



1



2

Pre-Pandemic—The Last “Normal” Year.

2018-2019

3

2018-2019

SEISD in Normal Times.

The collage consists of four distinct images arranged in a 2x2 grid. The top-left image is the STAR logo, featuring a white star on a blue background and the text 'STAR State of Texas Assessments of Academic Readiness'. The top-right image shows wooden blocks spelling out the word 'TEACHING' on a wooden surface. The bottom-left image is a 3D bar chart with five bars of increasing height and a blue arrow pointing upwards. The bottom-right image is a '2019 ACCOUNTABILITY RATING' graphic showing a 'B' rating (89 out of 100) next to a photo of a young girl and a map of Texas.

4

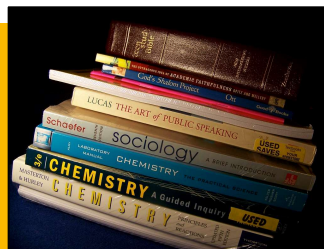
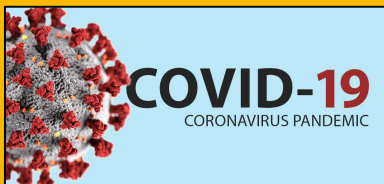
A Normal Beginning with an Unprecedented End.

2019-2020

5

2019-2020

Learning How to Learn at Home While Remaining Healthy



6

Spring of 2020—And So it Begins.

The First Great "Pivot" of Many.



7

2020-2021

Healing@theNest--Year 1

"Pivoting Against the Changing Tide"

Focus: *The Body*



8

Year 1: 2020-2021—"Pivoting Against the Changing Tide"

Focus: *The Body*

The collage features several key elements:

- 2020-2021 Back@theNEST Re-entry Plan:** A banner with a colorful, multi-cultural background.
- ONLINE TRAINING:** A graphic of a laptop displaying the text "ONLINE TRAINING".
- SOAR @theNEST:** A graphic for "SPECIALIZED ONLINE ACADEMIC RESOURCES" with icons for Education, Economy, Special Services, Speech, Additional Services, and Instructional Support.
- Implementation Phases:** A flowchart titled "Back@theNEST Implementation Phases" showing the following schedule:
 - PHASE I:** 1st 5 weeks 8/2/2020 - 9/4/2020. All Students, 100% Online Instruction, Monday - Friday.
 - PHASE II:** 9/8/2020 - 6/2/2021. All Students Face to Face Instruction, Monday - Friday.
 - Alternative To Parent Choice:** 100% Online Instruction SOAR@theNEST, Monday - Friday.
 - Interim:** 6/2/2020 - 10/7/2020, 6/2/2021 - 10/7/2021. Face to Face or 100% Online Instruction.

9

Year 1: 2020-2021—"Pivoting Against the Changing Tide"

Focus: *The Body*

The collage features several key elements:

- Supply Issues:** An image of empty store shelves with a sign that reads "We're experiencing supply issues".
- Help Wanted:** A red sign with the text "Help Wanted".
- Student at Laptop:** A photograph of a young girl with pigtails sitting at a desk, looking thoughtful while using a laptop.

10

Year 1: 2020-2021—"Pivoting Against the Changing Tide"

Focus: *The Body*



11

Year 1: 2020-2021—"Pivoting Against the Changing Tide"

Focus: *The Body*



12

Year 1: 2020-2021—"Pivoting Against the Changing Tide"

Focus: The Body



13

Lessons from Year 1

Social/Emotional and Mental Health Support for the SEISD Community.



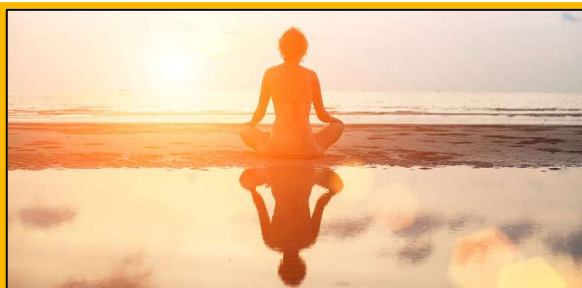
14

2021-2022

Healing@theNest--Year 2

"Social and Emotional Recovery for the SEISD Community"

Focus: *The Soul*



15

Year 2: 2021-2022—"Social and Emotional Recovery for our SEISD Community"

Focus: The Soul

A collage of images on a yellow background. In the center, a grey rectangular area contains the words "MENTAL" and "HEALTH" spelled out in wooden letter tiles, with a green leaf branch to the right. To the right of this area is a white box with the text "Board of Trustees". Below that is a teal icon of a house with a person sitting at a desk inside, with the word "Telework" written above the person. To the left of the central area, a pink vertical strip contains the words "EV", "DU", and "TO" in red letters.

