

Instructional Workshop

2026 – 2027
#WeAreSomosSanEli

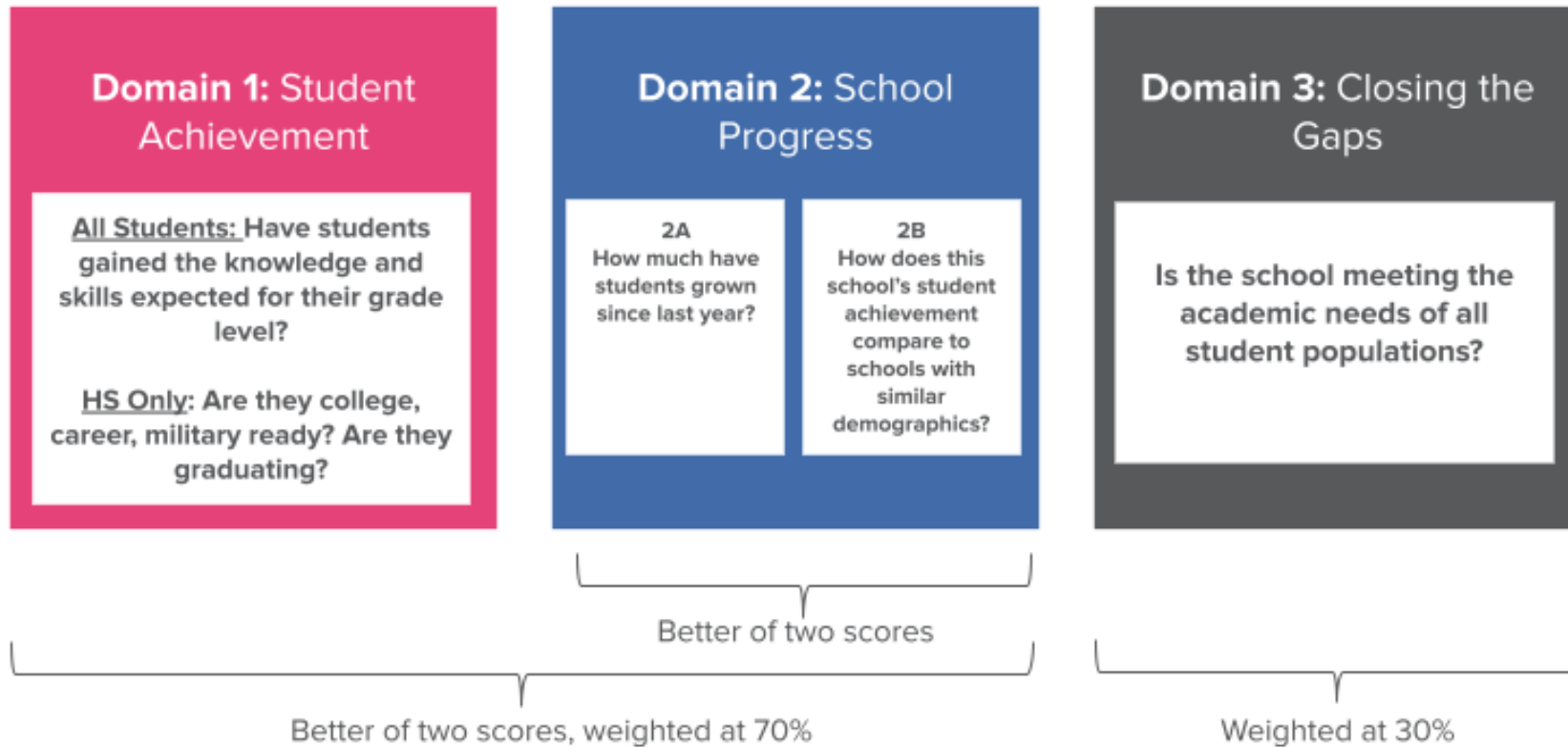


September 8, 2026

Accountability Briefing

Calculating TEA Accountability Ratings - Campus

The TEA Accountability Rating System gives each campus an A-F Rating. This takes into account three domains, and by design, allows ratings to be computed using the highest subscores.

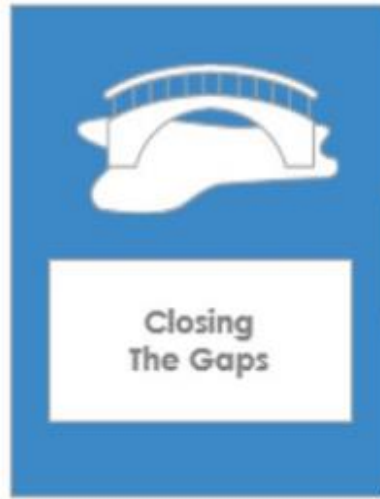


Accountability Notes

Best of



70%



All Students



Race/Ethnicity



Special Education



Continuously Enrolled and Mobile



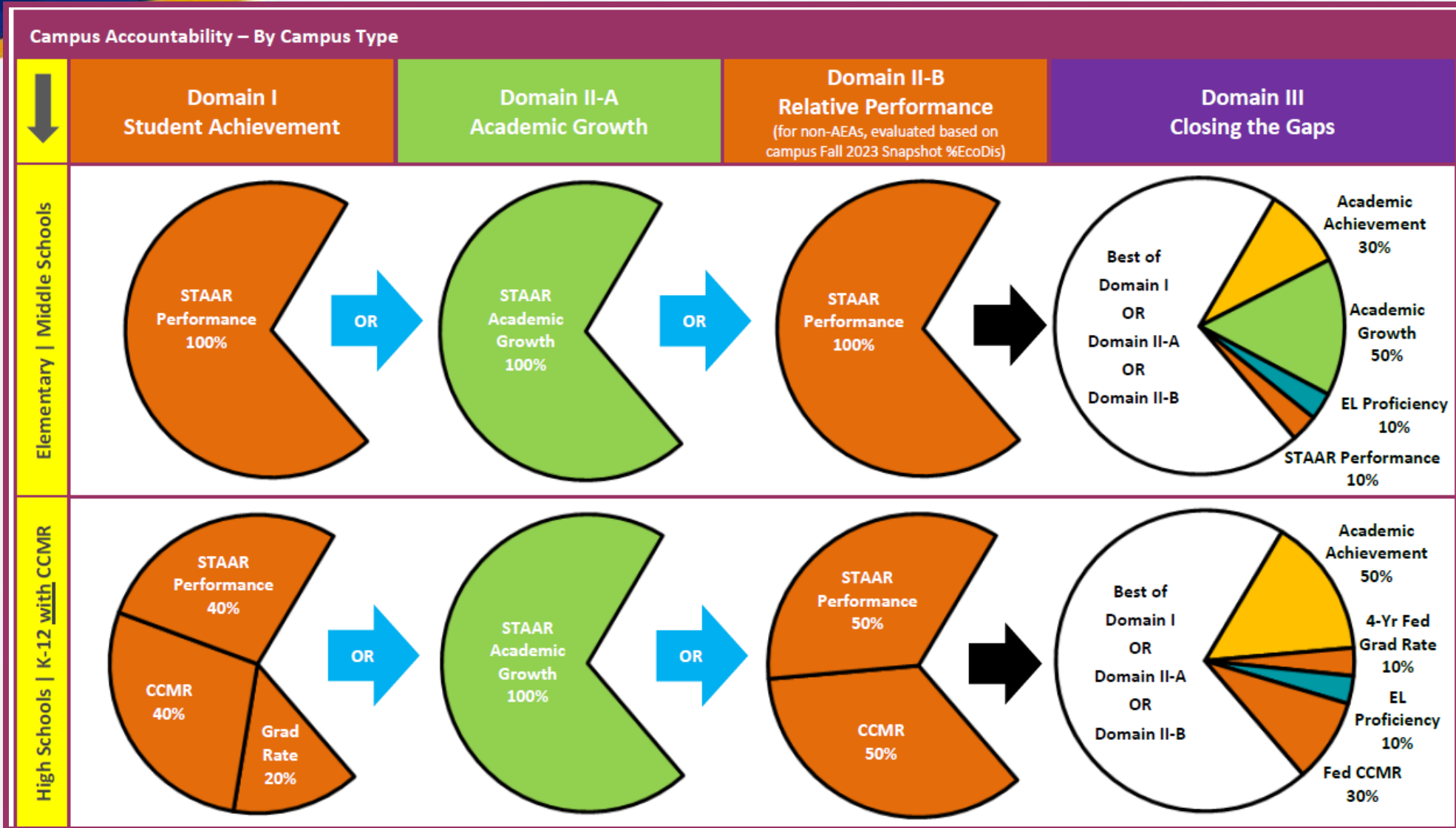
English Learners (ELs)



Economically Disadvantaged



Breakdown



San Elizario ISD District Rating

2025 Accountability Rating Overall Summary SAN ELIZARIO ISD (071904) - EL PASO COUNTY

[2019](#) | [2020](#) | [2021](#) | [2022](#) | [2023](#) | [2024](#) | **2025** | [2026](#)

Summary

	Scaled Score	Rating	Proportion of Overall Rating
Overall	69	D	
Student Achievement	66	D	0%
School Progress	73	C	70%
Academic Growth	68	D	
Relative Performance (Eco Dis: 90.8%)	73	C	
Closing the Gaps	69	D	30%

Texas Education Agency 2026 Accountability Rating Overall Summary SAN ELIZARIO ISD (071904) - EL PASO COUNTY

Summary

	Scaled Score	Rating	Proportion of Overall Rating
Overall	71	C	
Student Achievement	68	D	0%
School Progress	76	C	70%
Academic Growth	70	C	
Relative Performance (Eco Dis: 92.1%)	76	C	
Closing the Gaps	58	F	30%

L. G Alarcon Elementary School

2025 Accountability Rating Overall Summary L G ALARCON EL (071904101) - SAN ELIZARIO ISD - EL PASO COUNTY

[2019](#) | [2020](#) | [2021](#) | [2022](#) | [2023](#) | [2024](#) | **2025** | [2026](#)

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		67	D	
Student Achievement		60	D	0%
STAAR Performance	35	60		
College, Career and Military Readiness				
Graduation Rate				
School Progress		69	D	70%
Academic Growth	62	69	D	✓
Relative Performance (Eco Dis: 87.2%)		66	D	
Closing the Gaps	19	63	D	30%

Texas Education Agency 2026 Accountability Rating Overall Summary L G ALARCON EL (071904101) - SAN ELIZARIO ISD - EL PASO COUNTY

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		55	F	
Student Achievement		59	F	0%
STAAR Performance	34	59		
College, Career and Military Readiness				
Graduation Rate				
School Progress		65	D	70%
Academic Growth	55	59	F	
Relative Performance (Eco Dis: 91.9%)		65	D	✓
Closing the Gaps	0	30	F	30%

Identification of Schools for Improvement

This campus is identified for comprehensive support and improvement.

