



Goal Setting: High Achievement for All

Principal’s Leading the Way

October is Principal’s Month in the K-12 world of education and we take this time to celebrate the outstanding work of the Alamo Collegiate Network (ACN) principals as they continue to work towards remarkable outcomes for their students. As the 2020-2021 school year gets underway, all aspects of performance and student achievement are in focus. The evaluation process for campus principals within the ACN includes concentrated and intentional goal setting for both professional growth and student performance. With the instructional adaptations necessary during the pandemic to maintain safety for students and staff a high priority, ensuring students still receive quality educational opportunities becomes more challenging. The stakes for student learning are high.

Alamo Collegiate Network principals engage in the T-PESS evaluation system as part of the Partnership Agreement with SAISD. T-PESS (Texas Principal Evaluation and Support System) is designed to guide principals in growing their own professional leadership skills while growing their campus student performance simultaneously. The process begins with a rigorous self-evaluation and goal setting activities to start the school year.

Together, Mrs. Mann and the principals dove into these processes this month and have laid the foundation for the school year ahead. Alamo Collegiate Network brings together SAISD and Alamo Colleges District to highlight and enhance the work for three remarkable principals that have led their campuses to continued success. Inside this issue you will find out more about their efforts and experiences that will support the partnership in expanding opportunities to the students we serve.

Performance Matters

The Partnership Agreement between Alamo Colleges District and SAISD that forms the Alamo Collegiate Network capitalizes on the best of both institutions to bring the best to students. It also comes with expectations to continue and expand on the work and success of the ACN high schools.

Clear expectations for campus and student performance are detailed within the Partnership Agreement and focused on three areas of evaluation: Academic Excellence, Organizational Strength, and Financial Health. Each area of the evaluation contains specific performance metrics to measure quality, growth, and performance.

Working within the Texas Accountability System for K-12 schools and within guidelines established for Early College High Schools and P-Tech (Pathways in Technology) campuses, student academic performance targets in the Partnership Agreement build on increased (continued on page 4)

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Performance Metrics

Fox Tech High School Principal ~ Jennifer Benavides

Fox Tech is a stand alone Magnet School for Health and Law Professions; an “A” rated campus by TEA Accountability Measures with 7 TEA Distinction Designation in the following categories: Reading, Math, Science, Social Studies, Academic Growth, Closing Performance Gaps, and Post Secondary Readiness. Jennifer Benavides, serves as the principal of Fox Tech and has contributed new ideas



and built new systems at the school in the last 3 years. Her pedigree includes a Bachelor of Arts in Communication from The University of Texas at San Antonio, a Master of Bilingual Education from Southern Methodist University and a Master of Education Administration from The University of North Texas. She has 19 years of experience in education,

has been a principal 5 of those years, and started in July of 2017 at Fox Tech where she initially analyzed the health and law magnet programs to determine needs and develop better opportunities for students. Within the first year of her leadership, a partnership with San Antonio College for two courses in addition to 6 dual credit courses with The University of Texas at San Antonio began. Also, it

was the first year to offer a Certified Nursing Aide Certification course to 19 students via a partnership with Goodwill. She implemented a data tracking platform called *All in Learning* that has been pivotal in assisting teachers in increasing academic performance across all grade levels and has also implemented a campus based intervention system. Under her leadership, Fox Tech has made significant academic gains: an increase in “masters” scores by 9%, increase in distinctions by 75%, and increase in enrollment by 34%. She has also increased the dual credit options from UTSA and SAC by 50% and currently has 85 students enrolled in either Pharmacy Tech Certification or Patient-Care Tech courses. In 2020, her team launched the H-TECH program providing pathways for students to receive an Associate of Arts in Science through San Antonio College. Her contributions to this process are vital and her leadership influential in ensuring sustainability of these programs and continued academic success.



*“There are no good schools without **good principals**. It just doesn’t exist. And where you have good principals, great teachers come, and they stay, they work hard, and they grow.*

-Arne Duncan, Former U.S. Secretary of Education

St. Philip’s College Early College High School Principal ~ Dr. Derrick Thomas



Derrick Thomas, Ed.D., has served in various roles during his 39 years in education. He has taught kindergarten through the college level. He has served as an administrator in both the public and private school settings at all levels. Currently, he serves as the founding principal of the St. Philip’s College ECHS in partnership with St. Philip’s College. He has both campus and central office leadership experience. Further, he has written and/or operated grants with budgets as high as three million dollars. He developed leadership teams and faculty that have taken low or stagnant performing schools to high levels of performance and achievement. One example of this is the Martin Luther King Academy, where the leadership team and faculty took the school from a “low performing” to “recognized” rating and were one of one hundred campuses statewide to receive the Governor’s Educational Excellence Award (three-year recipient) due to the campus performance. St. Philip’s College ECHS, an “A” rated campus, owes much of its success to the hard working faculty of the campus as well as our partnership with St. Philip’s College, under the leadership of Dr. Adena Williams Loston. Together, the college and ECHS, working with departments of the SAISD, has provided avenues for the at-risk student to enhance their educational experience while changing their life trajectory through a college education. St. Philip’s College ECHS offers programs leading to the Associate of Arts, Associate of Applied Science and/or Level 1 Certifications in Automotive, Culinary, Hospitality Management, Cybersecurity, Certified Nursing Assistant and Phlebotomy.



Alamo Collegiate Network



The pandemic hasn't stopped these campuses from providing students with opportunities and exposure to the value of higher education. Recently, Travis Early College High School held a college rally to excite their students about the opportunities available to them.

