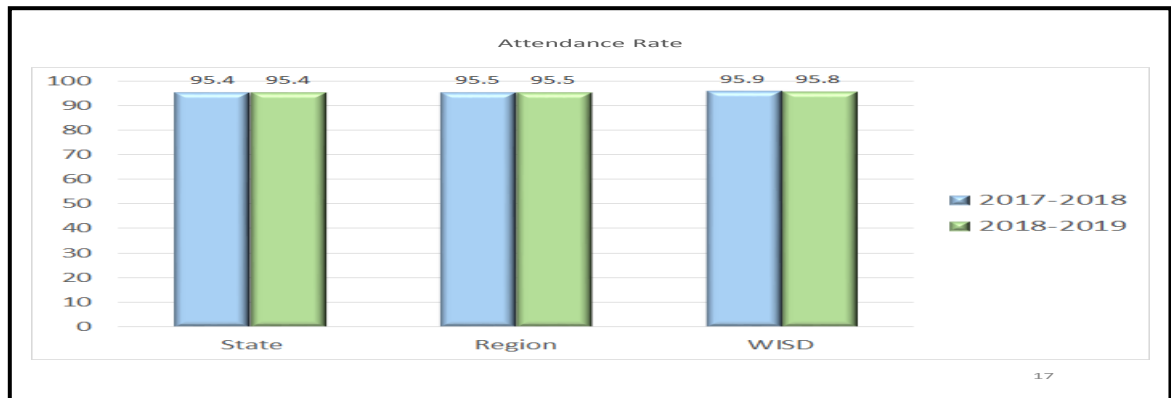
- Meets: Indicates student is working on grade level.
- All groups showed growth with the exception of Special Education which is 1% below.



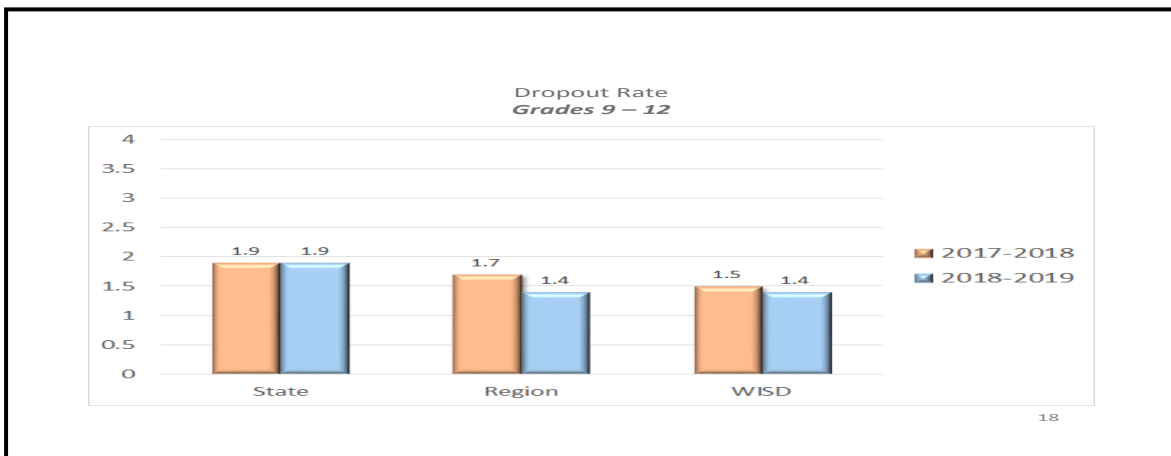
- Masters: All students are working above grade level
- All student groups shows an increase