Alfonso Borrego Sr. Elementary School

2025 Accountability Rating Overall Summary

ALFONSO BORREGO SR EL (071904104) - SAN ELIZARIO ISD - EL PASO COUNTY

[2019](#) | [2020](#) | [2021](#) | [2022](#) | [2023](#) | [2024](#) | **2025** | [2026](#)

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		74	C	
Student Achievement		60	D	0%
STAAR Performance	35	60		
College, Career and Military Readiness				
Graduation Rate				
School Progress		75	C	70%
Academic Growth	67	75	C	✓
Relative Performance (Eco Dis: 88.4%)		66	D	
Closing the Gaps	39	72	C	30%

Identification of Schools for Improvement

This campus is identified for targeted support and improvement.

Texas Education Agency

2026 Accountability Rating Overall Summary

ALFONSO BORREGO SR EL (071904104) - SAN ELIZARIO ISD - EL PASO COUNTY

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		58	F	
Student Achievement		59	F	0%
STAAR Performance	34	59		
College, Career and Military Readiness				
Graduation Rate				
School Progress		70	C	70%
Academic Growth	63	70	C	✓
Relative Performance (Eco Dis: 89.8%)		63	D	
Closing the Gaps	0	30	F	30%

Identification of Schools for Improvement

This campus is identified for comprehensive support and improvement.



Ann M. Garcia-Enriquez Middle School

2025 Accountability Rating Overall Summary

ANN M GARCIA-ENRIQUEZ MIDDLE (071904041) - SAN ELIZARIO ISD - EL PASO COUNTY

[2019](#) | [2020](#) | [2021](#) | [2022](#) | [2023](#) | [2024](#) | **2025** | [2026](#)

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		85	B	
Student Achievement		71	C	0%
STAAR Performance	39	71		
College, Career and Military Readiness				
Graduation Rate				
School Progress		82	B	70%
Academic Growth	67	79	C	
Relative Performance (Eco Dis: 92.9%)		82	B	✓
Closing the Gaps	73	91	A	30%

Texas Education Agency

2026 Accountability Rating Overall Summary

ANN M GARCIA-ENRIQUEZ MIDDLE (071904041) - SAN ELIZARIO ISD - EL PASO COUNTY

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		85	B	
Student Achievement		73	C	0%
STAAR Performance	41	73		
College, Career and Military Readiness				
Graduation Rate				
School Progress		85	B	70%
Academic Growth	69	81	B	
Relative Performance (Eco Dis: 94.9%)		85	B	✓
Closing the Gaps	63	84	B	30%



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San Elizario High School

2025 Accountability Rating Overall Summary SAN ELIZARIO H S (071904001) - SAN ELIZARIO ISD - EL PASO COUNTY

[2019](#) | [2020](#) | [2021](#) | [2022](#) | [2023](#) | [2024](#) | **2025** | [2026](#)

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		69	D	
Student Achievement		68	D	0%
STAAR Performance	36	62		
College, Career and Military Readiness	77	79		
Graduation Rate	90.8	60		
School Progress		76	C	70%
Academic Growth	61	59	F	
Relative Performance (Eco Dis: 95.1%)		76	C	✓
Closing the Gaps	36	59	F	30%

Texas Education Agency 2026 Accountability Rating Overall Summary SAN ELIZARIO H S (071904001) - SAN ELIZARIO ISD - EL PASO COUNTY

Summary

	Component Score	Scaled Score	Rating	Proportion of Overall Rating
Overall		79	C	
Student Achievement		75	C	0%
STAAR Performance	38	65		
College, Career and Military Readiness	89	91		
Graduation Rate	92.9	65		
School Progress		82	B	70%
Academic Growth	67	69	D	
Relative Performance (Eco Dis: 94.8%)		82	B	✓
Closing the Gaps	51	72	C	30%

Identification of Schools for Improvement

This campus is not identified for comprehensive support and improvement, targeted support and improvement, or additional targeted support.

Distinction Designations



Academic Achievement in Mathematics



Academic Achievement in Science



Academic Achievement in Social Studies



Top 25% Comparative Academic Growth



Postsecondary Readiness



Apples to Apples

SEISD Reading Apples to Apples Comparison

	23-24 App %		24-25 App %		25-26 App %
		3rd Gr.	64%	4th Gr.	66%
3rd Gr.	64%	4th Gr.	69%	5th Gr.	67%
4th Gr.	71%	5th Gr.	65%	6th Gr.	63%
5th Gr.	69%	6th Gr.	68%	7th Gr.	69%
6th Gr.	72%	7th Gr.	71%	8th Gr.	81%
7th Gr.	58%	8th Gr.	79%	Eng. I	69%
8th Gr.	77%	Eng. I	54%	Eng. II	57%

SEISD Reading Apples to Apples Comparison

	23-24 Meets %		24-25 Meets %		25-26 Meets %
		3rd Gr.	31%	4th Gr.	33%
3rd Gr.	37%	4th Gr.	35%	5th Gr.	36%
4th Gr.	43%	5th Gr.	46%	6th Gr.	44%
5th Gr.	34%	6th Gr.	40%	7th Gr.	39%
6th Gr.	47%	7th Gr.	38%	8th Gr.	50%
7th Gr.	30%	8th Gr.	45%	Eng. I	46%
8th Gr.	42%	Eng. I	28%	Eng. II	39%

SEISD Reading Apples to Apples Comparison

	23-24 Mast %		24-25 Mast %		25-26 Mast %
		3rd Gr.	6%	4th Gr.	8%
3rd Gr.	10%	4th Gr.	8%	5th Gr.	13%
4th Gr.	15%	5th Gr.	16%	6th Gr.	16%
5th Gr.	11%	6th Gr.	16%	7th Gr.	17%
6th Gr.	15%	7th Gr.	9%	8th Gr.	19%
7th Gr.	9%	8th Gr.	18%	Eng. I	4%
8th Gr.	9%	Eng. I	4%	Eng. II	2%



Apples to Apples

SEISD MATH Apples to Apples Comparison

	23-24 App %		24-25 App %		25-26 App %
		3rd Gr.	55%	4th Gr.	49%
3rd Gr.	51%	4th Gr.	55%	5th Gr.	61%
4th Gr.	62%	5th Gr.	61%	6th Gr.	77%
5th Gr.	78%	6th Gr.	83%	7th Gr.	41%
6th Gr.	81%	7th Gr.	44%	8th Gr.	83%
7th Gr.	46%	8th Gr.	76%	9th Gr.	91%

SEISD MATH Apples to Apples Comparison

	23-24 Meets %		24-25 Meets %		25-26 Meets %
		3rd Gr.	25%	4th Gr.	28%
3rd Gr.	22%	4th Gr.	30%	5th Gr.	23%
4th Gr.	33%	5th Gr.	28%	6th Gr.	37%
5th Gr.	42%	6th Gr.	49%	7th Gr.	15%
6th Gr.	41%	7th Gr.	15%	8th Gr.	59%
7th Gr.	23%	8th Gr.	46%	9th Gr.	42%

SEISD MATH Apples to Apples Comparison

	23-24 Mast %		24-25 Mast %		25-26 Mast %
		3rd Gr.	3%	4th Gr.	6%
3rd Gr.	6%	4th Gr.	9%	5th Gr.	4%
4th Gr.	8%	5th Gr.	6%	6th Gr.	13%
5th Gr.	7%	6th Gr.	16%	7th Gr.	2%
6th Gr.	10%	7th Gr.	2%	8th Gr.	31%
7th Gr.	3%	8th Gr.	11%	9th Gr.	9%



Texas English Language Proficiency Assessment System TELPAS



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GRADE	TOTAL STUDENTS	BEGINNING COMPOSITE RATING	INTERMEDIATE COMPOSITE RATING	ADVANCED COMPOSITE RATING	ADVANCED HIGH COMPOSITE RATING	STUDENTS WHO PROGRESSED <u>AT LEAST ONE</u> PROFICIENCY LEVEL
<i>Kinder</i>	99	72	28	0	0	N/A
<i>1st</i>	102	48	39	8	5	33%
<i>2nd</i>	107	25	64	9	2	22%
<i>3rd</i>	118	15	47	29	9	35%
<i>4th</i>	132	18	42	37	2	18%
<i>5th</i>	135	12	41	39	9	33%
<i>6th</i>	112	6	51	38	5	26%
<i>7th</i>	105	9	49	37	6	20%
<i>8th</i>	118	3	30	56	11	28%
<i>9th</i>	108	7	52	35	6	10%
<i>10th</i>	116	14	39	40	8	18%
<i>11th</i>	128	9	47	34	10	20%
<i>12th</i>	121	10	54	26	11	18%

Teacher Data K-2 mClass English

Population	Measures type	Measure	Year	Period	2526 # Below Grade Level	2526 % Below Grade Level	2526 # At Grade level or Above	2526 % At Grade level or Above	2425 # Below Grade Level	2425 % Below Grade Level	2425 # At Grade level or Above	2425 % At Grade level or Above
Teacher 1	Dibels 8th measures	Composite Score	25-26	EOY	13	54%	11	46%	#N/A	#N/A	#N/A	#N/A
Teacher 2	Dibels 8th measures	Composite Score	25-26	EOY	14	58%	10	42%	#N/A	#N/A	#N/A	#N/A
Teacher 3	Dibels 8th measures	Composite Score	25-26	EOY	14	61%	9	39%	41	57%	31	43%
Teacher 4	Dibels 8th measures	Composite Score	25-26	EOY	15	63%	9	38%	15	63%	9	38%
Teacher 5	Dibels 8th measures	Composite Score	25-26	EOY	15	63%	9	38%	#N/A	#N/A	#N/A	#N/A
Teacher 6	Dibels 8th measures	Composite Score	25-26	EOY	15	65%	8	35%	16	67%	8	33%
Teacher 7	Dibels 8th measures	Composite Score	25-26	EOY	135	70%	59	30%	317	60%	208	40%
Teacher 8	Dibels 8th measures	Composite Score	25-26	EOY	12	71%	5	29%	#N/A	#N/A	#N/A	#N/A
Teacher 9	Dibels 8th measures	Composite Score	25-26	EOY	18	86%	3	14%	11	55%	9	45%
Teacher 10	Dibels 8th measures	Composite Score	25-26	EOY	7	88%	1	13%	#N/A	#N/A	#N/A	#N/A
Teacher 11	Dibels 8th measures	Composite Score	25-26	EOY	22	96%	1	4%	32	55%	26	45%
Teacher 12	Dibels 8th measures	Composite Score	25-26	EOY	1	100%	0	0%	13	57%	10	43%
Teacher 13	Dibels 8th measures	Composite Score	25-26	EOY	6	100%	0	0%	#N/A	#N/A	#N/A	#N/A