Travis Early College High School Principal ~ Adriana Arredondo

Adrianna L. Arredondo, Principal of Travis Early College High School (ECHS) since 2016, initially served as its assistant principal from 2014 to 2016. Under her leadership, programs at Travis ECHS have expanded and flourished, increasing program completion from 77% (2016) to 96% (2019). With a goal of servicing diverse demographics, Ms. Arredondo has increased male, at-risk, and economically disadvantaged student populations. Additionally, the school has maintained a high level of achievement and been designated an "A" rated campus by TEA, earning national recognition as a National Blue Ribbon School in 2017. As principal, Ms. Arredondo leads the campus budget, the Title I Plan, campus improvement plan, student activities and building supervision, master schedule, San Antonio College Dual Credit Associates Program, special programs, counseling program, graduation, student transition plans, Fundraiser/Activity accounts, T-TESS/Staff evaluations, professional development, national, state, and local testing, and recruitment and enrollment. She maintains collaborative partnerships with San Antonio College, PTSA, and Community Outreach. During her time, Travis ECHS has been recognized as one of the best public high schools in San Antonio and Texas. Ms. Arredondo has helped shape Travis ECHS mission, to provide traditionally underserved students access to higher education and ensure college readiness.



St. Philip's College & St. Philip's College Early College High School

Since opening their doors in 2014, St. Philip's College Early College High School has provided a unique, blended high school-college experience for its students that is only made possible through the cohesive partnership with St. Philip's College. This immersive model, with the high school campus housed on the St. Philip's College campus, is designed to help students make a seamless transition in furthering their studies after graduation.

From the onset, the partnership between St. Philip's College and the high school presented students with an opportunity to earn degrees in Associate of Arts and Associate of Applied Science along with certifications in information technology and automotive technology. Over time, the partnership has expanded opportunities available to students and now offers:

- Associate of Arts
- Associate of Applied Science and/or Level 1 Certifications in:
 - * Automotive Technology
 - * Culinary
 - * Hospitality Management
 - * Cybersecurity
- Level 1 Certifications in:
 - * Certified Nursing Assistant
 - * Phlebotomy

San Antonio College Supports Travis Early College High School & Fox Tech High School

San Antonio College serves as the IHE partner for two ACN campuses supporting both Travis Early College High School and Fox Tech High School. Offerings for students at both campuses are varied and the intention of ACN is to grow and expand programs of partnership at both campuses in the future.

SAC & Travis ECHS

Travis Early College High School opened its doors in 2008 with the goal of increasing the numbers of college ready graduates across a diverse population of students.

Partnering with SAC, Travis ECHS is able to offer graduates the opportunity to earn an Associate of Arts degree or a PBAD Level 1 Certificate in Leadership.

SAC & Fox Tech High School

Students at Fox Tech have multiple opportunities to engage in dual credit courses through the school partnership with San Antonio College; however, Fox Tech's unique Health Magnet program opens additional doors for students. Fox Tech currently offers students in the Health P-Tech program pathways to earning an Associate of Science including certification as a Certified Nursing Assistant. As the partnership develops with SAC in the future, Fox Tech plans to expand offerings to students to include pathways to earn a BSN through the H-Tech program.

Performance Matters continued...

student achievement annually. All ACN campuses currently hold an "A" ranking by the Texas Education Agency (TEA). Working through the ACN partnership, campuses will maintain this level of success but also increase student performance in multiple measures of academic achievement.

Key areas within the Academic Excellence indicator include:

- Performance Measure 1: Campus Overall Rating
- Performance Measure 2: Student Achievement Domain
- Performance Measure 3: Progress Domain
- Performance Measure 4: Closing the Gap Domain
- Performance Measure 5: TEA Early College High School Blueprint

Based on historical performance in each of these areas, campus performance in these measure will be reviewed

annually. In accordance with the Partnership Agreement, evaluation of the partnership will be conducted following the third full year for renewal, revisions, or termination.

Due to educational implications from COVID-19 and school closures, TEA cancelled all STAAR testing in Spring of 2020 and suspended the A-F rating system for one year. With no additional performance data to evaluate campuses, SAISD has determined the need to postpone evaluation of the ACD-SAISD for an additional year. The 2020-2021 school year will serve as a new baseline year to calibrate student learning levels and the impact of the pandemic on student progress. The current Performance Measures are considered tentative and 2023-2024 will now be considered the third full year of the partnership agreement when evaluation for continuation occurs.

To view annual Academic Excellence Performance Measures for all ACN campuses [click here](#).

Organizational Strength

The Organizational Strength component of the Partnership Agreement focuses on school leadership and their role in advancing the campus. With a commitment to fulfilling the education plan, programs and goals outlined in the campus charter and maintaining teacher satisfaction levels at or above the district average, campus leaders work strategically to ensure adequacy, alignment, and coherence of actions.

Other performance measures within the Organizational Strength component highlight providing quality educational programs that allow students to achieve at high levels both academically and socially, maintaining high attendance percentages, and attrition rates for students. Additional measures mark meaningful engagement with families and high favorability rates on parent surveys.

Financial Health

Working in conjunction with SAISD and each campus, ACN will operate the school's core educational programs sustainably on dependable public funds and will maintain a balanced budget and stable cash flow.

As required by 19 TAC 97.1075(d)(3), Alamo Colleges District will annually receive an independent, unqualified audit opinion. Management of additional funds allocated to ACN in accordance with the SB 1882 partnership will be annually reported to the district.