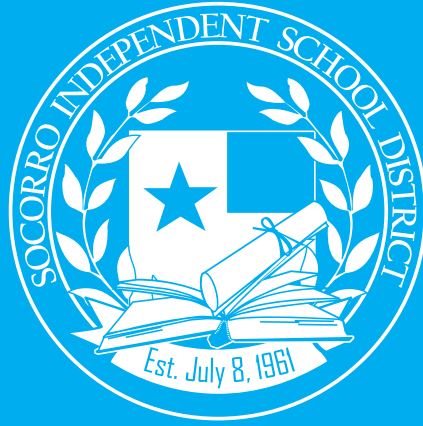




Socorro Independent School District Annual ²⁰¹³⁻¹⁴ Report



Socorro Independent School District
Leading • Inspiring • Innovating



Vision

Tomorrow's Leaders Learning Today

Mission

The mission of the Socorro Independent School District is to optimize our students' academic, artistic, athletic, and interpersonal skills.

SISD Strategic Plan

Our SISD Strategic Plan highlights Team SISD's laser sharp focus on providing all students with a world-class education in a safe and supportive environment. The plan guides the day-to-day work of Team SISD in order to meet the district's overarching goal of ensuring 100 percent of students graduate from high school prepared for the college and career of their choice. The plan was developed with the input of all stakeholders to ensure we leave no child behind without academic growth and serves as our pathways to success. SISD's Strategic Plan includes five directions:

Direction One

Safe and Supportive Learning Environment

Direction Two

College and Career Readiness

Direction Three

Highly Qualified, Effective Faculty and Staff

Direction Four

Home, School, Community Partnerships

Direction Five

Accountability For ALL

Table of Contents

Superintendent's Message	1
Board President's Message	2
Board of Trustees	3
District Profile	5
Safe and Supportive Learning Environment	7
College and Career Readiness	9
Highly Qualified, Effective Faculty and Staff	15
Home, School, Community Partnerships	17
Accountability For ALL	21

We must educate and TREAT OUR STUDENTS AS IF THEY ARE OUR OWN CHILDREN.

José Espinoza, Ed.D.
SISD Superintendent of Schools



#TeamSISD

Superintendent's Message

The Socorro Independent School District is 100 percent committed to providing all students with a world-class education in a safe and supportive learning environment. SISD Board of Trustees and I stand united with Team SISD to educate and treat our students as if they are our own children.

The 2013-14 school year proved to be a productive and successful year for the Socorro Independent School District. Specifically, the 2013-14 Texas Academic Performance Report highlights Team SISD's improvements in its graduation rate, end-of-course passing rates, and State of Texas Assessments of Academic Readiness scores, which surpassed the state's average in all subjects in grades three through eight.

Team SISD continues to make great strides in all district strategic directions. Initiatives and progress made in the five priorities expressed by our community include but are not limited to:

Direction 1: Safe and Supportive Learning Environment

Our district invested in a new multi-million dollar district camera surveillance system that enables us to monitor our campuses 24/7 in conjunction with new campus camera surveillance systems and new digital check-in systems that complete a background check on all campus visitors.

Direction 2: College and Career Readiness

SISD launched Operation College Bound to ensure our students' dreams of graduating from college become a reality. Operation College Bound provides principals and teachers with college bound activities to establish a college going culture at every campus and promote a "Yes I Can!" attitude among our students. Operation College Bound also lists all the success measures, college and career readiness programs, and college bound initiatives that must be implemented consistently and efficiently to ensure globally competitive graduates. Additionally, SISD prioritized funds to enable all sophomores to take the PSAT and all juniors to take the SAT at no cost to them and at their own campuses.

Direction 3: Highly Effective Faculty and Staff

SISD ensured all our new teachers hit the ground learning by initiating a

first-ever, week-long New Teacher Induction Academy. Our new teachers were provided with valuable professional development, tools, and ideas to promote their success as Team SISD educators. SISD also launched Becoming a Friend for the Future (BFF), which is a new initiative that provides new teachers with mentors who guide and support them on a one-to-one basis. SISD was nationally recognized as a District of Distinction by District Administration magazine for leadership development efforts.

Direction 4: Home, School, Community Partnerships

Effective partnerships with our parents have been established as evidenced by our Watch D.O.G.S. programs, in which they volunteer their time to assist in supervising safety measures at our elementary schools. Additionally, we continue to value the contributions of our business partners and community volunteers. Our strong partnerships with UTEP and EPCC have been instrumental in our new scholarship program initiative for teachers interested in teaching dual-credit courses and the opening of the upcoming Socorro Early College High School.

Direction 5: Accountability For All

Campus Climate Surveys as well as numerous quantitative/qualitative data measures were used to evaluate campus/district leaders' effectiveness in meeting our students' and employees' needs.

Make no mistake about it! Our district's success is a direct result of the outstanding individual commitments from our students, teachers, parents/community, bus drivers, board members, support staff, teacher assistants, campus/district leaders, office workers, police officers, custodians, business partners, cafeteria workers, and union representatives who ALL make Team SISD work! I thank you wholeheartedly for your support and efforts!

Respectfully,

A handwritten signature in black ink that reads "Jose Espinoza". The signature is written in a cursive, flowing style.

José Espinoza, Ed.D.
Superintendent of Schools

I want to give back to the community.
MY CHILDREN COME HERE;
MY WIFE IS A TEACHER HERE.
What better way to serve than to make sure
**OUR CHILDREN GET THE BEST
EDUCATION POSSIBLE.**

Paul Guerra
SISD Board President



#TeamSISD



Board President's Message

It is an honor to be serving on the Board of Trustees for the Socorro Independent School District, one of the most remarkable school districts in the nation that serves more than 44,000 students in 46 schools. We are an outstanding team of Board Trustees, students, employees, parents, volunteers and community members that work hard to give all children a well-rounded, quality education.