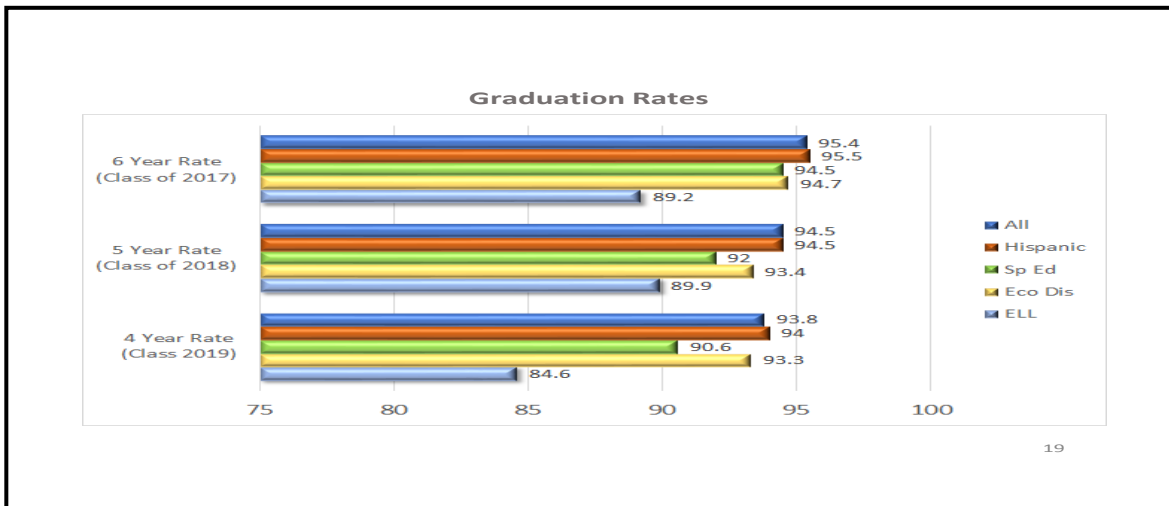
- Attendance Rate: WISD was 1/10 of a percentage point below from previous year.
- Above the Region and the State



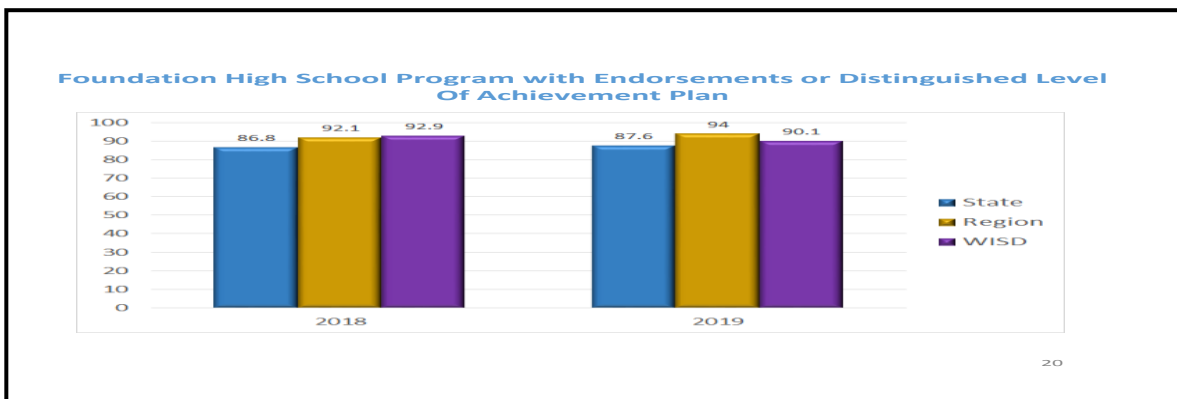
- Mrs. Norma Brewer provided the following information:
- Dropout Rates: WISD's dropout rate was lower than the State for 2018-2019.



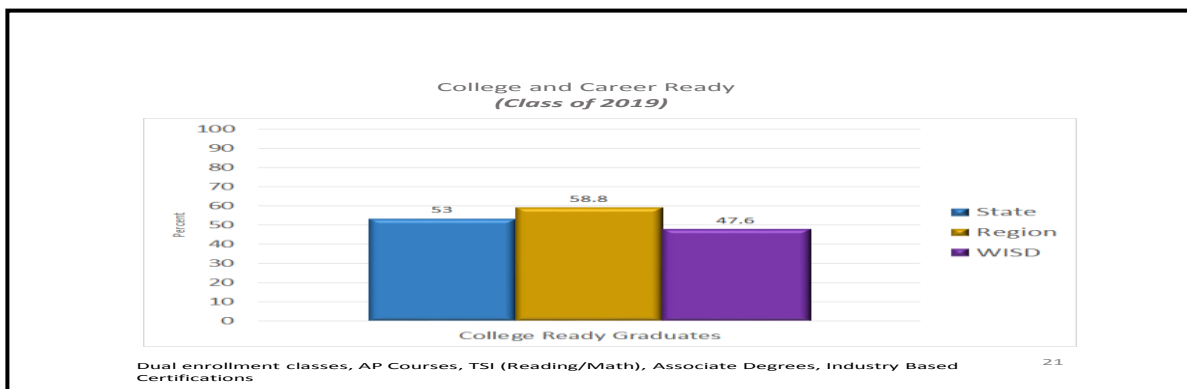
- Graduation Rate: The chart below shows the graduate rate divided by sub-groups.
- Most students graduate in four years (93.8%), a few in five years and very few in the 6 year rate.
 - Every year the district makes every effort to increase the graduate rate.