Teacher Data K-2 mClass Lectura

Population	Measures type	Measure	Year	Period	# Below Grade Level	% Below Grade Level	# At Grade Level or Above	% At Grade Level or Above	2425 # Below Grade Level	2425 % Below Grade Level	2425 # At Grade level or Above	2425 % At Grade level or Above
Teacher 1	mCLASS Lectura measures	Composite Score	25-26	EOY	2	8%	22	92%	8	36%	14	64%
Teacher 2	mCLASS Lectura measures	Composite Score	25-26	EOY	4	20%	16	80%	24	39%	38	61%
Teacher 3	mCLASS Lectura measures	Composite Score	25-26	EOY	5	26%	14	74%	24	39%	38	61%
Teacher 4	mCLASS Lectura measures	Composite Score	25-26	EOY	6	30%	14	70%	24	39%	38	61%
Teacher 5	mCLASS Lectura measures	Composite Score	25-26	EOY	7	39%	11	61%	21	36%	37	64%
Teacher 6	mCLASS Lectura measures	Composite Score	25-26	EOY	10	43%	13	57%	7	32%	15	68%
Teacher 7	mCLASS Lectura measures	Composite Score	25-26	EOY	129	45%	160	55%	132	41%	190	59%
Teacher 8	mCLASS Lectura measures	Composite Score	25-26	EOY	9	47%	10	53%	16	70%	7	30%
Teacher 9	mCLASS Lectura measures	Composite Score	25-26	EOY	11	52%	10	48%	21	36%	37	64%
Teacher 10	mCLASS Lectura measures	Composite Score	25-26	EOY	13	57%	10	43%	4	18%	18	82%
Teacher 11	mCLASS Lectura measures	Composite Score	25-26	EOY	12	60%	8	40%	14	61%	9	39%
Teacher 12	mCLASS Lectura measures	Composite Score	25-26	EOY	15	63%	9	38%	12	57%	9	43%
Teacher 13	mCLASS Lectura measures	Composite Score	25-26	EOY	13	68%	6	32%	20	87%	3	13%
Teacher 14	mCLASS Lectura measures	Composite Score	25-26	EOY	13	68%	6	32%	14	64%	8	36%
Teacher 15	mCLASS Lectura measures	Composite Score	25-26	EOY	18	90%	2	10%	12	52%	11	48%



i-Ready Teacher Data

Class Teacher(s) EOY iReady	Mid or Above Grade Level	Early on Grade Level	One Grade Level Below	Two Grade Levels Below	Total	At Grade level or Higher	Below Grade Level
Teacher 1	0	0	2	7	9	0%	100%
Teacher 2	0	0	3	5	8	0%	100%
Teacher 3	2	0	15	1	18	11%	89%
Teacher 4	1	2	15	1	19	16%	84%
Teacher 5	1	3	18	1	23	17%	83%
Teacher 6	0	5	15	4	24	21%	79%
Teacher 7	3	1	10	5	19	21%	79%
Teacher 8	3	2	13	5	23	22%	78%
Teacher 9	3	2	10	6	21	24%	76%
Teacher 10	3	3	16	1	23	26%	74%
Teacher 11	4	1	14	0	19	26%	74%
Teacher 12	2	5	17	0	24	29%	71%
Teacher 13	3	2	12	0	17	29%	71%
Teacher 14	3	3	10	4	20	30%	70%
Teacher 15	2	4	11	2	19	32%	68%
Teacher 16	3	5	15	1	24	33%	67%
Teacher 17	3	5	12	3	23	35%	65%
Teacher 18	2	5	12	1	20	35%	65%
Teacher 19	0	7	11	2	20	35%	65%
Teacher 20	2	4	8	3	17	35%	65%
Teacher 21	4	6	13	0	23	43%	57%
Teacher 22	6	5	13	0	24	46%	54%
Teacher 23	3	7	7	3	20	50%	50%
Teacher 24	5	10	9	0	24	63%	38%

2025-2026 was the first year
this program was used



STAAR Teacher Data

	Mathematics				
	Total Students	# Did not Meet	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Teacher 1	4	0	100%	100%	50%
Teacher 2	2	0	100%	100%	0%
Teacher 3	68	0	100%	94.12%	70.59%
Teacher 4	36	2	94.44%	66.67%	16.67%
Teacher 5	14	2	85.71%	57.14%	7.14%
Teacher 6	47	9	80.85%	46.81%	19.15%
Teacher 7	24	7	70.83%	45.83%	0%
Teacher 8	63	8	87.30%	42.86%	11.11%
Teacher 9	22	5	77.27%	40.91%	4.55%
Teacher 10	43	19	55.81%	39.53%	11.63%
Teacher 11	64	13	79.69%	37.50%	12.50%
Teacher 12	19	6	68.42%	36.84%	0%
Teacher 13	35	12	65.71%	34.29%	5.71%
Teacher 14	34	6	82.35%	32.35%	8.82%
Teacher 15	28	6	78.57%	32.14%	3.57%
Teacher 16	37	4	89.19%	29.73%	0%
Teacher 17	52	23	55.77%	26.92%	5.77%
Teacher 18	80	24	70%	26.25%	6.25%
Teacher 19	42	14	66.67%	26.19%	7.14%

	Total Students	# Did not Meet	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Teacher 20	20	9	55%	25%	10%
Teacher 21	37	21	43.24%	24.32%	2.70%
Teacher 22	70	39	44.29%	21.43%	7.14%
Teacher 23	60	28	53.33%	20%	5%
Teacher 24	82	26	68.29%	18.29%	0%
Teacher 25	127	76	40.16%	14.17%	0.79%
Teacher 26	43	30	30.23%	13.95%	2.33%
Teacher 27	15	11	26.67%	13.33%	13.33%
Teacher 28	42	23	45.24%	11.90%	0%
Teacher 29	34	19	44.12%	11.76%	0%
Teacher 30	14	6	57.14%	7.14%	0%
Teacher 31	1	1	0%	0%	0%
Teacher 32	6	3	50%	0%	0%
Teacher 33	3	2	33.33%	0%	0%
Teacher 34	2	2	0%	0%	0%
Teacher 35	6	4	33.33%	0%	0%
Teacher 36	8	8	0%	0%	0%
Teacher 37	3	3	0%	0%	0%
Teacher 38	5	5	0%	0%	0%
Teacher 39	3	3	0%	0%	0%

STAAR Teacher Data

	Reading/ELA				
	Total Students	# Did not Meet	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Teacher 1	1	0	100%	100%	0%
Teacher 2	4	0	100%	100%	25%
Teacher 3	2	0	100%	100%	0%
Teacher 4	2	0	100%	100%	0%
Teacher 5	97	8	91.75%	63.92%	23.71%
Teacher 6	55	4	92.73%	61.82%	25.45%
Teacher 7	47	9	80.85%	59.57%	27.66%
Teacher 8	92	15	83.70%	57.61%	30.43%
Teacher 9	14	2	85.71%	57.14%	35.71%
Teacher 10	34	10	70.59%	52.94%	20.59%
Teacher 11	2	1	50%	50%	0%
Teacher 12	109	36	66.97%	48.62%	3.67%
Teacher 13	98	40	59.18%	47.96%	3.06%
Teacher 14	125	38	69.60%	47.20%	3.20%
Teacher 15	28	4	85.71%	46.43%	17.86%
Teacher 16	82	27	67.07%	46.34%	4.88%
Teacher 17	22	6	72.73%	40.91%	22.73%
Teacher 18	15	7	53.33%	40%	13.33%
Teacher 19	60	22	63.33%	40%	10%
Teacher 20	43	15	65.12%	39.53%	11.63%
Teacher 21	42	16	61.90%	38.10%	2.38%
Teacher 22	35	10	71.43%	37.14%	2.86%
Teacher 23	80	25	68.75%	36.25%	17.50%
Teacher 24	64	25	60.94%	35.94%	10.94%

	Reading/ELA				
	Total Students	# Did not Meet	Approaches Grade Level (TX)	Meets Grade Level (TX)	Masters Grade Level (TX)
Teacher 25	51	12	76.47%	33.33%	7.84%
Teacher 26	43	21	51.16%	32.56%	11.63%
Teacher 27	42	24	42.86%	28.57%	7.14%
Teacher 28	70	34	51.43%	27.14%	12.86%
Teacher 29	37	10	72.97%	27.03%	5.41%
Teacher 30	64	21	67.19%	25%	6.25%
Teacher 31	20	8	60%	20%	5%
Teacher 32	36	14	61.11%	19.44%	5.56%
Teacher 33	18	15	16.67%	11.11%	0%
Teacher 34	37	16	56.76%	10.81%	0%
Teacher 35	10	7	30%	10%	0%
Teacher 36	12	11	8.33%	8.33%	0%
Teacher 37	18	14	22.22%	5.56%	0%
Teacher 38	20	19	5%	5%	0%
Teacher 39	29	21	27.59%	3.45%	0%
Teacher 40	2	1	50%	0%	0%
Teacher 41	2	2	0%	0%	0%
Teacher 42	11	11	0%	0%	0%
Teacher 43	3	2	33.33%	0%	0%
Teacher 44	12	11	8.33%	0%	0%
Teacher 45	23	19	17.39%	0%	0%
Teacher 46	3	3	0%	0%	0%
Teacher 47	23	20	13.04%	0%	0%

Teacher Evaluation Ratings

Update

Dr. Blanca Cruz



Texas Teacher Evaluation and Support System (T-TESS)