SISD is truly committed to "Achieving Success as a Team" and, on behalf of the Board of Trustees, I thank the community, faculty, staff, and students for putting every effort together to excel in and out of the classroom.

Our achievements are the result of a strong focus on our students, who motivate every decision and action executed by the Board of Trustees and the entire Team SISD. From the success of implementing all Bond 2011 projects on time and within budget, as the bond motto says "Promises Made, Promises Kept," to making prudent decisions on finances and policies, it is all done with the idea that we must provide students with the best education possible.

Team SISD is certainly on the right path to academic excellence with strong administrative leadership and our highly qualified teachers' instruction. It shows in our students' progress on state assessments, our graduation rate, the \$36.8 million in scholarships, grants, and military funds that our graduates earned and in the numerous accolades our students have earned in Career and Technical Education

Organizations, NJROTC, sports, band, robotics and art competitions, just to name a few.

The collaboration across the district is instrumental to the success of our students and, on behalf of the Board of Trustees and all of our students, I would like to thank the community for the teamwork. More than 8,000 volunteers help in SISD schools and more than 250 Partners in Education donate time, money, and service to assist our students. In addition, parents, community members, and business partners give their valuable input on various committees such as the Bond Accountability Committee, School Naming Task Force, School Improvement Teams, and the Superintendent's Student and Parent Advisory Councils. The community's help is greatly appreciated!

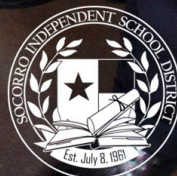
It is absolutely fantastic to represent Team SISD, and I look forward to continue working together for future success. Thank you for your continued support of our wonderful schools and our outstanding school district!

Sincerely,

Paul Guerra
Board President



SISD Team of Eight



#TeamSISD

Board of Trustees

The Socorro ISD Board of Trustees consists of seven elected citizens who work with community leaders, families, and educators to develop sound educational policies that support student achievement and ensure the solvency of the district. They are a strong and cohesive team that helps the district continuously set and achieve new levels of excellence. Five of the trustees represent single-member districts, and two are elected at-large.



Paul Guerra
Board President



Angelica Rodriguez
Board Vice President



Antonio 'Tony' Ayub
Board Secretary



Gary Gandara
Trustee



Hector F. Gonzalez
Trustee



Michael A. Najera
Trustee

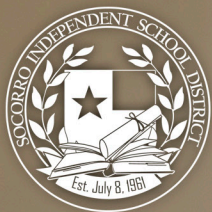


Cynthia Ann Najera
Trustee

SISD has helped me with
**LEARNING MATH,
READING, SCIENCE, AND
SOCIAL STUDIES.**

This will help me when I go to college
**AND BECOME
A LAWYER.**

Paola Gonzalez
3rd Grade,
Mission Ridge Elementary



#TeamSISD

Educating students as if they are our own children

The Socorro Independent School District has progressed over the last 50 years from a small, rural district to an innovative, urban leader among educational institutions in Region 19 and the State of Texas. What has remained steadfast through the decades is the close-knit family unity and collaborative mentality that has propelled Team SISD to an academic excellence, which continues to advance year after year.

In recent years, SISD has embraced its team approach to success by implementing various new initiatives, garnering public input, and working harder than ever to ensure that every student is future ready. The implementation of the SISD Strategic Plan in May 2013, which was designed with the needs of Team SISD stakeholders in mind, has set the district in the direction to give all students the very best education and to move the district from good to great.

SISD has experienced great success, but much work remains to achieve 100% student success. Thus, Team SISD continues to set its sights on the five strategic directions -- 1) Safe and Supportive Learning Environment, 2) College and Career Readiness, 3) Highly Qualified, Effective Faculty and Staff, 4) Home, School, Community Partnerships, and 5) Accountability for ALL.

With Team SISD's laser-sharp focus on these strategic directions as well as student success at every grade level and in every subject area, the district celebrated achievement gains across the board during the 2013-14 school year. Our district's success means more than high marks on a report. It's an improvement in students' lives that will benefit them forever.

Our Schools

46 Campuses

- 5 comprehensive high schools
- 1 ninth grade academy
- 9 middle schools
- 6 PreK-8 schools
- 21 elementary schools
- 4 specialty campuses

Our Staff

Total Full Time Employees	4,683
Teachers	2,383
Professional Support	501
Campus Administration	139
Central Administration	45
Educational Aides	330
Auxiliary Staff	1,285

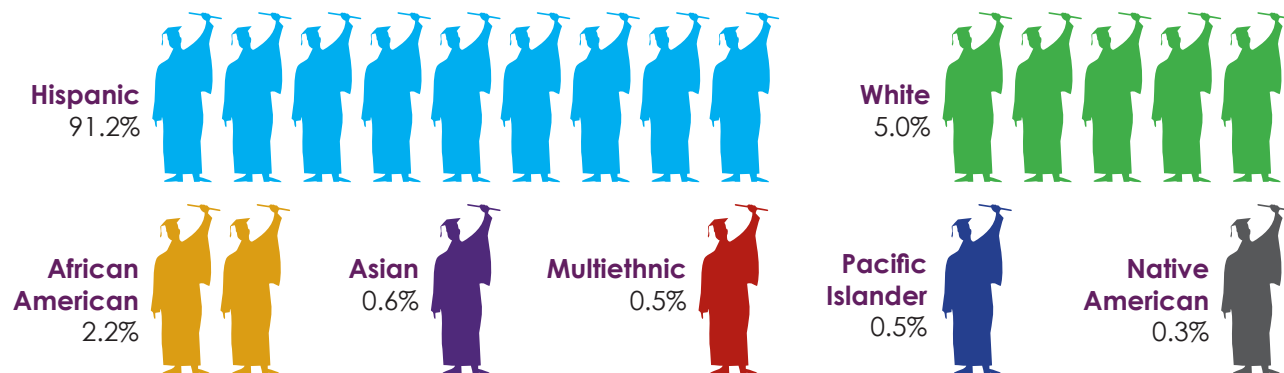
Academic Achievement

- District Accountability Rating Met Standard
- Campuses that Met Standard 42
- Campuses that Did Not Meet Standard 0
- Campuses with Academic Achievement Distinction 29
- Number of graduates in 2014 2,959
- Graduation rate (Class of 2013) 89.8%
- Scholarships and grants earned by graduates (Class of 2014) \$36.8 million