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Year 2: 2021-2022—"Social and Emotional Recovery for our SEISD Community"

Focus: The Soul



17

Year 2: 2021-2022—"Social and Emotional Recovery for our SEISD Community"

Focus: The Soul



18

Eduardo

2nd Grader
2021-2022



- May have never gone to school
- Rules, routines, procedures
- Breaking bad habits
- School is socially distant

19

Victoria

9th Grader
2021-2022



- Missed middle school
- Crucial social development lost
- Afraid of being around others
- Misses her friends

20

Yvette

12th Grader
2021-2022



- Missed normal high school
- No athletics
- No dances
- Can't adjust to the changes in schools

21

Have you every tried to learn something hard when your mind was on other things?



22

Learning Barriers

- Grief and loss
- Family unemployment
- Food insecurity
- Homelessness
- Illness
- Wearing masks
- Dislike working alone
- Need socialization
- Need collaborative learning
- Scared of shootings
- Anxious and depressed

23

Mastering New Learning

- The mind isn't ready until basic needs are met.

Physiological
Basic Needs Are Met
(eats breakfast, has clean clothing, safe place to go home, able to sleep)

Safety
Emotional and Physical Safety
(clear school/class routines, access to counselors/nurse, ok to take risks)

Belonging
Forming Relationships
(advisory, adult role models, friendship groups, peer relationships)

Esteem
Positive Classroom Culture Present
(positive feedback, time for reflection, encouragement to take risks)

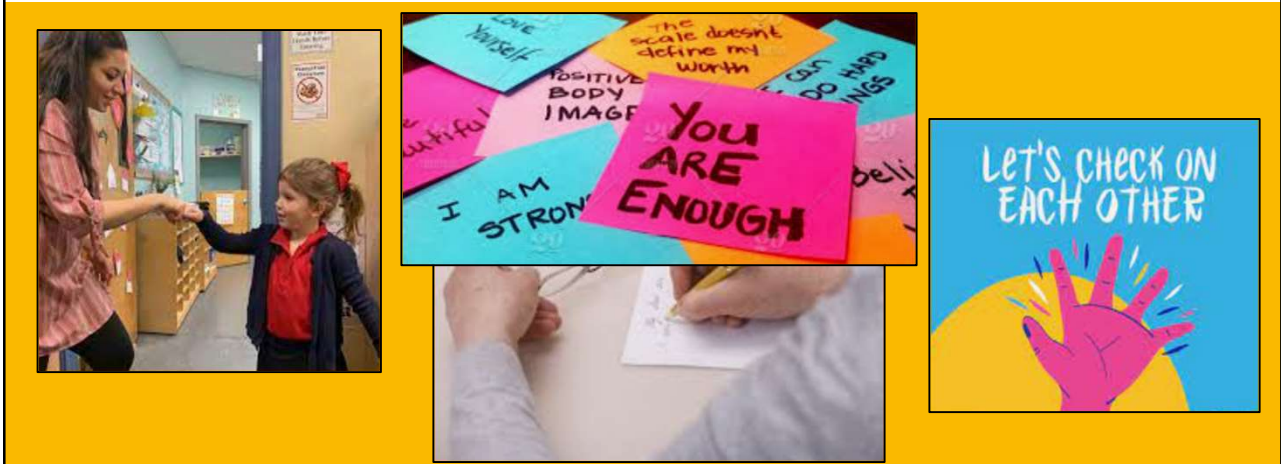
Self-Actualization
Student Is Available to Learn

19-20: Physiological/Safety
20-21: Physiological/Safety
21-22: Safety, Belonging, Esteem
22-25: Self-Actualization

24

Building Relationships

Pause, Reflect, and Reconnect



25

Counseling and Mental Health Outreach

An increased need leads to an increased response.



26

SEL Corners at each Campus

Cozy rooms to help upset students find calmness.



27

The Power of 10

Relating to students and encouraging them to ask for help.



28

Community Outreach

Going Beyond the Classrooms to Provide Assistance.



29

Employee Appreciation

Feeling Valued Helps our Mental Health.



30

Employee Appreciation

Feeling Valued Helps our Mental Health.