Goal Setting

Evaluation Cycle

Pre-Conference
Observations
Post-Conference
End of Year
Conference



Teacher Evaluation Data



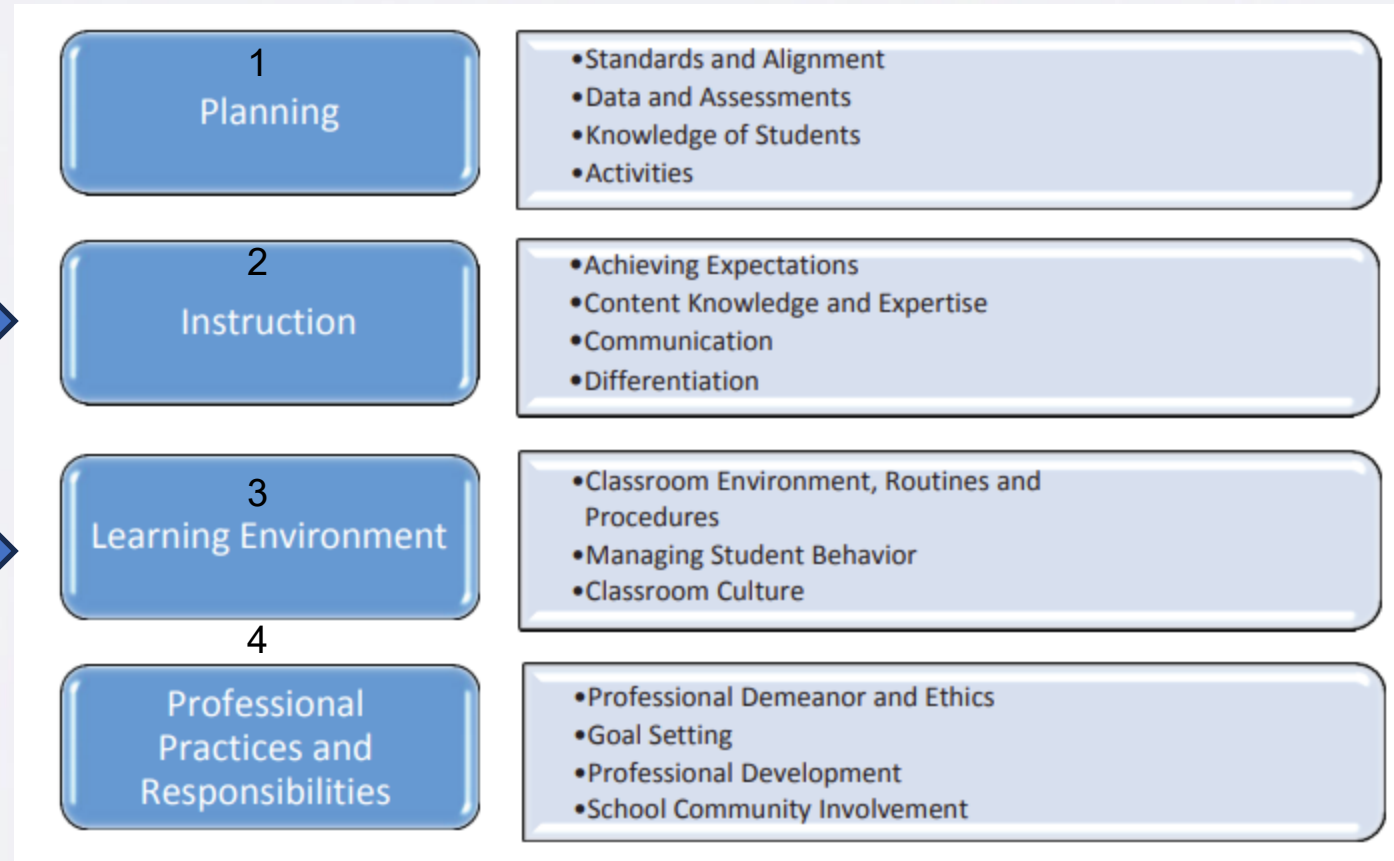
Texas Teacher Evaluation Support System (T-TESS) Appraisal Period Timeline 2026—2027

*****Walkthroughs may begin immediately*****

Activity	Timeline
T-TESS ½ Day Orientation Training for New Teachers (During New Teacher Orientation)	July 10, 2026
T-TESS ½ Day Orientation Training for New Teachers (LATE HIRES; those hired after July 10, 2026)	Must take place within 2 weeks of hire date for those new teachers who missed Orientation. Campus Administrators will provide training for those late hires. ALL teachers new to SEISD <u>must</u> be T-TESS trained, even if they have received T-TESS training in another district.
T-TESS Refresher Training for All Teachers (Campus Administration)	Will take place during July 2026 professional development week; the purpose being to give all teachers timelines and procedures for the 2026-2027 school year as related to T-TESS.
T-TESS Appraisal Waiver Agreement for Eligible Teachers	No T-TESS waivers for the 2026-2027 school year due to the Teacher Incentive Allotment (TIA).
T-TESS Goal Setting Submission Deadline for Teachers (via STRIVE)	September 1, 2026
T-TESS Pre-Conference Meeting	No more than 10 business days prior to formal observation
T-TESS Formal Appraisal Period	September 8, 2026—January 8, 2027
Spring Semester New Teacher Hires	Teachers hired after March 9, 2027, will be appraised the following school year.
Non-observation Dates (for Formal Observation)	Dates before and after observed holidays and state testing dates are non-observation dates. Refer to 2026-2027 District Calendar.
T-TESS Post-Conference Meeting	No more than 10 business days after formal observation
T-TESS End-of-Year Conferences	*Must be held prior to May 14, 2027



T-TESS Domains



The data statistics will Focus on Domains 2 and 3:

- Instruction
- Learning Environment



Teacher Evaluation Data

T-TESS Statistics for 2025-2026 Domains 2 and 3

Campus	Domain 2 Average	Domain 3 Average	Total Average
Lorenzo Loya Primary	4.06	4.16	4.1
Josefa Sambrano Elementary	3.28	3.54	3.38
Lorenzo Alarcon Elementary	3.28	3.71	3.44
Alfonso Borrego Elementary	3.64	4.3	3.89
Ann M. Garcia Enriquez MS	3.55	3.84	3.66
San Elizario High School	3.37	3.52	3.51

Distinguished - 5
Accomplished - 4
Proficient - 3
Developing - 2
Improvement Needed - 1



Teacher Evaluation Data

T-TESS Statistics for 2025-2026 Domains 2 and 3

Number of Teachers Evaluated	Domain 2 Score Average	Domain 3 Score Average	Total Average
186	3.47	3.77	3.59

Distinguished - 5
Accomplished – 4

Proficient - 3
Developing - 2
Improvement Needed - 1

← Here is where we landed



Career and Technology Updates

Ms. Sandra Sanchez, CTE Administrator



IBC Implementation and CCMR Credit by Graduating Class

★ We are here								
SY 2021-2022	SY 2022-2023	SY 2023-2024	SY 2024-2025	SY 2025-2026	SY 2026-2027	SY 2027-2028	SY 2028-2029	SY 2029-2030
For students graduating in class of 2022	For students graduating in class of 2023	For students graduating in class of 2024	For students graduating in class of 2025	For students graduating in class of 2026	For students graduating in class of 2027	For students graduating in class of 2028	For students graduating in class of 2029	For students graduating in class of 2030
Use IBC list v2 (2019-2022) w/sunset limit	Use IBC list v2 (2019-2022) w/sunset limit + IBC list v3 (2022-2025)	Use IBC list v2 (2019-2022) w/sunset limit + IBC list v3 (2022-2025)	Use IBC list v3 (2022-2025)	Use IBC list v3 (2022-2025) w/sunset limit + IBC list v4 (2025-2030)	Use IBC list v4 (2025-2030)	Use IBC list v4 (2025-2030)	Use IBC list v4 (2025-2030)	Use IBC list v4 (2025-2030)
		1 course in an aligned program of study	Concentrator in aligned program of study	Completer in aligned program of study	Completer in aligned program of study	Completer in aligned program of study	Completer in aligned program of study	Completer in aligned program of study
Aug 2023 Ratings	Aug 2024 Ratings	Aug 2025 Ratings	Aug 2026 Ratings	Aug 2027 Ratings	Aug 2028 Ratings Refresh Year	Aug 2029 Ratings	Aug 2030 Ratings	Aug 2031 Ratings

For grade 9 students in 2025-2026 who graduate in **2029**
 Use IBC list v4 (2025-2030) +
 Completer in aligned program of study



TEA Newly Submitted IBCs for Consideration

*Suitability Criteria	#	Definition
Child Labor Laws	13	Violates state or federal child labor laws
Hazardous Materials	17	Requires contact with hazardous materials (e.g. mold or asbestos)
Physical Contact	3	Requires physical therapeutic contact in a non-medical setting (e.g. massage therapist)
Adult Content	125	Exposure to work environment containing adult content (e.g. hemp growing, gambling, alcohol, illicit drugs, or firearms)
Not Attainable by a HS Student	313	Not attainable by a HS student

IBC Status	#of IBCs
TOTAL Reviewed	285
Did Not Qualify	198
Meets All Criteria	87



What is in Place for SEHS CTE



SAN ELIZARIO ISD PROGRAMS OF STUDY



Business and Industry Endorsement August 2026						
Career Cluster: Career Pathway	Level 1	Level 2	Level 3	Level 4	Additional Advanced Level 4 Courses	Industry Based Certification & CTSO
Transportation, Dist. & Logistics: Automotive & Collision Repair (20)		Automotive Basics (1 Cr-13039550)	Automotive Tech I: Maintenance & Light Repair (2 Cr-13039600)	Automotive Tech II: Automotive Service (2 Cr-13039700) **Pre-req: Automotive Tech I	Practicum in Transportation Systems (2 Cr-13040450)	ASE Entry Level Certifications CTSO: SkillsUSA
Business, Marketing & Finance: Business Management (25)	Foundations of Business Communications and Technologies (1 Cr-13011400)	Business Communication & Technologies (1 Cr-13011500) **Pre-Req: Foundations of Bus Comm & Tech or Entrepreneurship I (Cr-13011101)	Business Management (1 Cr-13012100)	Career Preparation Programs of Study (2 Cr-12701121) or Practicum in Business Mgmt. (2 Cr-1312200) **SRJU		NOCTI - General Management CTSO: BPA
Hospitality & Tourism: Culinary Arts (20)	Introduction to Culinary Arts (1 Cr-13022550)	Culinary Arts (2 Cr-13022600)	Adv Culinary Arts (2 Cr-13022650) **Pre-req: Culinary Arts	Basic Culinary Arts (2 Cr-13022700) **Pre-req: Culinary Arts		3000 Safe Manager CTSO: SkillsUSA
Arts, A/V Tech & Communications: Digital Communications (25)	Principles of AAVTC - GEMS & SEHS (1 Cr-13008200) & GEMS Digital Communications in the 21st Century (1 Cr-03580610)	Audio/Video Production I (1 Cr-13008500)	Audio/Video Production II/Lab (2 Cr-13008610) **Pre-req: A/V Prod I	Practicum in Audio/Video Production (2 Cr-13008700) **Pre-req: A/V Prod II/Lab		Adobe Certified Professional - Premiere Pro CTSO: SkillsUSA
Arts, A/V Tech & Communications: Graphic Design & Interactive Media (25)	Principles of AAVTC - GEMS & SEHS (1 Cr-13008200)	Graphic Design & Illustration I/Lab (2 Cr-13008810)	Graphic Design & Illustration II/Lab (2 Cr-13008910) **Pre-req: Graphic Design & Illustration I/Lab	Practicum in Graphic Design & Illustration (2 Cr-13009000) **Pre-Req : Graphic Design & Illustration I/Lab		Adobe Certified Professional - Illustrator - Photoshop CTSO: SkillsUSA
STEM Endorsement						
Engineering Foundations Engineering (25)	LEVEL 1 Principles of Applied Engineering (1 Cr-13036200)	LEVEL 2 Robotics I (1 Cr-13037000)	LEVEL 3 Robotics II (1 Cr-13037050) **Pre-Req: Robotics I	**LEVEL 4 Engineering Design & Presentation II (2 Cr-3036600) **Pre-Req: Engineer Design & Present I, Alg. I & Geometry		Autodesk Associate (Certified User) - Fusion 360 CTSO: TSA/SkillsUSA
Science STEM Endorsement	Biology (1 Cr-03010207)	Chemistry (1 Cr-0304000)	Physics (1 Cr-0305000)	4th Advance Science	5th Advance Science	Advance Science Available: - Aquatic Science - Forensic Science - Pathophysiology