Our Students

- Total students 44,405
- English Language Learners (ELL) 20.1%
- Students eligible for free or reduced price lunch 72.2%
- Students from military families 3,063
- Student attendance rate 96.3%

Student Ethnicity

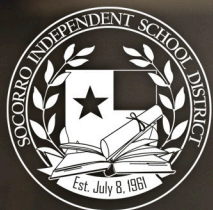


* Data based on the 2013-14 TEA Texas Academic Performance Report

I love the responsibility of
KEEPING STUDENTS SAFE.

Ensuring kids get to school safe and on time
**MAKES MY JOB
WORTHWHILE.**

Ashley Pettibone
Crossing Guard,
Capt. Walter E. Clarke
Middle School



#TeamSISD

Safety above all else

Wherever students are learning – in the classroom, a gym, a science lab, an art studio, or on the practice field – it is Team SISD's number one priority to ensure their safety and provide a secure learning environment. Every effort is made to ensure all members of Team SISD maintain the highest standards in support of schools' safety, security, climate, and emergency preparedness.

Team SISD's existing protocols have been revamped and strengthened over the last several years with a determination to make SISD campuses safer than ever.

The District Safety Committee unites employees, administrators, parents, and local law enforcement from throughout the community to work together as a team to prepare for possible scenarios by updating emergency plans and participating in interactive trainings. At the campus level, principals replicate these efforts and involve their local communities in school safety efforts.

Other safety improvements include the implementation of a standardized districtwide emergency operations procedure, reorganizing the SISD security force to better assist all campuses, and conducting safety audits to ensure proper safety protocols at campuses. In addition, all SISD campuses are monitored 24/7 from the district's new state of the art security surveillance system. Campus visitors are also digitally checked in with Hall Pass Identification Systems, which were installed during the 2013-14 school year.

Student safety is not limited to the campuses, which is why Team SISD implemented a pilot program in 2013-14 to test a bus camera safety system. Ten district school buses were armed with a camera to provide data on the frequency of bus stop-arm violations. The pilot proved successful in identifying violators and ultimately in curbing drivers from ignoring bus stop-arms, keeping SISD streets safer for students and adults alike. The SISD Board of Trustees approved the camera system to be implemented districtwide by the 2015-16 school year.

Other initiatives to keep Team SISD safe are the new "Your Voice Counts" boxes, the successful Olweus Bullying Prevention Program (OBPP), and the online reporting system known as K-12 Anonymous Alerts. The "Your Voice Counts" boxes are available at every campus and provide students an avenue to privately communicate with teachers, counselors, and administrators. They can report concerns, ask for help, or address any issue. The nationally renowned OBPP, which is in its fourth year of districtwide implementation in Team SISD, continues to raise awareness and prevent bullying. K-12 Anonymous Alerts allows students to report bullying incidents or any other safety concerns via the district website, cell phones, or other mobile devices. Administrators receive these reports via email or cell phone in order to take immediate action.



"On a daily basis we transport over 12,500 students from pre-kindergarten to 12th grade, not including field trips and extra runs. This bus camera system is another avenue to ensure we are doing our best to provide safe resources and environments for our students at all times."