RETENTION BONUS



ALL PATHWAYS LEAD TO SAN EUI

**SAN ELIZARIO ISD
JOB FAIR**
JUNE 14, 2022
3:00 PM – 6:00 PM
ADMINISTRATIVE OFFICES
1050 CHICKEN RANCH RD
915-872-3900

TEACHER VACANCIES:

- HS SCIENCE - \$5,000 sign on bonus
- MS SCIENCE - \$5,000 sign on bonus
- HS ENGLISH - \$5,000 sign on bonus
- HS SOCIAL STUDIES
- HS PROFESSIONAL COMMUNICATIONS
- CTE ENGINEERING
- ROTC
- ELEMENTARY GENERALIST
- MS SPANISH

OTHER VACANCIES:

- ELEMENTARY LIBRARIAN
- ATHLETIC TRAINER (Stipend Eligible)
- INSTRUCTIONAL AIDES

APPLY NOW:
JOBS@SEISD

Connect with SEISD Directors, Supervisors, and Principals!
This event is an opportunity for you to learn about all that SEISD has to offer
Email: bcruz@seisd.net for more

AUXILIARY AND SUPPORT STAFF

- BUS DRIVERS
- CHILD NUTRITION
- MONITORS
- IRRIGATOR

COME SOAR WITH THE EAGLES!

Self-Funded Insurance
Stipends for Eligible Positions

- Secondary Science - \$8,000
- Secondary English - \$3,000

3,207 Students District-Wide
6 campuses

Teacher Starting Pay: \$56,550



31

The Pathway of Champions

A Place of Reflection and Pride.



32

The Doorway to New Learning

Literary Anthology: Champions' Edition



33

The Doorway to New Learning

First Annual Coding Hackathon



34

Year 2 at SEISD Campuses--Video

Initiatives to focus on Mental Health and Social/Emotional Support



35

Lessons from Year 2

Social/Emotional and Mental Health Support for the SEISD Community.



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2022-2025

Healing@theNest--Years 3-5

“Take off and Soar with New Learning”

Focus: *The Mind*



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Years 3-5: 2022-2025—“Take off and Soar with New Learning”

Focus: *The Mind*



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Years 3-5: 2022-2025—"Take off and Soar with New Learning"

Focus: *The Mind*



39

Mission and Vision Statements

Where we are going and how to get there




40

Profiles of SEISD Stakeholder Groups

How stakeholders will embody our Vision



41



San Elizario ISD
 ★★★★★★★★★★
Employee Profile

I am a Professional	I am a Team Player	I am a Strong Communicator	I have great Customer Service Skills	I have a Positive Attitude
I am Punctual by meeting all obligations on time.	I am Flexible and respond to changing circumstances with ease and positivity.	I Seek to Understand by genuinely listening to other people when communicating.	I am Patient by demonstrating kindness, calmness, and understanding when serving others.	I am Optimistic by showing hope and confidence in a positive future.
I am Ethical by demonstrating consistently moral behavior.	I am Empathetic by understanding and sharing the feelings of others.	I Communicate with Parents by reaching out with patience and professionalism through various means.	I am Helpful by showing patience, professionalism, and putting "people first" while serving others.	I Smile genuinely and frequently to make others feel welcome and seen.
I am Accountable for accepting responsibility for my actions.	I am Helpful by showing readiness to work with others to get things done efficiently.	I am Respectful in all forms of communication with the school community.	I am Courteous by showing a warm, friendly attitude with a smile.	I show Community Pride by investing time and effort into improving our school community.
I present a physical Appearance that gives a positive impression of our district to the public.	I am Collaborative by working in a team setting and respectfully listening to others' ideas.	I am an Active Listener who minimizes distractions and focuses on the conversation at hand.	I am Ready to Serve with eagerness and preparedness to help our school community.	I am Receptive with a willingness to consider or accept new suggestions or ideas.
I am Prepared to Inspire by coming to work ready to make a positive difference in others' lives.	I have a Growth Mindset and a willingness to learn new skills and try new ideas.	I am Articulate by communicating coherently and fluently.	I am Focused on putting our students and parents first above anything else.	I am Motivating others by demonstrating my passion and enthusiasm for my work.