SAN ELIZARIO ISD PROGRAMS OF STUDY



Public Services Endorsement August 2026						
Pathway & Career Cluster	Level 1	Level 2	Level 3	Level 4	Additional Adv. Level 4 Courses	Industry Based Certification & CTSO
Cosmetology & Personal Care Services (25) Human Services	Principles of Cosmetology Design & Hair Color (1 Cr-13025050) **Taken with Cosmetology II		Cosmetology I with Lab (3 Cr-13025210)	Cosmetology II with Lab (3 Cr-13025310) **Pre-req: Cosmetology I/Lab **Taken with Prin. Design & Hair Color		Cosmetologist License CTSO: SkillsUSA
Diagnostic & Therapeutic Services Health Science (25 - Prin of HS & Medical Term.)	Principles of Health Science (1 Cr-13020200)	Medical Terminology (1 Cr-3020300)	Health Science Theory (1 Cr-13020400) **Pre-Req: Biology	THUMMEL: Practicum in Health Science (3 Cr-13020505) **Pre-Req: Health Science Theory & Biology OR Biomedical/DC students into Career Preparation of Programs of Study + Extended (First time taken 3 cr-12701141) **Pre-req: At least one Level 2 or higher CTE course	ALL Students Must Take Pathophysiology (1 Cr-13020800) *Science Credit	PCT PROGRAM El Paso Community College: - Certified Nursing Assistant (CNA) - Certified EKG Technician - Phlebotomy Technician - Patient Care Technician CTSO: HOSA
10 - PCT (TSIA Required) 15 - EMT (TSIA Not Required)	Principles of Health Science (1 Cr-13020200)	Medical Terminology (1 Cr-13020300)	Health Science Theory (1 Cr-13020400) **Pre-Req: Biology		ALL Students Must Take Pathophysiology (1 Cr-13020800) *Science Credit	EMT PROGRAM El Paso Community College: - Emergency Medical Technician - Basic CTSO: HOSA
Biomedical Health Science (25)	Principles of Biomedical Science - PLTW (1 Cr-N1302092)	Human Body Systems - PLTW (1 Cr-N1302093)	Medical Interventions - PLTW (1 Cr-N1302094)	Pathophysiology (1 Cr-13020800) *Science Credit **Pre-Req: Biology & Chemistry		RACE Certification - Biotechnician Assistant - PLTW EOC Exams CTSO: HOSA
Law Enforcement Law & Public Svc (25-no prior DAEP Misdemeanor or Felony)		Law Enforcement I (1 Cr-13029300)	Law Enforcement II (1 Cr-13029400) **Recommended Pre-Req: Law Enforcement I and/or Correctional Services (1 Cr-13029700)	Practicum in Law, Public Safety, Corrections, and Security (First time Taken - 2 Cr-13030100)	Forensic Science (1 Cr-13029500) *Science Credit **Pre-req: Biology & Chemistry	Non-Commissioned Security Officer Level III License CTSO: SkillsUSA



Criteria for IBC Tier Placement

- ▶ The evaluation of IBCs involves several key criteria.
 - ▶ **Certification** — The certification must be recognized and valued in the industry.
 - ▶ **Attainability** — It should be achievable by high school students, ensuring accessibility.
 - ▶ **Portability** — The certification should be transferable across different states or regions, enhancing its value.
 - ▶ **Capstone Requirement** — It must serve as a capstone or end-of-program assessment, demonstrating comprehensive knowledge or skills.
 - ▶ **Market Demand** — IBCs are evaluated based on data from the Department of Labor and Texas Workforce Commission regarding high-skill, high-wage occupations



IBC Tiers

TAC 19, PT 2,
Ch 74, Sub Ch AA
– Rule 74.1003

523 IBCs

Tier 1 – 38

Tier 2 – 386

Tier 3 – 99

► Tier 1 IBCs — These certifications are defined as being (A) An in-demand certification aligned to a high-wage occupation. (B) Does not require curriculum unless required by a Texas or federal government agency, or a registered apprenticeship.

► Tier 2 IBCs — These certifications are defined as being (2)(A)(i) An in-demand certification and aligned to a high-wage occupation **or (ii) high skill**. (B) Does not require curriculum unless required by a Texas or federal government agency, or a registered apprenticeship.

► Tier 3 IBCs — Certification meets criteria in subsection (d)(1)-(5): Certification, Industry Recognized and valued, attainable by a high school student, Portable, and is a Capstone or end-of-program level 3 or 4. (A) Does not meet indicators for tier 1 or 2. (B) requires curriculum.



SEHS POS Certification Tier Levels

IBC ID	IBC Name	Certifying Entity ID	Certifying Entity Name	License	May Req. Fingerprinting/ Criminal Background Check	Tier
18	Adobe Certified Professional in Digital Video Using Adobe	110	Adobe	No	N/A	Tier 2
15	Adobe Certified Professional in Graphic Design and Illustration Using Adobe Illustrator	110	Adobe	No	N/A	Tier 2
191	ASE Entry Level Automobile Maintenance and Light Repair (MR)	240	National Institute for Automotive Service Excellence (ASE)	No	N/A	Tier 2
141	ASE Entry-Level Automobile Brakes (BR)	240	National Institute for Automotive Service Excellence (ASE)	No	N/A	Tier 2
940	Autodesk Certified User Fusion 360	720	Autodesk	No	N/A	Tier 2
952	Biotechnology Aptitude and Competency Exam (BACE)	750	Biotility Applied	No	N/A	Tier 2
510	Cosmetology Operator	1140	Texas Department of Licensing and Regulation (TDLR)	Yes	Yes	Tier 2
985	ECG Technician	390	National Center for Competency Testing (NCCT)	No	N/A	Tier 2
530	Emergency Medical Technician - Basic	1150	Texas Department of State Health	Yes	Yes	Tier 2
995	General Management	440	National Occupational Competency Testing Institute (NOCTI)	No	N/A	Tier 2
761	Non-Commissioned Security Officer Level II License	580	Texas Department of Public Safety (DPS)	Yes	Yes	Tier 3
1270	Nursing Assistant Certification (NAC)	170	American Medical Certification Association (AMCA)	No	N/A	Tier 2
786	Patient Care Technician (Nationally Registered Certified Patient Care Technician - NRCPT)	370	National Association for Health Professionals (NAHP)	No	N/A	Tier 2
800	Phlebotomy Technician (Certified Phlebotomy Technician (CPT)	400	National Healthcareer Association (NHA)	No	N/A	Tier 2
811	ServSafe Manager	410	National Restaurant Association	No	N/A	Tier 2



Each indicator is valued based on correlative value to positive postsecondary outcomes

Foundational Postsecondary Readiness

- Met TSI using an approved College Prep Course
OR
- Potential college credit (any subject)*
 - 1 AP/IB passed exam, or
 - 3 hours On Ramps, or
 - 3 hours Dual CreditOR
- CTE Completer with aligned Tier 3 IBC
OR
- JROTC Completion and 31-49 (Category IIIB AFQT)

Note:

- TSI criteria must be met in both Math and RLA for CCMR
- If either Math or Reading TSI criteria is met using a CPC, CCMR is Foundational.

*A student has the potential to earn college credit from any of these pathways; credit awarded is dependent on IHE, degree, score, etc

Demonstrated Postsecondary Readiness

- **Met TSI** using SAT or ACT or TSIA
OR
- CTE Completer with aligned Tier 2 IBC
OR
- SPED Advanced Diploma
OR
- Workforce Ready IEP Diploma
OR
- JROTC Completion and 50-64 (Category IIIA AFQT)

Note:

- TSI criteria must be met in both Math and RLA for CCMR
- If TSI criteria is met using a combination of SAT, ACT, or TSIA scores, (with no potential college credit) CCMR is Demonstrated

Advanced Postsecondary Readiness

- Associate Degree
OR
 - **Met TSI** using SAT/ACT/TSIA **and potential college credit** (any subject)*
 - 1 AP/IB passed exam, or
 - 3 hours On Ramps, or
 - 3 hours Dual CreditOR
 - Earn Level I or Level II Certificate
OR
 - CTE Completer with aligned Tier 1 IBC
OR
 - Military Enlistment
OR
 - JROTC Completion and 65+ (Category II AFQT)
- Note:
- TSI criteria must be met in both Math and RLA for CCMR
 - If TSI criteria is met using a combination of SAT, ACT, or TSIA scores, (with potential college credit) CCMR is Advanced.



CTE Certifications 2025-2026

Certifications/Actual Students Enrolled in Tested Course

Updated Aug 2026

No.	CTE Career Pathway	SY 2021- 2022	Cert/Act Students	SY 2022-2023	Cert/Act Students	SY 2023-2024	Cert/Act Students	SY 2024-2025	Cert/Act Students	SY 2025-2026	Cert/Act Students
1	Automotive (16)			16.7%	2/12	0.0%	0/6	41.7%	5/12	50.00%	6/12
2	A/V Production (25)	VACANT		NEW Teacher Mid Year		Implementation		66.7%	6/9	8.33%	3/36
3	Biomedical Science - Prin Biomedical (25)	90.0%	27/30	94.9%	56/59	80.6%	50/62	96.0%	24/25	96.00%	24/25
	Biomedical Science - Human Systems (25)	100.0%	25/25	96.0%	24/25	90.5%	38/42	87.8%	43/49	95.00%	19/20
	Biomedical Science - Med Interventions (25)	95.5%	21/22	90.5%	19/21	79.2%	19/24	93.3%	28/30	100.00%	23/23
4	Business Management (25)	12.0%	14/117	86.3%	82/95	42.6%	26/61	4.2%	1/24	31.25%	5/16
6	Cosmetology (25)	66.7%	10/15	90.9%	10/11	81.3%	13/16	75.0%	15/21	68.42%	13/19
7	Culinary Arts (15)	VACANT		28.6%	2/7	64.3%	9/14	68.4%	13/19	78.95%	15/19
8	Engineering (25)	VACANT		VACANT		Teacher transferred from GEMS to SEHS		Implementation		53.33%	8/15
9	Graphic Design (18)	76.9%	10/13	75.0%	12/16	100.0%	16/16	72.7%	8/11	90.91%	10/11
10	Health Science - EPCC EMT (12)			100.0%	7/7	88.9%	8/9	71.4%	5/7	100.00%	7/7
	Health Science - EPCC CNA (10)							100.0%	7/7	100.00%	9/9
	Health Science - EPCC EKG (10)							100.0%	7/7	100.00%	9/9
	Health Science - EPCC Phlebotomy (10)							85.0%	6/7	100.00%	9/9
	Health Science - EPCC Patient Care Tech (10)							100.0%	7/7	88.89%	8/9
11	Law Enforcement (25)	100.00%	9/9	53.85%	7/13	100.00%	15/15	100.00%	23/23	100.00%	16/16
CLOSED PROGRAMS OF STUDY											
1	Teaching and Learning SY22-23 Closed	VACANT		CLOSED		CLOSED		CLOSED			
2	IT - Networking SY 23-24 Closed	66.67%	2/3	0.00%	0/2	CLOSED		CLOSED			
3	Construction SY 25-26 Closed	30.0%	6/20	100.0%	8/8	57.1%	4/7	CLOSED			

LEGEND:

100% - 90%

89% - 75%

74% - 60%

59% - 0%



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CTE Updates for 2025-2026

▶ A/V Production

- ▶ 3/36 students have received their certification
- ▶ 6 students - Internship with Western Tech Marketing Team
- ▶ Support and training with Certiport. Campus support.