–SISD Superintendent José Espinoza

I have the opportunity to

GIVE BACK TO THE DISTRICT

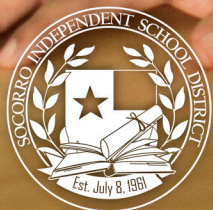
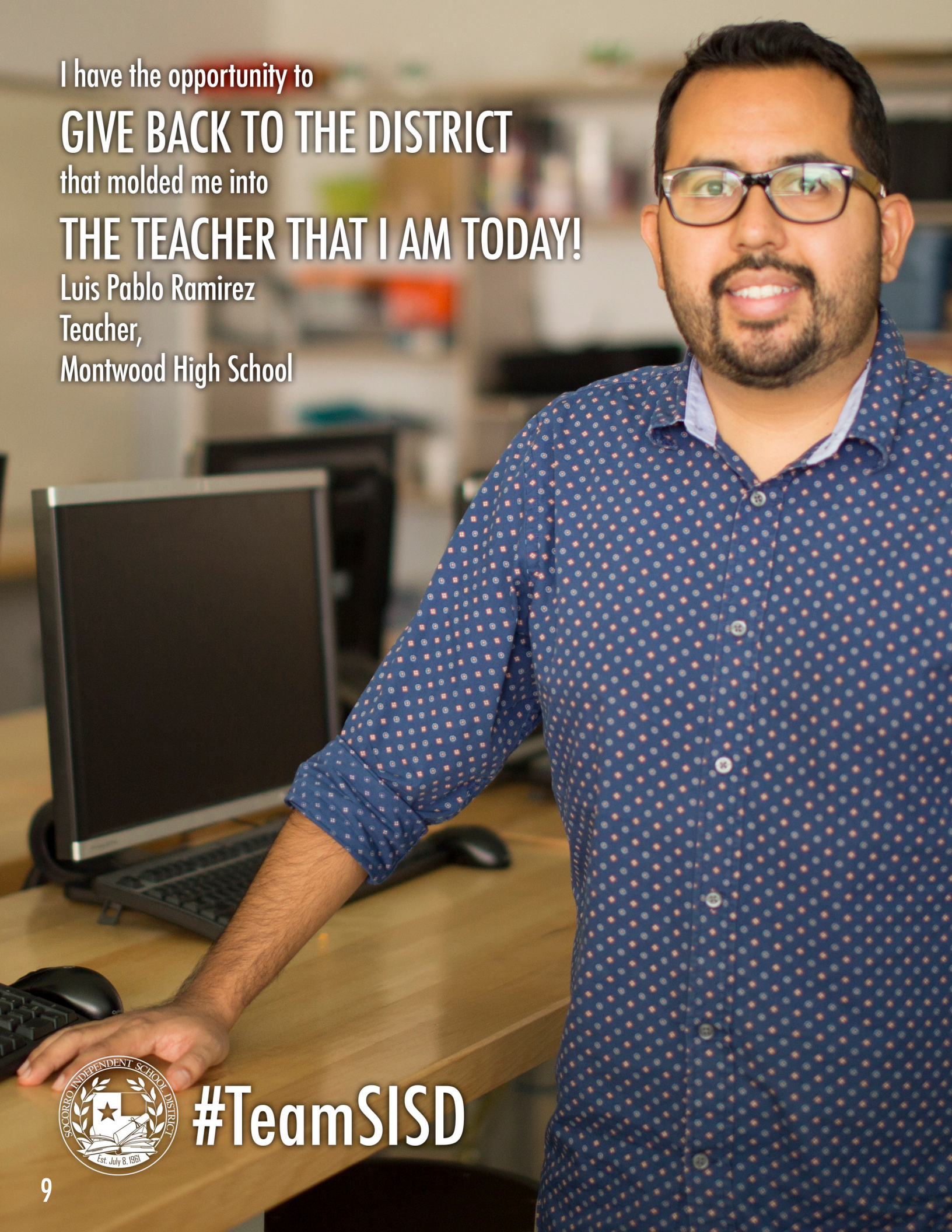
that molded me into

THE TEACHER THAT I AM TODAY!

Luis Pablo Ramirez

Teacher,

Montwood High School



#TeamSISD

100%...
No excuses

Team SISD is committed to provide each and every student nothing less than the best educational opportunities to ensure that they graduate from high school prepared for a successful future. Every Team SISD educator is held to a high standard of responsibility to analyze data, utilize available resources, and work hand-in-hand with parents, colleagues, and administration at the campus as well as district level, all in an effort to ensure 100% student academic growth.

Based on 2013-14 state assessments, Team SISD students continue to improve and score above their peers in the region and the state. SISD excelled in outperforming the state average in 17 out of the 17 indicators used to evaluate student academic success in grades three through eight. Team SISD outscored the state by 59 percentage points and is 40 percentage points above Region 19. In addition, 69 percent of SISD schools earned Distinction Designations with two schools earning Distinction Designations in every category possible.

The district's End of Course results increased by two percentage points in Algebra I and three percentage points in Biology. Overall, SISD high school students performed at par with area districts and the state. With the End of Course assessments in effect only since 2012, SISD secondary students are on course to continue improving and excelling.

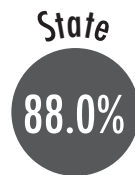
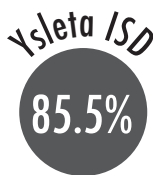
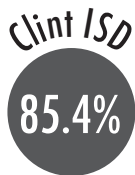
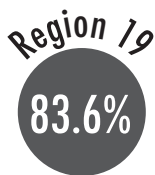
2013-14 STAAR Results

Grade/Subject	STATE	SISD
3	Math	76%
	Reading	80%
4	Math	74%
	Reading	78%
5	Writing	82%
	Math	92%
	Reading	87%
6	Science	79%
	Math	82%
7	Reading	79%
	Writing	74%
8	Math	68%
	Reading	76%
	Writing	72%
	Math	86%
8	Reading	91%
	Science	72%
	Social Studies	66%



Graduation rate (Class of 2013 as reported in 2014)

While the graduation rate in the region declined, Team SISD's rate continued to climb surpassing the region and state. Our graduation rate shows Team SISD's commitment to ensuring students earn their diploma and continue their journey to a bright and productive future. It is also evidence of the meaningful interventions, support systems, and strong relationships among students, teachers, and parents to reach the coveted end result of graduating future ready students.



When I become an engineer, I know I will be

READY FOR MY CAREER!