Employee Profile

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San Elizario ISD



Student to Graduate Profile

I am a Problem-Solver	I have Self-Discipline	I have a Growth-Mindset	I am Motivated	I have 21 st Century Skills
I show <i>Resiliency</i> to overcome life's difficulties while remaining optimistic.	I <i>Make Good Choices</i> , knowing that good choices lead to good outcomes.	I am a <i>Risk-taker</i> who dives into the unknown to reach my goals.	I am the <i>Best Version of Myself</i> through courageous self-discovery and tenacity.	I use <i>Innovation</i> to explore different ways to look at problems and reach solutions.
I am a <i>Critical Thinker</i> who seeks out and analyzes information in varying forms.	I demonstrate <i>Grit</i> to pursue my goals with perseverance and passion.	I can <i>Adapt to Change</i> with a willingness to keep learning new things.	I show a <i>Positive Attitude</i> which enhances the drive to achieve goals and inspire others.	I use my <i>Creativity</i> to see opportunities and produce original ideas.
I <i>Take Initiative</i> by being proactive and making positive decisions that will impact my future.	I use <i>Time Management</i> skills to stay productive and effective.	I use <i>Multiple Perspectives</i> to see beyond my limited viewpoints.	I am <i>Passionate</i> about reaching and surpassing my goals with energy and pride.	I am <i>Tech-Savvy</i> and am well-informed and proficient in modern technology.
I can <i>Adapt to Change</i> with a flexible mindset and willingness to change my behavior.	I show a <i>Commitment</i> to focusing my efforts on meaningful activities and causes.	I am <i>Goal-Oriented</i> and understand that my actions in the present have consequences for my future.	I am <i>Confident</i> that I will exceed my full potential and that I can do anything I set my mind to do.	I use <i>Soft Skills</i> to build interpersonal relationships and excel in a team environment.
I am <i>Resourceful</i> and achieve positive outcomes using inventive methods.	I am <i>Responsible</i> and am accountable for the outcomes of my decisions.	I show my peers <i>Leadership Skills</i> and model the value of hard work and citizenship.	I am <i>Flexible</i> and will not allow changing circumstances to derail my goals.	I am a <i>Strong Communicator</i> who uses digital media and virtual environments effectively.

Student to Graduate Profile

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San Elizario ISD



Parent Profile

I am Supportive	I am a Positive Role Model	I am Engaged	I am a Strong Communicator	I Meet my Child's Basic Needs
I am an <i>Active Participant</i> in the school community and am consistently engaged in my children's events.	I am <i>Respectful</i> and model ethical, positive, and moral behavior in front of my children.	I am <i>Active at School</i> and participate in my children's activities, events, and meetings about their progress.	I am <i>Open-Minded</i> and listen to others' input and feedback where my children are concerned.	I <i>Cultivate Confidence</i> in my children to help them believe that they can and will succeed.
I have a <i>Partnership with the School</i> and see myself as a positive collaborator in my children's education.	I am <i>Responsible</i> and model for my children that positive behaviors lead to positive outcomes.	I consistently <i>Monitor</i> my children's progress in School regarding grades, attendance, and behavior.	I am a <i>Good Listener</i> and take the time to listen to my children's teachers and others in the School community.	I meet the <i>Social and Emotional Needs</i> of my children by talking to them about whatever is weighing on their hearts and minds.
I am <i>Willing to Listen</i> to others when my children's progress and well-being are a discussion topic.	I <i>Teach the Value of Education</i> to my children by modeling the importance of reading and literacy at home.	I am <i>Supportive</i> of my children's educational journey and provide them with positive encouragement.	I <i>Talk to My Children</i> frequently and openly and actively listen to what they need to say.	I prioritize the <i>Investment of Time in my Children</i> to ensure they know that they are my most outstanding achievement and responsibility.
I am an <i>Advocate</i> for my children, always willing to make their education and future my top priority.	I have a <i>Strong Work Ethic</i> and model for my children that hard work leads to successful outcomes in education and life.	I am <i>Future-Oriented</i> and often talk with my children about post-secondary college, career, or military readiness.	I <i>Participate in Discussions</i> regarding my children and stay involved in School matters soliciting parent feedback.	I provide <i>Stability</i> in my home with structured routines and high expectations for being a good student and upstanding citizen.
I have a <i>Shared Responsibility</i> with the School community to help my children succeed, knowing that home and School are the two halves of their success.	I consistently <i>Lead by Example</i> for my children and model the behaviors that will help them become upstanding, contributory citizens.	I demonstrate <i>Follow-Through</i> with my children by helping them meet my expectations and ensuring that I participate in their events as promised.	I am <i>Proactive</i> and seek to understand and address problems before little things become more significant issues.	I prioritize my children's <i>Health and Safety Needs</i> by providing good nutrition, medical care, and a safe and loving home environment.