▶ Automotive

- ▶ 3/12 students have received their certification
 - ▶ 1 student non-traditional
- ▶ Support in study guides and ASE aligned textbooks. Campus support.

▶ Biomedical Science

- ▶ PLTW Principles of Biomedical Science: 25 students - 4 distinguished/21 accomplished
- ▶ PLTW Human Body Systems: 20 students – 19 accomplished
- ▶ PLTW Medical Interventions: 23 students - 23 accomplished
- ▶ 2026-2027 Implementation of Biotility curriculum & 2 exams. Student will receive a Biotechnician Assistant Certification through the Biotechnician Assistant Credentialing Exam.



CTE Updates for 2025-2026

▶ Business Management

- ▶ 5/16 students have received their certification
- ▶ Internship in collaboration with Workforce Solutions to provide 7 paid internships. 220 hours.
- ▶ Internships with local industry: District Office, Alon Service Station, McDonalds, and Subway. Also, District Campuses: SEHS, Sambrano, and Borrego,

▶ Cosmetology

- ▶ 13/19 students have received their certification
- ▶ Licensed Cosmetologist

▶ Culinary Arts

- ▶ 15/19 certified for Serve Safe Manager
- ▶ New Culinary Teacher – Chef Briana Paredes – worked in Café Central and Paso Del Norte Hotel as executive Pastry Chef. Also, experience in catering for 500 – 1,700 groups and setting menus for all restaurants and support to Sous Chef.



CTE Updates for 2025-2026

- ▶ **Engineering**

- ▶ 8/15 Certified students in Fusion 360. First time certifying.

- ▶ **Graphic Design**

- ▶ 10/11 Certified students in Adobe Illustrator

- ▶ **Health Science**

- ▶ 9/9 Certifications received in CNA, EKG Technician
- ▶ 8/9 Certifications received in Phlebotomy Technician and PCT.
- ▶ 9/9 ALL students received a Level 1 certification from EPCC.
- ▶ 7/7 Students certified as an Emergency Medical Technician

- ▶ **Law Enforcement**

- ▶ 16/16 Certified in Level 2 Non-Commission Security Officer



CTSO Updates for 2025-2026

▶ Business Professionals of America

- ▶ 7 - students participated in State competition in Dallas, TX.
- ▶ **1- student received 1st place in Advance Desktop Publishing and advanced to National competition in Nashville, TN**

▶ SkillsUSA

- ▶ A/V Production - 2 students advanced to State in Photography
- ▶ Cosmetology - 2 students advanced to State in Barbering
 - ▶ **1 student advanced to National competition in Atlanta, GA**
- ▶ Culinary - 1 student advanced to State in Culinary Quiz Bowl
- ▶ Graphic Design – 11 students advanced to State
 - ▶ **3 Students advanced to National competition in Atlanta, GA and received silver.**

▶ HOSA

- ▶ Health Science/Biomedical – 1 student advanced to State.





SkillsUSA at Nationals – Atlanta, GA Barbering



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SkillsUSA at Nationals – Atlanta, GA
Career Pathway Showcase-Arts & Communication
“Drive Alive – Don’t Miss the Signs”



CTE Career EXPOs 2025-2026

- ▶ CTE Career Expo
 - ▶ Counselor and SEHS collaboration
- ▶ Alarcon Elementary
 - ▶ April 30, 2026
- ▶ Borrego Elementary
 - ▶ May 13, 2026
- ▶ GEMS
 - ▶ September 17, 2026





Supporting Students by closing the gaps between CTE and SPED

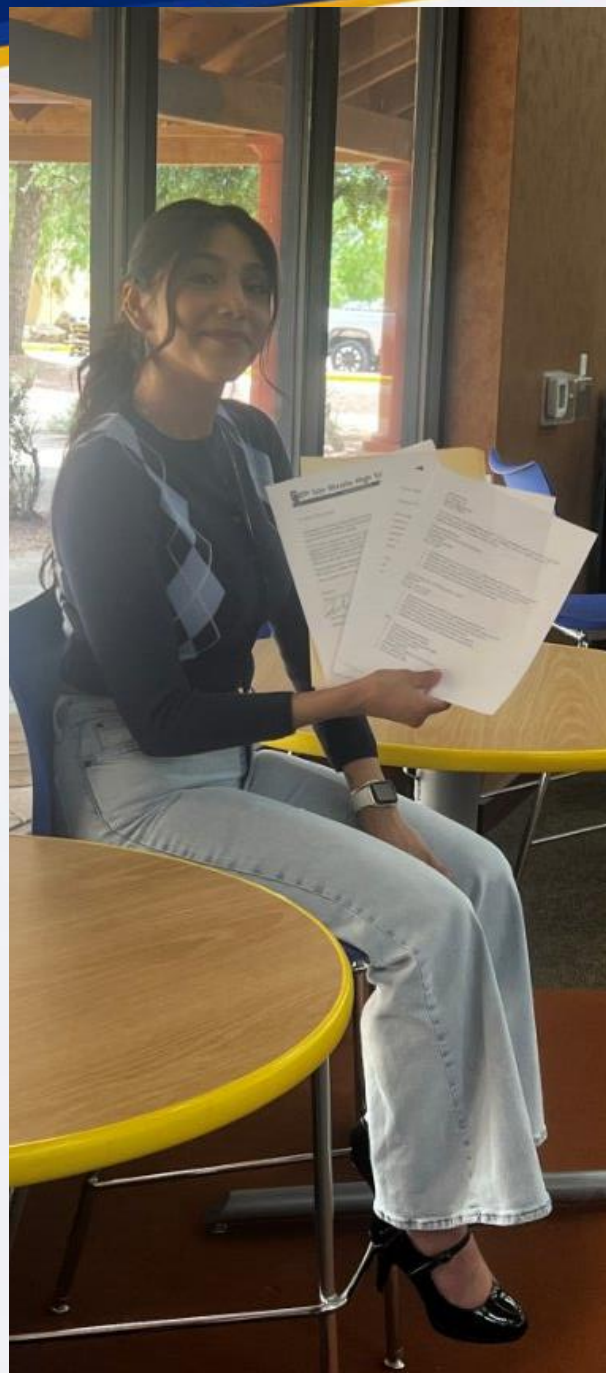
- ▶ JobCon for Small Districts – May 14, 2026
- ▶ “Building Bridges to Employment” (Reverse Job Fair) integration at SEHS with the support of Workforce Solutions career exposure for all students. Supports SPED students in real-world job readiness. 21 Students were interviewed. Support from Ms. Torres.
 - ▶ Development of standardized interview rubrics and development of portfolios.
 - ▶ Develop student employability skills, build confidence and strengthen transition planning with employers and post-secondary institutions.





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Parent Engagement

- ▶ Working with Parent liaisons on CTE Programs of Study Tour for General & Special Education
 - ▶ Additional targeted tour for Special Education families
- ▶ Increased training with Parents on CTE programs, endorsements, credits, certifications and CLNA



SPED Support in Work-Based Learning

- ▶ Partnership with Texas Workforce Solutions Vocational Rehabilitation Services
- ▶ Placement: Peter Piper Pizza
 - ▶ Focus: Intellectual and Developmental Disabilities students (18+)
- ▶ Transportation coordination with (9 AM start)



Peter Piper Internship



Advisory Board Support – Project Vida

- ▶ Pre-Apprenticeship Training for Health (P.A.T.H.) Program
 - ▶ Training and Development
 - ▶ Explore both traditional and non-traditional career pathways
 - ▶ Promote education on wellbeing, leadership, and supporting workforce development in the San Elizario area.
 - ▶ \$2,000 stipend will be received
 - ▶ 10 students finished the program



CTE IN ACTION







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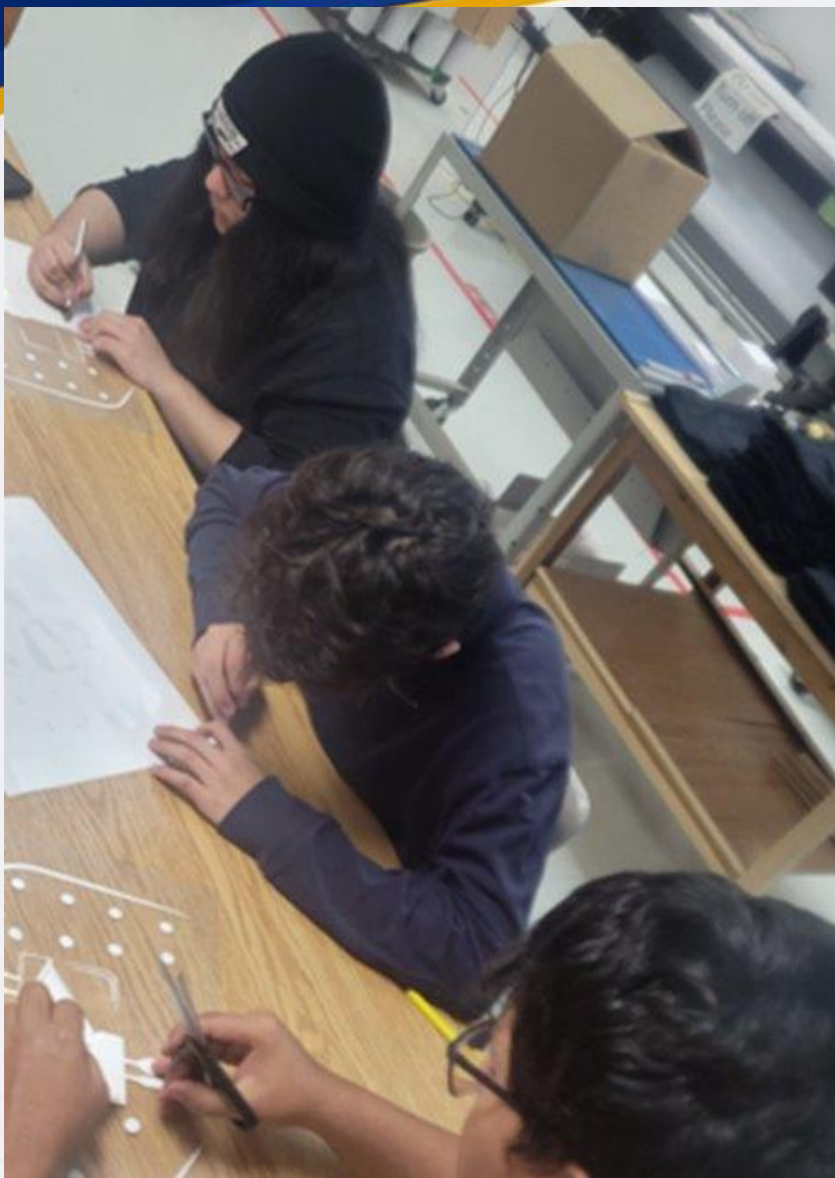


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Next Steps 2026-2027

▶ CTE Awareness

- ▶ **Career Expo** – GEMS, 9/17/26 and Borrego Elementary, 5/27
- ▶ Parental Engagements, CTE POS tours and camps.