- Endorsements or Distinguished Level (Advanced Graduation Plans)
- 2018: 92.9% - higher than the Region and the State
 - 2019: 90.1% - higher than the State and slightly lower than the Region



- College & Career Ready Graduates – Information always lags one year
- 2019: 47.6% (Lower than the Region and the State)
 - These students completed dual enrollment classes, AP classes, TSI testing (Math/Reading), Associate Degrees, and Industry Based Certifications.



➤College Readiness Indicators:

AP/Dual Credit Course Completion: Students who completed dual enrollment classes.

- 2018: 45.0% (Higher than the State and lower than the Region)
- 2019: 46.1% (Higher than the State and lower than the Region)

AP Participation, All Subjects

- 2018: 17.4% (Lower than Region and the State)
- 2019: 16.5% (Lower than Region and the State)

AP Examinees >=Criterion, All Subjects

- 2018: 36% (Higher than the Region and lower than the State)
- 2019: 30.3% (Lower than the Region and the State)

College Readiness Indicators			
AP/Dual Credit Course Completion, All Subjects			
Year	State	Region One	District
2019	44.6%	55.0%	46.1%
2018	43.4%	51.6%	45.0%
AP Participation, All Subjects			
Year	State	Region One	District
2019	25..2%	29.7%	16.5%
2018	25.8%	29.4%	17.4%
AP Examinees >=Criterion, All Subjects			
Year	State	Region One	District
2019	51.0%	36.2%	30.3%
2018	50.7%	34.5%	36.0%

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➤SAT/ACT Indicators:

SAT/ACT Tested

- 2018: 54.6% (Lower than the Region and the State)
- 2019: 50.8% (Lower than the Region and the State)
- 2021: The percentage for 2021 will drastically increase since all juniors were tested.

AT/ABOVE CRITERION

- 2018: 15.3% (Lower than the Region and the State)
- 2019: 14.1% (Lower than the Region and the State)

AVERAGE SAT SCORE, ALL SUBJECTS

- 2018: 1026 (Higher than the Region and lower than the State)
- 2019: 1070 (Higher than the Region and the State)

AVERAGE ACT SCORE, ALL SUBJECTS

- 2018: 18.6% (Higher than the Region and lower than the State)
- 2019: 18.2% (Higher than the Region and lower than the State)

SAT/ACT Indicators

SAT/ACT Tested			
Year	State	Region One	WISD
Class of 2019	75.0%	72.5%	50.8%
Class of 2018	74.6%	73.4%	54.6%

At/Above Criterion			
Year	State	Region One	WISD
Class of 2019	36.1%	20.1%	14.1%
Class of 2018	37.9%	21.7%	15.3%

Average SAT Score, All Subjects			
Year	State	Region One	WISD
Class of 2019	1027	979	1070
Class of 2018	1036	987	1026

Average ACT Score, All Subjects			
Year	State	Region One	WISD
Class of 2019	20.6	17.9	18.2
Class of 2018	20.6	18.1	18.6

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➤The chart below shows the enrollment at postsecondary institutions in the state of Texas.

IHE Institutions: South Texas College and UTRGV

•2016-2017: 53.4% enrolled

•2017-2018: 51.0% enrolled

IHE One Year without Remediation

•2016-2017: 48.8% enrolled

•2017-2018: 52.1% enrolled

The district's goal is to prepare students so they do not have to take remedial courses in their first year of college.

Performance in Postsecondary Institutions

Enrolled in Texas Institution of Higher Education (IHE)			
Year	State	Region One	WISD
2017-2018	53.4%	57.3%	51.0%
2016-2017	54.6%	59.7%	53.4%

Enrolled in Texas IHE One Year Without Remediation			
Year	State	Region One	WISD
2017-2018	60.7%	60.2%	52.1%
2016-2017	59.2%	59.5%	48.8%

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- >The chart below reflects the number of students enrolled in their 1st year of public higher education.
- >The numbers do not include students who joined the armed forces or students who leave out of state.