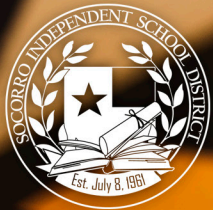
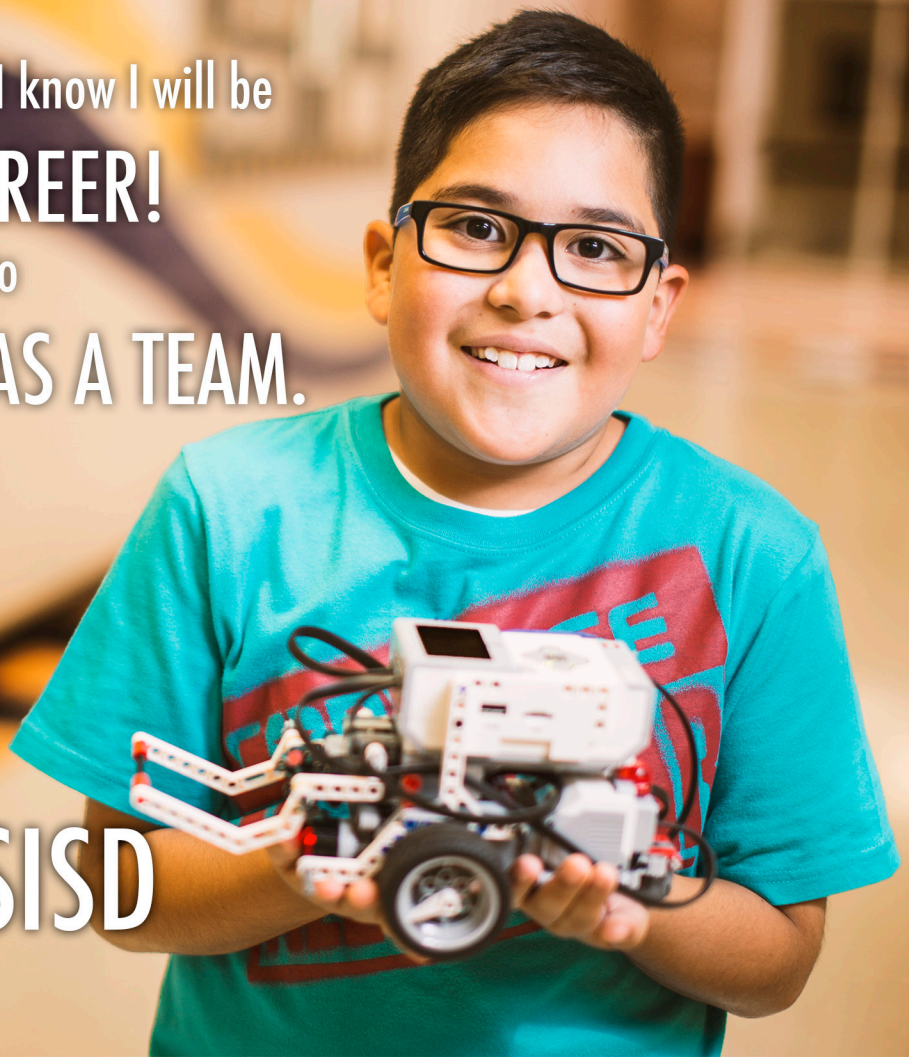
Robotics has taught me how to

WORK TOGETHER AS A TEAM.

Nathaniel Payan

5th Grade,

Lujan-Chavez Elementary



#TeamSISD

2013-14 SISD graduates and scholarships

Team SISD celebrated 2,959 graduates in the Class of 2014, which earned approximately \$36.8 million in scholarships, grants, and military funds. Among those graduates, 50 completed the district's International Baccalaureate program; 156 earned not only a high school diploma from Mission Early College High School, but also an associate's degree from EPCC; and 85 graduated under the renowned Health Professions Academy, where students earn real-world experience in the healthcare field. In addition, 6,373 students earned certifications and licensures, which tripled from the previous year, through the district's Career and Technical Education program enabling them to get a head start in the workforce after graduation.

\$25,052,825
Scholarships



\$7,691,428
Grants



\$4,009,584
Military



\$36,753,837
Total

Paving the way to success now and in the future

Graduation is a journey that begins long before a student's senior year. It starts with a solid foundation in Pre-K and kindergarten, continues with close guidance and support through elementary and middle school, and flourishes with ample opportunities in high school with advanced academics, fine arts, athletics, and specialized instruction. Team SISD has reinforced that path to graduation and an awareness of a successful future for all students by cultivating a culture of college and career readiness. The efforts have culminated in a bold, innovative initiative called Operation College Bound.



One of the first building blocks of Operation College Bound was strengthening partnerships to promote excitement, awareness, and a "Yes I Can!" attitude about attending post-secondary institutions. Team SISD and El Paso Community College launched a first-of-its-kind partnership in the city with a flag-raising ceremony officially marking Campestre Elementary as a College Bound School. The elementary school and community college are working together to build elementary and college connections through tours, presentations, workshops, and outreach programs; embedding college awareness curriculum in the classroom; and involving parents to encourage and promote the importance of a college education. Learn more at www.sisd.net/OperationCollegeBound.

An introduction to the lucrative Science, Technology, Engineering, and Mathematics (STEM) field has taken off with robotics camps in Team SISD. Numerous schools offer the camps to give students hands-on experience in STEM. The students have fun building a robot, which they test in a friendly competition, while gaining the fundamentals of engineering, collaboration, and project-based learning.

A Pathway To Success! Socorro Independent School District **House Bill 5**

Another stepping stone to Operation College Bound was the launch of Team SISD's A Pathway to Success campaign to assist eighth-graders and their parents in understanding the new House Bill 5 graduation requirements that will impact them as ninth-graders. A Pathway to Success is a support system to help students and their parents learn about endorsement options and required foundation courses,

understand changes to STAAR EOC tests, and design an overall plan for high school graduation. Team SISD made every effort to ensure the Class of 2018 was prepared to meet the requirements of HB5 and will continue to guide and support all students through A Pathway to Success! Learn more at www.sisd.net/HB5.

Preparing for college and beyond

Team SISD is committed to providing students with rigorous instruction and meaningful interventions in a college bound culture that ensure their success in post-secondary institutions, in the workforce, and in life. SISD educators are preparing globally competitive graduates with the following skills and attributes:

Visionary/Leader/Collaborator	Fiscally Literate & Responsible	Strong Interpersonal Skills
Civic Political Awareness/Ethical	Effective Communicator (Oral + Written)	Happy & Confident
Adaptable/Resilient/Resourceful	Risk Taker/Drive/Passionate	Strong Support Network & Resources
Global Thinker/Awareness	Socially Competent/Well Rounded	Solid Work Ethic
Service/Community Oriented	Focused With Secure Plan	Academically Capable/Life Long Learner
Critical Thinker/Creative Problem Solver		



SISD Advanced Studies Programs

When SISD students enter high school, they are met with a wealth of opportunities to not only continue the growth, knowledge, and skills gained in elementary and middle school but also get a head start on their postsecondary education and careers. Every SISD high school offers an advanced academics academy with a focused area of study such as law and public administration, health science, STEM, and international affairs that provide students with opportunities to gain global knowledge and skills to succeed at the next level.