▶ Expand our partnership to Sull Ross State University and EPCC – Law Enforcement

- ▶ Business Mgmt. Prog. -Level 1 Certification (15-45 cr. hrs.)
 - ▶ Increase student enrollment in Business Management POS and career prep for paid and non-paid internships (3).
- ▶ Law Enforcement Program – Level 1 Certification

▶ SPED Collaboration

- ▶ Review transcripts in December 2026 and finalize in Early January 2027 with all counselors. Focus: on alignment, compliance and post-secondary outcomes.
- ▶ Compare student schedules to student IEP goals, career choices and endorsement for alignment.
- ▶ Code students accordingly to receive CCMR point:
 - ▶ 54 – Has employment (CCMR)
 - ▶ 55 – Has mastered specific employability skills (CCMR)
- ▶ Implement special education courses into master schedule by late January 2027.

- ▶ **“Building Bridges to Employment” (Reverse Job Fair)** continue integration at SEHS with the support of Workforce Solutions. 21 Students were interviewed in May 2026 with support from Ms. Torres.

▶ Expand our partnership with Texas Workforce Solutions Vocational Rehabilitation Services for paid internships.

- ▶ Summer Earn and Learn
 - ▶ 5 weeks X 20 hrs./wk. at \$12.00/hr.
- ▶ Year-Round Vocational Rehabilitation
 - ▶ 8 week, cannot exceed 20 hrs./wk. at \$12.00/hr. 160 hours

▶ New SPED Program Courses – Autism Support

- ▶ Making Connections 1-4 – Self assessments, building positive relationships, disability awareness, conflict resolution, advocacy, problem solving, etc.
- ▶ Methodology for Academic for Personal Success (MAPS) – Short-term and Long-term goals

▶ Training

- ▶ Special needs students training with the City of El Paso to receive a Food Handler Card in September 2026.





Sul Ross State University



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Special Education Updates

Mr. Richard Salcido, Special Education Director



SPED Updates

MISSION STATEMENT

THE SAN ELIZARIO ISD SPECIAL EDUCATION DEPARTMENT PROVIDES SERVICES TO STUDENTS WHO HAVE QUALIFIED FOR SPECIALLY DESIGNED INSTRUCTION AND/OR RELATED SERVICES. ALL STUDENTS RECEIVE A FREE AND APPROPRIATE PUBLIC EDUCATION IN THE LEAST RESTRICTIVE ENVIRONMENT THROUGH A CONTINUUM OF SERVICES OFFERED TO MAXIMIZE EACH STUDENT'S ACADEMIC AND FUNCTIONAL ABILITIES.

VISION STATEMENT

TO FOSTER AN INCLUSIVE ENVIRONMENT FOR EXCEPTIONAL STUDENTS TO THRIVE IN SCHOOL AND BEYOND.



SPED Updates

WELCOME - MS. LUGO
INSTRUCTIONAL OFFICER



SPED Updates

Special Education – Staff Reflection & Input Form

Purpose: To gather feedback from Special Education faculty and staff regarding this school year's successes, professional development needs, staffing preferences, and ideas to strengthen our department and student outcomes.

SPED Updates

Survey Results ● PRIORITY CHALLENGES (HIGH FREQUENCY)

1. Time & Workload

- Lack of protected SPED planning time
- Paperwork encroaching on instruction and personal time
- Inconsistent PLC alignment to SPED needs

2. Compliance & Consistency

- Inconsistencies in ARD documentation, PLAAFPs, goals, BIPs, progress monitoring
- Need for clear expectations and “what right looks like”
- New staff needing step-by-step procedural training

3. Behavior Supports

- Need for practical, implementable behavior strategies
- Support for AU, emotional disturbance, ADHD, and post-hospital reentry
- Limited sensory resources and environmental supports



SPED Updates

Survey Results ● PRIORITY CHALLENGES (HIGH FREQUENCY)

4. Instructional Skills

- Differentiation for multi-grade rooms
- Adapted curriculum (Unique, SPIRE, Equals, Bluebonnet)
- Progress monitoring and data-driven instruction

5. Collaboration & Communication

- Desire for SPED-specific PLCs
- Better communication between campuses, evaluators, therapists, and clerks
- Clear dissemination of updates and expectations

6. Transition & Secondary Supports

- Ongoing confusion around Indicator 13 requirements
- Need for earlier and coordinated transition planning
- Inclusion of job coaches, CTE, and agencies in planning



SPED Updates

Survey Summary

- ✓ **SPED-Specific** (not generic PD)
- ✓ **Ongoing, Not One-Time**
- ✓ **Role-Differentiated** (teachers, paras, evaluators, therapists, clerks, admin)
- ✓ **Embedded in the Workday When Possible**
- ✓ **Balanced: Compliance + Instruction + Wellness**



Professional Development Action Plan — 2025–2026

San Elizario ISD Special Education Department

Quarter	PD Topic	Goals & Learning Objectives
Q1 Aug–Sep	New Staff & Role Onboarding	• Orient new/returning staff to SPED systems • Overview of SuccessEd, Eduphoria, Frontline • ARD calendar & compliance timelines • IEP writing expectations & templates
Q1 Aug–Sep	Standards-Based IEP Process (Part 1)	• PLAAFP writing: data-driven, standards-aligned • Goal construction (measurable, layered objectives) • Required IEP components & common errors • Hands-on practice with current student profiles
Q1 Sep	Behavior Management Framework — Foundation	• District-wide PBIS review & updates • FBA/BIP process: roles & documentation • De-escalation techniques • Proactive classroom strategies
Q2 Oct–Nov	Compliance & ARD Procedures (Deep Dive)	• ARD scheduling, notice requirements, timelines • Parent communication best practices • MDR process & documentation • Compliance monitoring & self-audit tools
Q2 Oct	Accommodations & Modifications in Practice	• Distinguishing accommodations vs. modifications • Aligning supports to IEP goals • Communicating with gen ed teachers • Shared tracking system (Eduphoria + shared folder)
Q2 Nov	Autism Spectrum: Strategies & Supports	• Current research on ASD instructional strategies • Sensory regulation & environmental supports • Communication systems (AAC, low-tech) • Unit classroom structuring & visual supports
Q3 Jan–Feb	Transition Planning (Secondary) — Comprehensive	• Indicator 13 requirements & TEA updates • Transition assessment tools & documentation • Agency coordination: TWC, EPCC, community • ITP goal writing & post-secondary pathways • Job coaching & work-based learning
Q3 Jan	Dyslexia Instruction & SPIRE Curriculum	• Dyslexia characteristics & impact on learning • Structured literacy framework • SPIRE program: materials, data, pacing • IEP goal writing for dyslexia • Paperwork requirements (dyslexia as SPED)
Q3 Feb	Inclusion, Co-Teaching & Collaborative Models	• Co-teaching structures (team, parallel, station) • Roles & responsibilities in co-taught settings • Scheduling considerations • Communication protocols with gen ed • Modifying assignments vs. lowering standards
Q4 Mar–Apr	Evaluation & Eligibility (FIE/REE)	• FIE components & timelines • REE triggers & procedures • Eligibility categories: criteria & decision-making • Report writing quality • Coordination between diags, SLPs, OTs
Q4 Apr	Assistive Technology & AAC Devices	• AT continuum: low-tech to high-tech • AAC device exploration & trial process • Matching AT tools to IEP goals • Integration into daily instruction • Documentation & progress monitoring for AT
Q4 May	End-of-Year Data Review & Planning	• Review student outcome data vs. IEP goals • Compliance audit findings & response • Staff needs assessment for 2026–27 • Celebrate wins & recognize growth

