



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 21, 2025

A handwritten signature in black ink, appearing to be 'JG', is written over the meeting date.

Agenda Section: Consent Agenda

Agenda Item Title: MOU with IDRA- Youth Leadership Now

From/Presenters: Dr. Jennifer Gutierrez, Deputy Superintendent

Additional Presenters if Applicable: Rosemary Morales, Director of Guidance and Counseling

Description: IDRA/YLN assists students in the development of leadership skills for at-risk students in our three middle schools. The main goal is to reduce dropout rates and to positively impact secondary school students' mindset.

Historical Data: SSAISD has had a partnership with IDRA for forty years.

Recommendation: Approve the MOU between IDRA(YLN) and SSAISD.

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

Goal: Goal 1: SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

**U.S. Department of Education
Education, Innovation and Research Grant
IDRA Youth Leadership Now
Y2 (July 1, 2025 – June 31, 2026)**

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is entered into between the **Intercultural Development Research Association (hereinafter referred to as “IDRA”)**, 5815 Callaghan, Suite 101, San Antonio, Texas 78228, and San Antonio Independent School District (hereinafter referred to as “South San Antonio ISD ”).

Purpose of Collaboration

IDRA received a federal Education, Innovation and Research (EIR) grant from the U.S. Department of Education. This grant will assist in the development of leadership skills for students as schools help students in at risk situations. This grant’s key components include (1) cross-age tutoring as a leadership intervention for students in at-risk situations, (2) literacy development for K-2nd grade students based on What Works Clearinghouse best practices, (3) mentoring support from secondary school teachers, (3) professional learning community for all participating staff and (4) a family leadership component designed to increase asset-based practices for all students. Ultimately, the goals of this project are to help schools reconnect with students, create stronger schools, and increase student achievement for all participants.

IDRA and South San Antonio ISD agree to collaborate in the planning and implementation of the Youth Leadership Now (YLN) Program in South San Antonio ISD . YLN’s major goal is to reduce dropout rates and to positively impact secondary school students’ noncognitive, academic mindsets (academic belonging, academic growth mindset, self-efficacy and belief in the value of academic pursuit).

This work builds on the Valued Youth Partnership that IDRA and South San ISD have worke on for forty years. Because this is grant funded there is no cost for the district.

Period of Agreement

This agreement shall commence on July 1, 2025, and terminate on June 30, 2026.

Program Implementation

South San Antonio ISD agrees to implement the YLN program components in its school. The district will:

- Identify three participating secondary schools (Dwight, Shepard and Zamora) and elementary schools and personnel to implement the Youth Leadership Now tutoring class.
- Create a class at each campus called Youth Leadership Now as an elective class in each participating secondary school and place between 20 to 25 8th grade high-need students in at-risk situations in leadership positions as tutors of prekindergarten and 1st grade students to develop their academic mindsets.
- Create a professional learning community for 8th grade teacher-mentors in each participating middle school designed to deliver job-embedded professional development and propagate practices that increase positive academic mindsets.

- Develop a format for mentor-teachers to participate in up to eight professional development sessions. Provide scheduling format for tutors-students to receive up to 16 mentoring support sessions, during the school year, from teacher-mentors as they prepare to transition from middle school to high school.
- Implement IDRA's family leadership model, Youth Education CAFE, designed to engage families in intergenerational projects.

Program Administrator

The superintendent agrees to assign a program administrator to serve as the district's program administrator. In that capacity, he/she will provide the leadership and supervision necessary for the success of the program.

Program Design

Students considered to be in at-risk situations at the participating secondary school will serve as tutors at the selected receiving elementary schools. Tutoring will take place for one school period per day, four days a week. Tutoring sessions, together with a fifth-day class in the middle school, will form part of a course offered as elective credit.

Student Selection

Early in the school year, South San Antonio ISD will identify up to 25 8th grade students to participate in the Youth Leadership Now program, according to the following pupil characteristics:

- (1) has a high propensity to drop out of school;
- (2) has been retained in grade at least once;
- (3) reads two or more years below grade level;
- (4) is not active in extra-curricular activities;
- (5) has higher absenteeism than the district average;
- (6) has higher disciplinary referrals than the district average; and/or
- (7) has no specific, set goals for a future career or post-secondary training.

Parent Involvement

Parents of student-tutors will be involved in reviewing the Youth Leadership Now program and learning about the role they can play in their child's program. South San Antonio ISD will collaborate with IDRA to conduct a minimum of three parent meetings per year on such topics as:

- The Key Elements of the Youth Leadership program.
- Supporting Your Child's Path to College; and
- Questions and Answers About School.