High School Graduates from 2017-2018

Enrolled in Texas Public or Independent Higher Education in 2019

County	District	Total Graduates	GPA for 1st Year in Public Higher Education in Texas					
			<2.0	2.0- 2.49	2.5- 2.99	3.0- 3.49	>3.5	Unk
WESLACO ISD								
	108913003 SOUTH PALM GARDENS H S							
	Four-Year Public University	0						
	Two-Year Public Colleges	21	8	4	0	4	1	4
	Independent Colleges & Universities	0						
	Not Trackable	13						
	Not Found	142						
	Total High School Graduates	176						
	108913009 WESLACO 21ST CENTURY CTE EARLY COLLEGE H S							
	Four-Year Public University	14	2	5	2	3	2	0
	Two-Year Public Colleges	21	8	2	6	1	0	4
	Independent Colleges & Universities	0						
	Not Trackable	5						
	Not Found	34						
	Total High School Graduates	74						
	108913006 WESLACO EAST H S							
	Four-Year Public University	91	16	13	18	30	14	0
	Two-Year Public Colleges	125	49	16	21	21	15	3
	Independent Colleges & Universities	3						
	Not Trackable	23						
	Not Found	152						
	Total High School Graduates	394						
	108913001 WESLACO H S							
	Four-Year Public University	135	24	20	25	34	31	1
	Two-Year Public Colleges	195	77	29	27	30	20	12
	Independent Colleges & Universities	11						
	Not Trackable	16						
	Not Found	202						
	Total High School Graduates	559						

Source: Texas Higher Education Coordinating Board and Texas Education Agency

*Not found" graduates have standard ID numbers that were not found in the specified year at Texas higher education institutions.

*Not trackable" graduates have non-standard ID numbers that will not find a match at Texas higher education institutions.

Includes high schools with more than 25 graduates. If enrollment in public higher education less than 5, the GPA data is omitted.

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

- TEA uses the codes listed below to identify persistently dangerous schools (PDS).
- WISD had three campuses with disciplinary codes.
- WISD is NOT a Persistently Dangerous School (PDS) under the Every School Succeeds Act (ESSA).

Disciplinary Incidents by Campus by Disciplinary Action Reason County-District Number: 108913 District Name: WESLACO ISD

Methodology for Identifying USCO Campus 19-20

A campus will be identified as a Persistently Dangerous School (PDS) and required to implement the Unsafe School Choice Option (USCO) if it meets the following:

- The campus is coded is Regular Instructional Campus in AskTED; and
- Campus has reported to PEIMS in the Discipline Action Extension Complex (category code 44425) that the location of the incident occurred on campus or off campus at a school sponsored activity; and
- The campus has fewer than 200 students and has reported to PEIMS in the Discipline Action Extension Complex (category code 44425) two (2) or more selected mandatory expulsion incidents in each of the three (3) most recent consecutive years for which data are available; or
- The campus has 201 or more students and has a number of mandatory expellable incidents per year equal to 1% or more of its enrollment in each of the three (3) most recent consecutive years

Disciplinary Incidents by Campus by Disciplinary Action Reason
County-District Number: 108913 District Name: WESLACO ISD

Campus	Disciplinary Action Reason	19-20
WESLACO H S	36 - Felony Controlled Substance Violation	
14		
WESLACO EAST	36 - Felony Controlled Substance Violation	3
HORTON DAEP	36 - Felony Controlled Substance Violation	
1		
	TOTALS	
		18

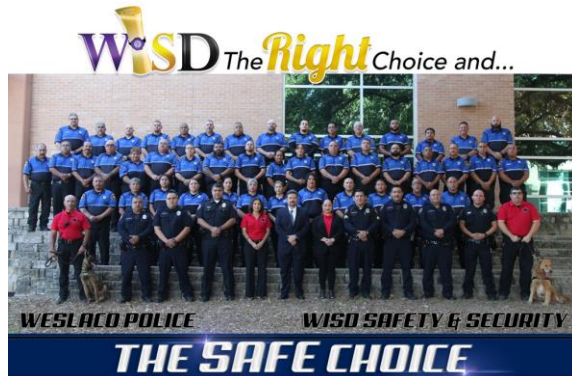
Disciplinary Action Reason Codes
 11,12,13,14,16,17,18,19,29,30,31,32,36,37,46,47, and 48 are the Codes used by TEA in identifying a "Persistently Dangerous School" (PDS)