SPED Updates



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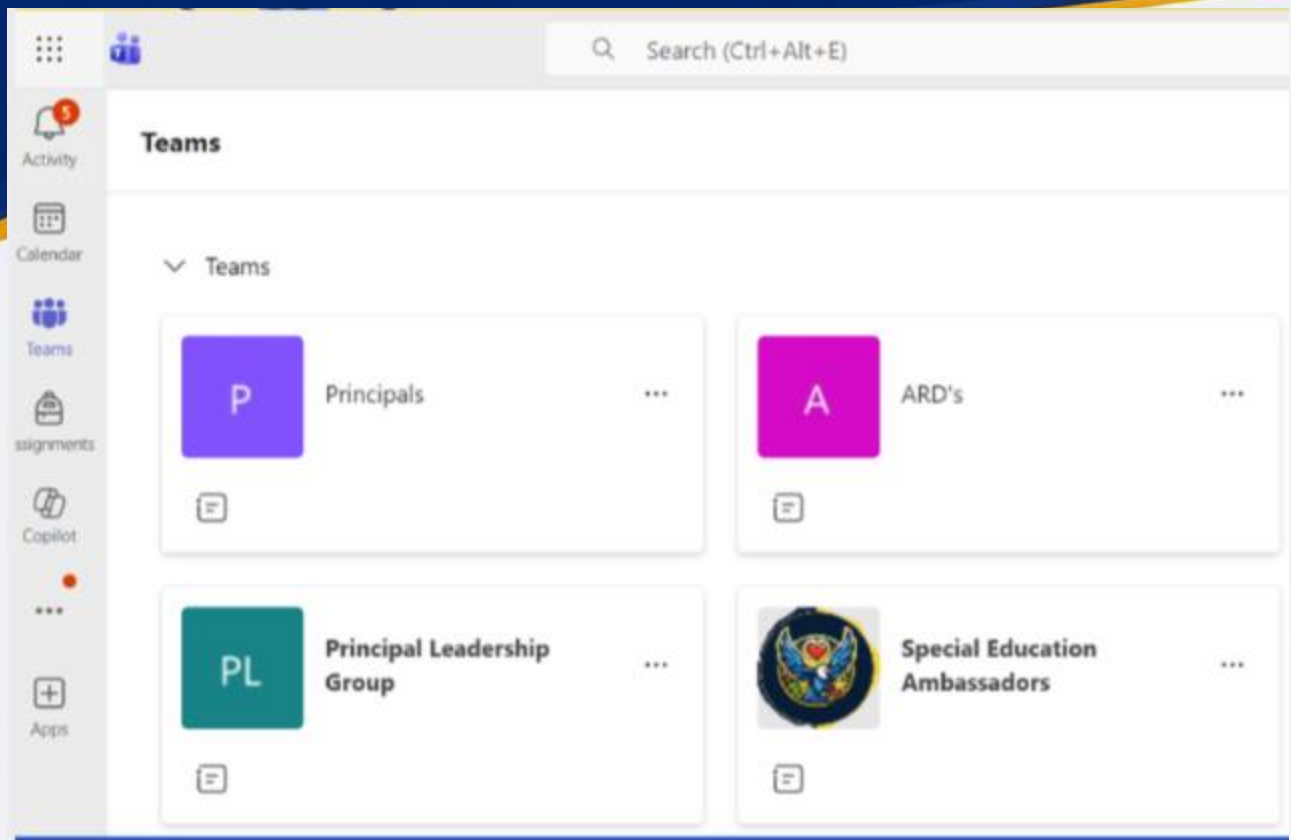
SPED Updates

AGENDA - JULY 17

- Welcome/Updates
- Appropriate Use of AI and Communication
- Survey Results
- Calendar / PD Structure
- Progress Report
- ARD Process
- Dissemination of Mods/Acc
- Service Logs
- Special Education Resource Center



SPED Updates



Special Ed... > 01 SEISD Special Education Resource Center ▾

All Documents

+ Add view

Name ▾	Modified ⓘ ▾	Modified By ▾	+ Add column
00 START HERE	July 8	Carina Yvette Lugo	
01 IEP Resources	July 8	Carina Yvette Lugo	
02 Case Management	July 8	Carina Yvette Lugo	
03 Forms & SuccesED	July 8	Carina Yvette Lugo	
04 Training Materials	July 8	Carina Yvette Lugo	
05 Continuum of Services	July 9	Carina Yvette Lugo	
Tiers of Intensity	August 9	Richard Salcido	
TTESS Special Education	August 7	Carina Yvette Lugo	

Name ▾	Modified ⓘ ▾	Modified By ▾
01 SEISD Special Education Resource Center	August 7	Carina Yvette Lugo
02 Admin SPED Resource Center	August 7	Carina Yvette Lugo



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SPED Updates

<https://kfoxtv.com/news/local/sportsmanships-shines-at-el-paso-middle-school-game-as-rivals-help-teammate-score>



Texas Incentive Allotment Information

Ms. Leticia De Santos, Instructional Programs Administrator



TIA Updates

What are the TIA Designation Levels?



There are no quotas or limits on TIA Designations for a teaching assignment, campus or a district. BUT data must pass TEA/Texas Tech Data Validation.

Master: Top 5% of teachers across the state

Exemplary: Top 20% of teacher across the state

Recognized: Top 33% of teachers across the state

Acknowledged: Top 50% of teachers across the state

TEA reviewed state-wide student growth data and observation data to set anticipated performance standards for each level of TIA designation. *San Elizario ISD anticipates using these performance standards as our guide for determining TIA designations. The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.*



TIA Updates

San Elizario ISD's TIA System for 2022-2023

Grade-Level Course Eligibility



PRE-KINDERGARTEN

Reading



KINDERGARTEN – 2ND GRADE

Reading



3RD – 6TH GRADE

Reading & Math



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TIA Updates

San Elizario ISD's TIA System for 2023-2024

CURRENT ELIGIBLE COURSES



PRE-K

Reading



KINDER – 2ND

Reading



3RD – 6TH
GRADE

Reading &
Math

EXPANSION COURSES (ADDED)



7TH – 8TH GRADE

Math & Reading



ALGEBRA 1



ENGLISH 1



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TIA Updates

San Elizario ISD's TIA System for 2024-2025

CURRENT ELIGIBLE COURSES



PRE-KINDERGARTEN

Reading



KINDERGARTEN – 2ND

Reading



3RD – 6TH GRADE

Reading & Math



7TH – 8TH GRADE

Math & Reading



ALGEBRA 1



ENGLISH 1

EXPANSION COURSES (ADDED)



5TH & 8TH GRADE

Science



SPED

Co-Teach
Resource



BIOLOGY



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TIA Updates

San Elizario ISD's TIA System for 2025-2026

CURRENT ELIGIBLE COURSES



PRE-KINDERGARTEN

Reading



3RD – 6TH GRADE

Reading & Math



5TH & 8TH GRADE

Science

SPED

Co-Teach
Resource



KINDERGARTEN – 2ND

Reading



7TH – 8TH GRADE

Math & Reading



ENGLISH 1



BIOLOGY



ALGEBRA 1

EXPANSION COURSES (ADDED)



PRE-K 3

Reading & Math



KINDERGARTEN – 2ND GRADE

Math



8TH GRADE

Social Studies



ENGLISH II

US History



COSMETOLOGY I



GRAPHIC DESIGN



BUSINESS INFORMATION MANAGEMENT II



TIA Updates

San Elizario ISD's TIA System for 2026-2027

CURRENT ELIGIBLE COURSES



PRE-KINDERGARTEN

Reading & Math



KINDERGARTEN – 2ND

Reading & Math



PRE-K 3

Reading & Math



3RD – 6TH GRADE

Reading & Math



7TH – 8TH GRADE

Math & Reading



8TH GRADE

Social Studies



5TH & 8TH GRADE

Science



ENGLISH 1



BIOLOGY



ALGEBRA 1



ENGLISH II

US History



COSMETOLOGY I



GRAPHIC DESIGN



BUSINESS INFORMATION MANAGEMENT I

SPED

Co-Teach
Resource



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TIA Updates

San Elizario ISD's TIA System for 2026-2027

EXPANSION COURSES (ADDED)



6th & 7th Grade

Science



7th Grade

Social Studies



Geometry

Chemistry



World Geography



Spanish II



SPED

Specialized Units

Life Skills

Structured Learning Classrooms

SES Classrooms

Academic Self Contained



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TIA Updates

Eligible Courses: 2022–2023 vs. 2026–2027

2022–2023

- Pre-kindergarten — Reading
- Kindergarten–2nd Grade — Reading
- 3rd–6th Grade — Reading & Math



2026–2027

- Pre-kindergarten 3/4 — Reading & Math
- Kindergarten–2nd Grade — Reading & Math
- 3rd–6th Grade — Reading & Math
- 5th–8th Grade — Science
- Biology
- Chemistry
- 7th–8th Grade — Social Studies
- U.S. History
- World Geography
- English I
- English II
- Spanish II
- SPED — Co-Teach, Resource & Specialized Units
- Cosmetology
- Graphic Design
- Business Management

San Elizario ISD's TIA System for 2026-2027

Student Growth

- CIRCLE is used for Pre-kindergarten
- MCLASS is used for Kindergarten - 2nd Reading
- Iready is used for Kindergarten - 2nd Math
- District Created Pre-Test/EOY STAAR is used for 3rd Reading & Math, 5th & 8th Science, Biology, 8th Social Studies & US History
- Prior year STAAR/EOY STAAR is used for 4th - 8th Reading & Math, Algebra I, English I, English II
- Region 10 TEKSReady is used for 6th Science, 7th Science, 7th Social Studies, World Geography, Chemistry, Spanish II, Geometry, Graphic Design & Illustration I, Foundations of Business Communication & Technology I, Cosmetology I
- ULS is used for Life Skills teachers and structured learning teachers Pre-kindergarten - 12th grade

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.



TIA Updates

San Elizario ISD's TIA System for 2026-2027

Teacher Observation Instruction (Domain 2)

- Dimension 2.1 Achieving Expectations
- Dimension 2.2 Content Knowledge and Expertise
- Dimension 2.3 Communication
- Dimension 2.4 Differentiation
- Dimension 2.5 Monitor and Adjust

Learning Environment (Domain 3)

- Dimension 3.1 Classroom Environment, Routines, and Procedures
- Dimension 3.2 Managing Student Behavior
- Dimension 3.3 Classroom Culture

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.



TIA Updates

How will we Designate

*Teacher must meet performance level in **BOTH** Observation & Student Growth to earn an overall TIA Designation*

TEA Performance Standards

TIA Level	Observation	Student Growth
Master	4.5	70%
Exemplary	3.9	60%
Recognized	3.7	55%
Acknowledged	3.5	50%



Final District Standards subject to change.

The District's Teacher appraisal and student growth outcomes are reviewed alongside the State's Performance Standards as well as available State and National Data to determine the district's final TIA decisions for Observation and Growth, as well as the inclusion of minimum performance requirements. Once analysis is complete, information is made publicly available.



TIA Updates

TIA Timeline - two year process



June 2026
Application
Approval
from TEA



**School
Year
2026-2027**
Teacher
observation &
student
growth data
collected



**October
2027**
Submit data
to TEA/Texas
Tech for
validation
*Must remain a
teacher in
district to be
submitted



**February
2028**
Receive
notice from
TEA
*Approved or
denied as a
district



**August
2028**
Teacher
receives TIA
payout
*Must remain
an employee
to receive
payout



**September
2028**
District
receives TIA
reimbursement



TIA Updates

Number of Teachers Designated by Category

Year	Number of Teachers Designated	Recognized	Exemplary	Masters
2023-2024	6	4	2	0
2024-2025	10	2	4	4
2025-2026	16	5	9	2
Total Amount	32	11	15	6



TIA Updates

TIA Committee Development

2024-2024

- A survey was sent to all teachers in November 2024.
- 44 teachers responded
- Each campus had representation

Loya	Sambrano	Alarcon	Borrego	GEMS	SEHS
1	2	2	2	2	5

2025-2026

- Campus TIA presentations took place in September and October.
- Teachers were invited to volunteer for the TIA Committee by scanning a QR code.
- 5 teachers responded and served on the committee.

Loya	Sambrano	Alarcon	Borrego	GEMS	SEHS
0	2	2	2	0	0

Teacher voice has remained central to the TIA expansion process



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Questions/Comments