Americas High School

Libertas Academy prepares students seeking post-secondary opportunities leading to career and college readiness in all aspects of the judicial system, government, and public administration.



Eastlake High School

The School of Advanced Technology Applications (SATA) prepares students to be critical thinkers who are able to use computing to develop solutions to complex problems.



El Dorado High School

The International Baccalaureate (IB) program develops inquiring, knowledgeable, and caring young adults while earning an IB diploma, which is a prestigious degree that is internationally recognized and sought after by top tier colleges and universities.



Mission Early College High School

Mission Early College High School (MECHS) offers a unique degree plan, which enables students the opportunity to simultaneously earn a high school diploma and an associate's degree or enroll in a four-year college or university with numerous college credits.



Montwood High School

SYNERGI is designed for creative students who are motivated by academic success, aspire to obtain college and career readiness skills, and strive to prepare for the professional challenges of a global community with an interest and aptitude in Science, Technology, Engineering, and Mathematics.



Socorro High School

The Health Professions Academy (HPA) prepares students to tackle the rigor and depth of college work in health professions and provides the option for quick entry into a health professions career immediately upon graduation.



Actively engaged students

A productive and successful future for all graduates requires a well-rounded education that hones in on leadership, creativity, responsibility, time management, adaptability, and goal setting. The fine arts, athletics, and other co-curricular programs in Team SISD give students an opportunity to develop these skills outside of the classroom as well.

In the 2013-14 school year, SISD athletes earned 13 district, 9 bi-district, and 6 area and regional titles as well as one state championship in sports including football, volleyball, soccer, basketball, baseball, and track. Once again, an SISD student won the UTEP Flo Hyman Award for her contributions in academics, athletics, and leadership within the El Paso community. Numerous Team SISD student-athletes were also named to all-district academic teams. More than 45 SISD students were awarded scholarships, earned by excelling in athletics and academics, which enabled them to continue their education and compete at colleges and universities across the country.

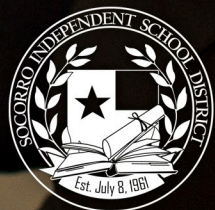
Year after year, SISD students experience great success in the fine arts as well. They consistently earn top spots in competitions such as El Paso's Chalk the Block Event; El Paso Community College Annual Art Contest; All-Region Band, Choir, and Orchestra Selections; All-State Band, Choir, and Orchestra Selections; State One Act Play; Regional and National Winter Guard; and Dance Team Contests. In 2013, Eastlake High School advanced to state in the UIL Marching Band Contest. In addition, two SISD students were named to the 2013-14 All-State Orchestra.



Seeing children develop as readers
**THROUGHOUT THE YEARS
IS THE BEST PART
OF MY JOB.**

Helping them advance in literacy is
**HELPING THEM ADVANCE
IN THEIR FUTURES.**

April Doornwaard
Librarian,
Bill Sybert School



#TeamSISD

The heart of Team SISD – its people

Safety and security, teaching and learning, and the overall success of the district depend on the heart of the organization – the people who make up Team SISD. From the dedicated Board of Trustees to the outstanding teachers in the classroom, every member of Team SISD has a critical role and the district is strongly committed to maintaining highly qualified and effective faculty and staff.

The 2013-14 school year saw the first cohort of assistant principals complete the SUPES Aspire Academy in order to prepare for a successful future as a principal in Team SISD. The academy, the first of its kind in the region, is aligned to the district's strategic plan and designed to provide current, relevant, and research-based curricula to increase the capacity of the highest levels of leadership in the district. Of the 25 members of the inaugural group, nine have already been promoted to principal positions.

In order to support teachers with the latest technology, all 2,500 Team SISD teachers, librarians, and State Compensatory Education Intervention coaches were provided with a Surface RT tablet. The tablets level the playing field for all teachers giving them access to create lesson plans from wherever they are, look up their students' attendance, hook up to the white boards in their classroom, and communicate with colleagues and parents. It also allows them to use newer, more effective computer applications.

Ongoing professional development initiatives are aligned with Team SISD's curriculum and instruction priorities to emphasize the development of college readiness indicators that prepare SISD students for college and careers. To increase students' dual credit opportunities and invest in Team SISD teachers, an inaugural Dual Credit Scholarship program was launched to assist faculty in qualifying to teach dual credit courses. Forty-six teachers received scholarships for graduate-level courses in the first year of the program.

In addition, board trustees participate in regular workshops to further understand processes and policies to continue efficiently leading the district. One board member participated and graduated from the 2014 TASB Leadership Class and another board member is currently participating in the 2015 class. The program provides extensive training on every facet of effective board governance. Upon completion of the leadership training, the board trustees gain Master Trustee status.

SISD educators are 100 percent highly qualified

Team SISD once again earned a 100 percent highly qualified status for its more than 2,500 teachers and instructional aides in the fall of 2014. The provision, one of the goals of the No Child Left Behind Act of 2001, asks school districts to report their status of highly qualified teachers each year. A 100-percent highly-qualified teacher must have a bachelor's degree and full state certification as well as demonstrate competency in his or her core academic area by passing exams for the core area.