Parent Profile

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School Compacts

Agreements between families and school stakeholders

Parent/Guardian Agreement- I believe my child can be successful. I will support my child's learning.

- Making sure student is in class with homework, points and materials
- Reading with my child for 10-15 minutes.
- Ensuring my child is following classroom rules.

Administrative Agreement/Compromiso Administrativo

The administrative team at Borrego Elementary is always willing to discuss concerns with teachers, parents, students and staff. We can meet by appointment in order to best meet everyone's need. *El equipo administrativo de la primaria Borrego siempre está dispuesto a discutir cualquier preocupación con los maestros, padres, estudiantes, o personal. A fin de satisfacer mejor las necesidades de todos, se puede establecer una cita.*

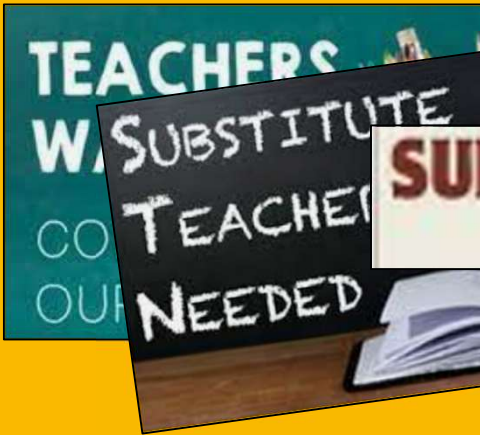
Teacher Agreement- I believe each child can be successful.

- I will model instruction and provide strategies for students.
- I will monitor student progress.
- I will communicate with parents as needed and give updates on student progress.
- I will share with parents and students a variety of resources.
- Teacher will provide strategies and support to ensure students reach a reading level 30 by the end of the year

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Human Resources-- Staffing

Keeping Jobs Filled with those Most Qualified



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APPLY NOW!

Teacher Starting Pay: \$56,550

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 Secondary English - \$3,000
 3,207 Students
 6 campuses


 #PathwayofChampions #SEISD #SoaringtoExcellence

46

Human Resources--Staffing

Keeping Jobs Filled with those Most Qualified

San Elizario ISD Communications Earns 13 NSPRA Awards



Pictured left to right: Dr. Jeannie Meza-Chavez, Horacio Hernandez, and Perla Magallon

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Teacher Incentive Allotment

A Path Towards a Six-Figure Salary for Teachers



48

#IamAChampion

How to be an Eagle Champion



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Curriculum, Instruction, and Assessment