- Incidents represent < 1% of enrollment.
- **WISD is NOT a Persistently Dangerous School (PDS) under the Every School Succeeds Act (ESSA).**
- <https://tea.texas.gov/sites/default/files/USCO%20Guidance%20H>²⁷

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

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

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



2019-2020 Report on Violent and Criminal Incidents
Presented by: Michael De La Rosa, Executive Director of Employee Benefits Risk Management

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Mrs. Melva Segura, Human Resources Administrator, presented information on the percentage of staff members in comparison to the Region and the State.

- Professional Staff: Includes teachers, professional support, campus administration and central office administration – 60.2% (Below the State and above the Region)
- Teachers: 47.2% (Below the State and above the Region)
- Professional Support: Includes Therapists, Nurses, Librarians, Counselors, and any other professional staff. CIF's (Campus Instructional Facilitators) are also included under this category.
 - ›WISD is at 10.8% - (Above the State and the Region)
- Campus Administration: 1.2% (Below the State and the Region)
 - ›Majority of assistants at the campuses are classified as Instructional Facilitators vs. Assistant Principals. The Middle Schools and the two comprehensive high schools have Assistant Principals.
- Central Administration: 1.0% (Below the State and the Region)
- Educational Aides: 8.3% (Below the State and the Region)
 - The district closely monitors this category and is increasing the numbers specifically in the area of Pre-K and special education aides as needed.
- Auxiliary Staff: 31.6% (Above the State and below the Region)
 - Includes Maintenance, Custodial, Transportation, Security, and Food Service staff

STAFF INFORMATION 2019-20			
	TEXAS	Region I	WISD
PROFESSIONAL STAFF	63.7%	56.9%	60.2%
TEACHERS	49.4%	43.7%	47.2%
PROFESSIONAL SUPPORT	10.2%	9.4%	10.8%
CAMPUS ADMINISTRATION	3.0%	2.8%	1.2%
CENTRAL ADMINISTRATION	1.1%	1.1%	1.0%
EDUCATIONAL AIDES	10.6%	10.9%	8.3%
AUXILIARY STAFF	25.7%	32.2%	31.6%

2019-2020 District Profile
Presented by: Melva Segura, Director of Human Resources

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›The chart below reflects the percentage of years of experience for teachers, broken down in various categories as compared to the Region and the State.

›The turnover rate for teachers is 7% (Below the State and the Region).

- WISD has a good retention of teachers.
- WISD has the lowest turnover rate than most school districts of the same size.
- ›Mission CISD is at 9.7%, Donna ISD at 9.6%, and Harlingen CISD is at 11.2%.

TEACHERS BY YEARS OF EXPERIENCE 2019-2020			
	TEXAS	REGION I	WISD
BEGINNING TEACHERS	7.4%	5.2%	1.6%
1-5 YEARS EXPERIENCE	27.9%	22.4%	10.8%
6-10 YEARS EXPERIENCE	19.4%	18.7%	17.5%
11-20 YEARS EXPERIENCE	29.4%	35.2%	40.0%
OVER 20 YEARS EXPERIENCE	15.9%	18.5%	30.0%
TURNOVER RATE FOR TEACHERS	16.8%	9.5%	7.0%

2019-2020 District Profile
Presented by: Melva Segura, Director of Human Resources

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>The starting pay for beginning teachers for 2019-2020 was an average of \$53,975.

- WISD was above and State and the Region in all categories except in the category for experience over 20 years.
- Salaries shown are for regular teaching duties. It does not include any stipends or supplemental duties.

AVERAGE TEACHER SALARIES 2019-2020			
	TEXAS	Region I	WISD
BEGINNING TEACHERS	\$49,868	\$50,276	\$53,975
1-5 YEARS EXPERIENCE	\$52,823	\$52,903	\$53,851
6-10 YEARS EXPERIENCE	\$55,756	\$55,983	\$56,250
11-20 YEARS EXPERIENCE	\$59,308	\$59,946	\$60,152
OVER 20 YEARS EXPERIENCE	\$65,449	\$69,107	\$68,325

2019-2020 District Profile
Presented by: Melva Segura, Director of Human Resources

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>The chart below reflects the experience of Campus Leadership which includes only Principals and Assistant Principals. It does not include CIF's or Curriculum Facilitators.