South San Antonio ISD agrees to:

1. Schedule and participate in staff training and technical assistance provided by IDRA; at different phases of the YLN program, sessions may include some or all the implementation team members (program administrator, principals, teacher coordinators, a representative of the receiving elementary teachers, family liaison and an evaluation liaison).
2. Provide IDRA with the date, time and place of each session and the number of participants.
3. Identify mentor-teachers to work with 8th grade students.
4. Schedule eight days the mentor teachers will participate in one to two-hour mentor-teacher professional development sessions.
5. Schedule mentor-tutor sessions where mentor-teachers will work with tutor-students on 16

different days in one to two-hour sessions.

6. Cooperate with IDRA by providing information on level of need of participants and any prior training.
7. Collect data, such as program participants' status, achievement scores and grades, absences, and disciplinary action referrals for YLN program evaluation and research.
8. Provide transportation for students as needed by the Youth Leadership Now program.
9. Abide by all district, state, and federal regulations regarding child safety.
10. Ensure all participating YLN students are always supervised by adults during YLN program implementation.
11. Identify a parent liaison/trainer who will conduct outreach and training of the Youth Leadership Now program for the parents of YLN participating students.

IDRA agrees to:

1. Provide training and technical assistance to South San Antonio ISD including:
 - A leadership day to include students from the participating secondary school; and
 - Ongoing monitoring of the program, observations, case studies, and faculty orientations at the sending secondary school and receiving elementary schools.
2. Provide the following program materials: tutor workbooks, teacher guides, end-of-year certificates, and other materials associated with training and technical assistance for the program.
3. Provide monthly professional development for 8th grade mentor-teachers participating in YLN.
3. Request input from the district regarding the level of need of participants.
4. Plan and develop the sessions for the program implementation.
5. Provide up to \$2,000 to teacher-coordinator in each participating campus, who will assist in refining the program during the year.
6. Provide between \$1,200 for up to and approximately 36, 8th grade mentor-teachers, who will assist in refining the program during the year at a 2 student to 1 mentor ratio.
7. Provide up to \$250 dollars in supplies per campus.
8. Provide "Semillitas de Aprendizaje" books for classes in participating elementary campuses.
9. Provide transportation costs up to \$7,000 for tutors traveling to and from elementary schools during tutoring days.
10. Provide end-of-program evaluation report.
11. Maintain the confidentiality of all data provided by the district for the Youth Leadership Now program evaluation unless IDRA has the express written permission of San Antonio ISD.

Evaluation Activities

District agrees to, participate in the Youth Leadership Now evaluation activities, including:

1. Collecting permission forms from 8th grade families to allow students to participate in study activities.
2. Administering a brief virtual student survey about feelings about school to 8th graders at the beginning and end of the school year.
3. Allowing YLN teacher coordinators and teacher mentors to participate in a brief virtual survey about asset-based teaching practices at the beginning and end of the school year.
4. Allowing YLN teacher coordinators and teacher mentors to collect and share deidentified data related to YLN program implementation, such as attendance records at YLN events and trainings; teacher, student, and parent rosters; and logs of YLN student tutoring with IDRA and the evaluator, Abt Associates (Abt).
5. Providing student data, including STAAR math and ELA scores, attendance rates, discipline referrals, Texas Endorsements, and demographic data to IDRA and Abt Associates.

The Study Team (IDRA and Abt) will:

1. Work with district to obtain any required research approvals/undergo any required research reviews.
2. Work with district to get a Data Sharing Agreement in place to provide Abt with the student-level administrative data.
3. Receive approval for study activities by an IRB (Approval received DATE)
4. Maintain copies of student permission forms as required by the IRB.
5. Coordinate with school personnel to administer a brief virtual survey for students at the beginning and end of the school year (to provide individual survey links for students).
6. Administer a brief virtual teacher survey to YLN teacher coordinators and teacher mentors about asset-based teaching practices at the beginning and end of the school year.
7. Conduct evaluation data analysis and reporting.

Amending the Contract

This MOA represents the entire agreement between the parties and supersedes all prior oral and written proposals and communications. This agreement is given and accepted upon the expressed condition that it cannot, in any manner, be changed, altered, varied, or modified unless such modification, change, or alteration shall be in writing and executed by both parties. This MOA may be terminated by either party with a 30-day written notice prior to cancellation.

**Intercultural Development
Research Association**
South San Antonio ISD

By _____

Celina Moreno, J.D.
President & CEO

By _____

Date_____
Date