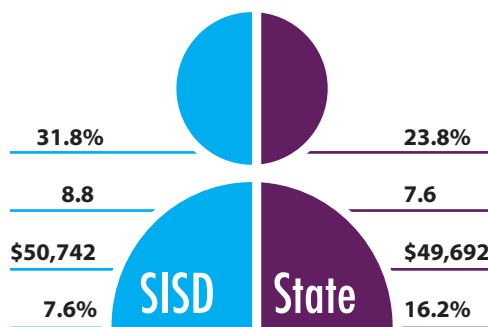
Team SISD Teachers

Teachers with graduate/advanced degrees

Average years experience of teachers with district

Average teacher salary

Turnover rate for teachers

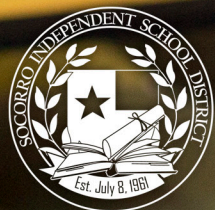


2013-14 Average Beginning Teacher Salary



It's our responsibility
as Partners in Education to
**INSPIRE, ENCOURAGE,
AND MOTIVATE
THE STUDENTS TO DO
THEIR BEST.**

Chris Lopez
Partner in Education,
Peter Piper Pizza



#TeamSISD

Listening to our community

The support system within Team SISD, which includes parents, families, partners, and volunteers, is the lifeline of the district. Their helping hands and hearts make a world of a difference for our students. Team SISD depends on and works to strengthen these home, school, and community partnerships to assist in the overall success of its schools and students.

An important way to strengthen relationships is by listening to all members of Team SISD. Feedback from stakeholders is always welcomed and encouraged on a daily basis in a variety of ways. Team SISD members can email the superintendent, comment or post news on the district's Facebook and Twitter pages, or write comments or concerns on feedback cards, which are regularly distributed at community meetings and other Team SISD public events.

In addition, Team SISD stakeholders can always find out the latest about the district via its weekly employee and community e-newsletters (sign-up to receive it at www.sisd.net/enews) and through the district website (www.sisd.net). Stakeholders can even share their favorite SISD photos in the annual Smile Team SISD: Superintendent's Photo Contest, which runs from September to May each school year.

Formal community input is also sought on a regular basis from our entire school community utilizing School Climate Surveys. SISD students, parents, and employees are encouraged to provide the district with an honest review of topics such as safety, communication, instruction, and school environment. SISD's first comprehensive districtwide climate survey, initiated in 2013, drove the development of the district's strategic plan with input from all stakeholders. The 2014 School Climate Survey offered employees an opportunity to voice their opinions on campus functions and operations. Both surveys have provided valuable feedback on the district's strengths as well as areas in need of improvement and have aided campuses to refine their individual Campus Improvement Plans.





Engaging through innovative programs

Every fall, Team SISD opens its doors to partners, volunteers, military families, and all parents from every school for its annual Team SISD Open House Community Meetings. The meetings, held at each high school in all SISD feeder areas, welcome thousands of parents for an evening of learning, collaboration, and entertainment. It's an opportunity each year for parents to hear firsthand from Team SISD's superintendent, meet principals, collaborate with educators, and network with other parents with the primary purpose of helping students to grow and succeed.

In the spring, Team SISD reaches out to its stakeholders via a multimedia forum, which is broadcast live on the district website and public access television, called "Achieving Success as a Team – LIVE!" It allows SISD's superintendent to update the public on the progress of district initiatives and to receive input in real time via e-mails, social media, and phone calls from community members. This innovative program is the first of its kind in the area and demonstrates Team SISD's commitment to open, two-way communication.



I am proud to have
SERVED OUR COUNTRY
and protected the freedoms
OUR CHILDREN ENJOY TODAY!

Jose Montero
Parent/U.S. Army Veteran
Chester E. Jordan Elementary



#TeamSISD



Unity with families and community

The SISD Partners in Education Program includes more than 250 active and dedicated businesses, organizations, and military units who continually support students and teachers with monetary donations and hours of service. During the 2013-14 school year, the SISD Volunteer Program had 8,730 registered volunteers. They logged in 142,185 hours, which is the equivalent of \$3.3 million in service. In addition, Team SISD worked closely with 14 military units and a full-time military liaison to ensure strong connections among Fort Bliss, SISD schools, and our military families.

The James Butler Spring Games is a major event in which all of Team SISD members come together to enjoy. More than 650 special education athletes participate in the games at the Student Activities Complex. They are cheered on by parents, students, and more than 100 volunteers from non-profits, businesses, military, and other community organizations who help with the event. The Watch D.O.G.S. program is another successful initiative that involves our students' fathers or father figures to help keep SISD schools safe. More than 13 SISD campuses offer the program.

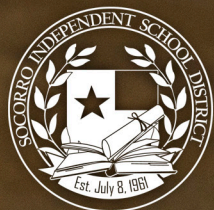
**WHAT STARTS HERE
CHANGES THE WORLD.**

I want to show my students that,
if we do things with our whole hearts,

**WE CAN MAKE
THINGS HAPPEN.**

Amanda Saucedo
Teacher,

James P. Butler Elementary School



#TeamSISD

Working efficiently and transparently

As everyone in Team SISD works side-by-side to ensure that all students are safe and receive the quality education they deserve, it is with the mindset that every role is critical to reaching 100 percent student success. Accountability for ALL is practiced across the board and each member of Team SISD recognizes the importance of executing their job with complete transparency, responsibility, and efficiency.

In 2013-14, Team SISD's Corrective Action Plan Committee was formed to ensure that every past, present, and future student was and is served fairly, equally, and fully to earn their high school diploma. The CAP committee met throughout the year to ensure all district and campus policies are aligned to state and federal regulations. The CAP reached out to students who may have left SISD schools and never completed their high school education via the website, e-newsletters, letters, and phone calls. Dozens of students were reached, and many of them were assisted to return to SISD to earn their diploma or GED. In a recent review of CAP activities, TEA officials applauded the district for establishing a model program.