- WISD is above the State and the Region in all categories with the exception of Average Years Experience of Assistant Principals with District, which is at 5.2%, slightly below the Region and above the State.

EXPERIENCE OF CAMPUS LEADERSHIP 2019-2020			
	TEXAS	Region 1	WISD
Average Years Experience of Principals	6.2	6.8	7.6
Average Years Experience of Principals with District	5.3	6.2	7.4
Average Years Experience of Assistant Principals	5.3	6.0	6.5
Average Years Experience of Assistant Principals with District	4.7	5.6	5.2

2019-2020 District Profile
Presented by: Melva Segura, Director of Human Resources

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Mrs. Segura commented that based on the information presented, WISD is behind in some major areas; nonetheless, the information clearly shows that WISD continues to remain competitive with regard to compensation, recruitment, and retention.

Mr. Andres Sanchez, Assistant Superintendent of Business & Finance, presented information based on the latest audited fiscal year 2018-2019:

>WISD has the lowest tax rate at \$1.1597. It is below the State and the Region.

>The M&O tax rate is at \$1.1397, higher than the State and the Region.

>The I&S tax rate is at \$0.0200 which is a lot lower than the State and the Region. This means that the tax rate assessed to pay for bond debt was lower for WISD.

PROPERTY TAX RATES FISCAL YEAR 2018-2019			
	Texas	Region 1	WISD
Total Tax Rate	1.3101	1.2870	1.1597
Tax Rate - Maintenance & Operations (M&O)	1.1003	1.1079	1.1397
Tax Rate - Interest & Sinking Operations (I&S) - To Pay Bonds	0.2097	0.1791	0.0200

PEIMS Financial Information for Fiscal Year 2018-2019
Presented by: Andres Sanchez Jr., RTSBA, CPA, Assistant Superintendent of Business and Finance

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>Below is the percentage for Operating Revenues compared to the State and the Region.

OPERATING REVENUES - ALL FUNDS BY PERCENTAGE (%) FISCAL YEAR 2018-2019			
	Texas	Region 1	WISD
Local Property Tax from M&O (excluding recapture)	43.99%	16.88%	14.33%
State Operating Funds	38.66%	63.01%	67.20%
Federal Funds	12.27%	17.19%	16.91%
Other Local Revenue	5.08%	2.92%	1.56%
Total Operating Revenue	100.00%	100.00%	100.00%

PEIMS Financial Information for Fiscal Year 2018-2019
Presented by: Andres Sanchez Jr., RTSBA, CPA, Assistant Superintendent of Business and Finance

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>Below is the percentage of Operating Expenditures (All Funds) by function and type as it compares to the State and the Region.

OPERATING EXPENDITURES - ALL FUNDS BY FUNCTION AND TYPE FISCAL YEAR 2018-2019			
	Texas	Region 1	WISD
Instructional Related (11, 12, 13, 31 & 95)	63.25%	60.67%	62.82%
Instructional Support (32, 33, 34, 35 & 36)	12.87%	14.86%	15.67%
Administration (C&I, Campuses, District) (21, 23, 41 & 92)	10.83%	11.27%	7.68%
District Wide Support (51, 52, 53 & 61)	13.05%	13.20%	13.83%
Total Operating Expenditures	100.00%	100.00%	100.00%

PEIMS Financial Information for Fiscal Year 2018-2019
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Accessing the TAPR Report

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

Texas Education Agency - [WISD TAPR Report](#)
District Website - www.wisd.us
Central Office - Office of Assessment and Accountability
Campuses - TAPR report will be available upon request

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Board President Armando Cuellar commended staff for a very detailed report and for always striving to maintain a high level of excellence. He is confident that with everyone's efforts, the district will get back on track. He thanked everyone for an outstanding job.

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

The public had the opportunity to participate in public comments by registering no later than 5:15 p.m. at the following web link: <https://www.wisd.us/superintendentboard/new-page>

No one addressed the Board.

V. Adjournment

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