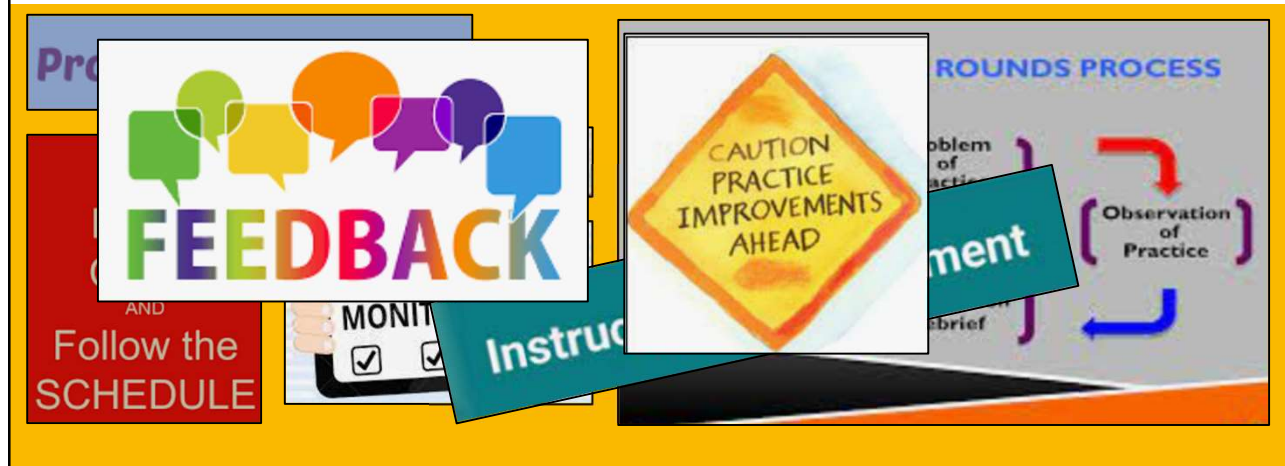
Non-negotiables to Grow The Mind



50

Instructional Rounds

Studying a Problem of Practice to Improve Achievement



51

Professional Learning Communities

Teacher Collaboration to Improve Learning



52

Think Along Plan

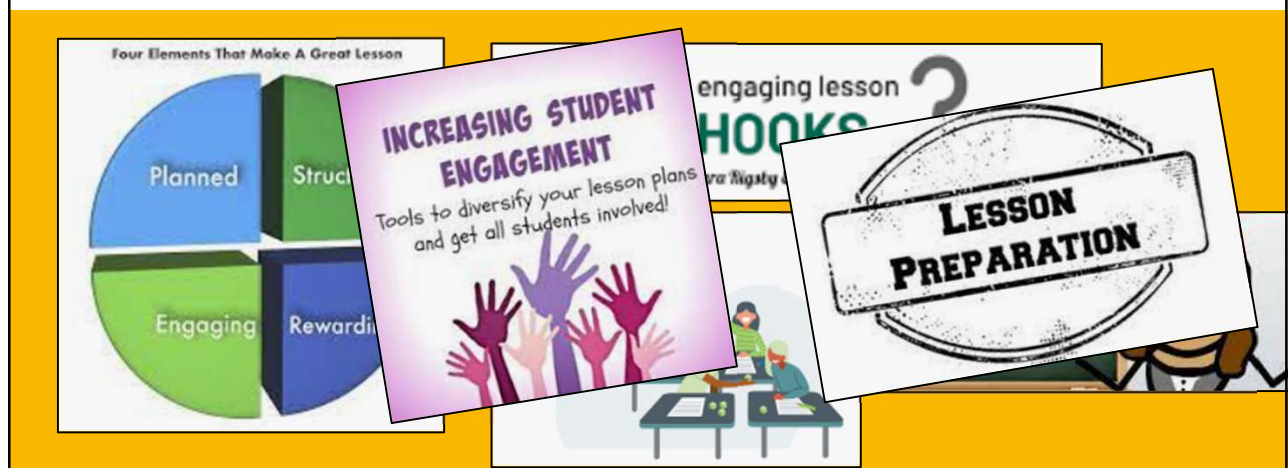
Prioritizing Lessons to Build upon Prior Learning



53

Quality First Teaching

A Strong First Lesson Yields Long-Term Learning



54

Learning Interventions

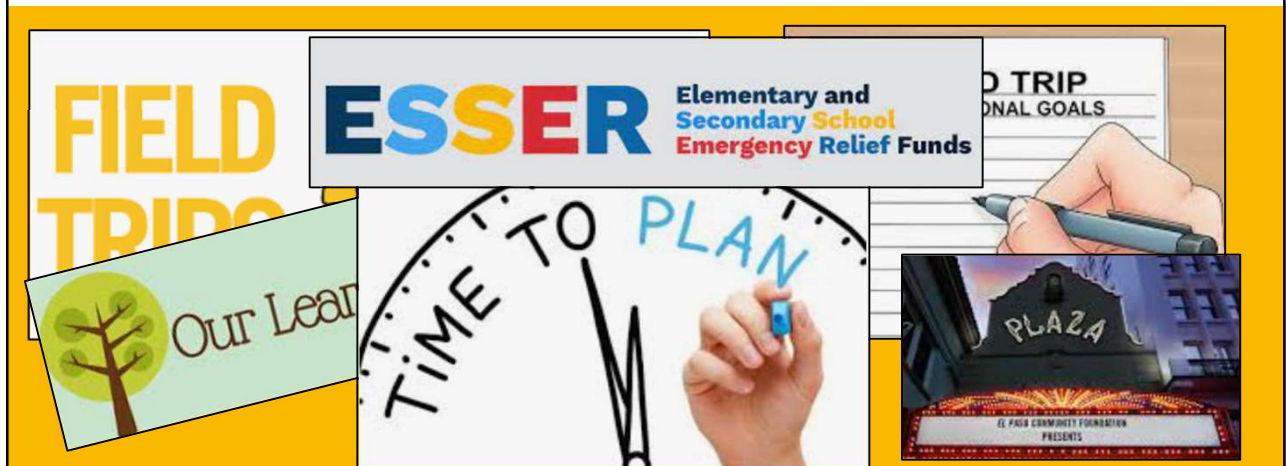
Using Data to Help Students Catch Up



55

Field Trips

Expanding Students' Experiences beyond San Elizario



56

Anticipated Lessons—Years 3-5

Growing The Mind with Healing@TheNest



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