In addition, two new positions were created – Internal Auditor in Academic Services and Academic Compliance Officer – to ensure the district remains transparent, compliant, and efficient in all practices and procedures. The SISD Fraud, Waste & Abuse Hotline was re-launched in 2013-14 and remains open for anyone to report illegal or fraudulent acts, waste of funds, abuse or theft of district property or funds, and academic fraud. The district takes all reports and complaints seriously and thoroughly investigates each one to ensure that all Team SISD members are acting in good faith and doing what's best for children every day. The hotline number is 937-0199, and email is fraudhotline@sisd.net.

Managing taxpayers' investment in student success

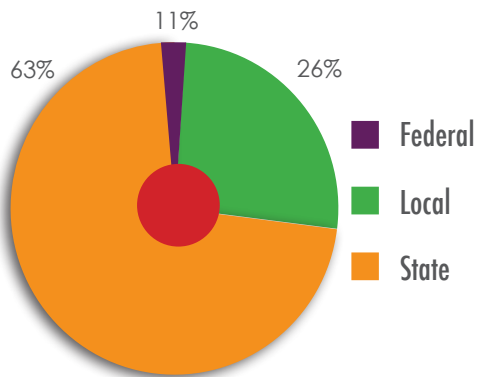
Team SISD's commitment to excellence for students and all stakeholders is evident in its numerous recognitions and accomplishments in operational management, especially in finances and facilities. SISD's Financial Services Department operates efficiently and effectively to maintain a balanced budget with transparency, accountability, and responsibility. In doing so, it has garnered recognition year after year:

- 2014 Texas Comptroller Platinum Leadership Circle Award with 21 out of 22 maximum points;
- Superior Achievement rating in the 2014 Financial Integrity Rating System of Texas (FIRST) for the third year in a row with a perfect score of 70 points;
- 2014 Texas Association of School Business Officials (TASBO) Award of Merit showing a continued commitment to follow professional standards in the acquisition of goods and services for four consecutive years.

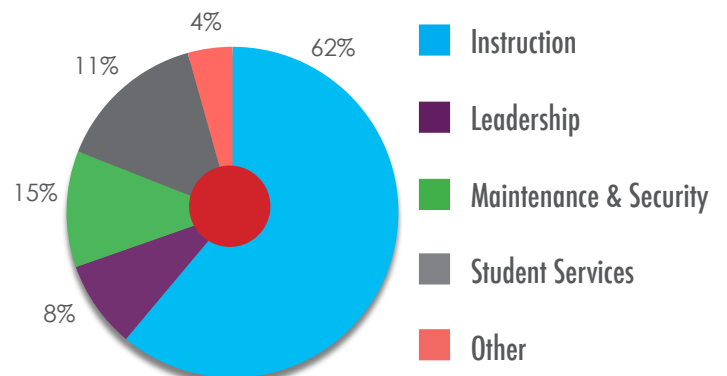
In bond ratings, SISD yielded a Aa2 underlying rating and stable outlook from Moody's Investors Service in June 2014, which cited the district's solid financial operations. The Fitch Ratings assigned the district an AA- underlying rating based on a strong financial profile, significant state support, promising growth prospects, and maintaining solid reserves.

Team SISD maintained the same tax rate of \$1.27 from the previous year. The Maintenance and Operations rate of 97 cents has remained below the state's allowable \$1.04 (without voter approval) rate as part of the SISD Board of Trustees' commitment to operating the district with fiscal responsibility and without burdening taxpayers.

2013-14 Sources of Funding
(\$313 Million General Fund)



Expenditures by Major Function



Building for the future

Team SISD has consistently been a good steward of taxpayers' money using funds responsibly to support student instruction and provide the best educational facilities in the region. As Bond 2011 projects are near 100 percent completion, Team SISD has remained true to its motto of "Promises Made, Promises Kept" delivering new construction and facilities improvements on time and within budget.

The hard work and efficient management of bond projects by the SISD facilities and planning staff resulted in \$37 million in savings, which will allow for additional work to be completed without burdening taxpayers. These savings will allow the district to upgrade air conditioning systems to refrigerated air at middle schools that previously relied on swamp coolers. The allocation of remaining savings will be vetted through an open, transparent process.







New schools were built in Socorro ISD as a result of Bond 2011. The James P. Butler Elementary School and SSG. Manuel R. Puentes Middle School combination campus opened its doors at the beginning of the 2013-14 school year. Mission Ridge Elementary School was ready to open for the 2014-15 school year. The newest school, Purple Heart Elementary School, will be open to students in the El Dorado feeder area in the 2015-16 school year. Additionally, the conversion of the El Dorado 9th Grade Academy to Pebble Hills High School will be completed in time to open the campus for the 2015-16 school year.

Since the voter-approved Bond 2011 began, the Bond Accountability Committee has ensured and promoted communication and accountability surrounding all elements of bond projects. The committee meets quarterly to discuss progress of Bond 2011. It is an independent citizens committee that reports to the SISD Board of Trustees and the general public.

"The hard work and fidelity of all involved with the implementation of Bond 2011 has resulted in more than \$37 million in project savings. We have fulfilled all of the promises made to the community and stretched taxpayers' dollars, which will allow for additional work to be completed without burdening taxpayers!"

– Robert Alvarez, Bond Accountability Committee Chair

Bond 2011 Projects

Project	Completion Date
HVAC upgrades <ul style="list-style-type: none"> Robert R. Rojas Elementary Myrtle Cooper Elementary Hueco Elementary O'Shea Keleher Elementary Campestre Elementary Benito Martinez Elementary 	December 2012 
New combo school <ul style="list-style-type: none"> James P. Butler Elementary SSG. Manuel R. Puentes Middle 	July 2013 
High School Science Labs <ul style="list-style-type: none"> Socorro High Montwood High Americas High 	August 2013 
Eastlake High School completion	November 2013 
HVAC upgrades <ul style="list-style-type: none"> Escontrias Elementary Horizon Heights Elementary Helen Ball Elementary Capt. Walter E. Clarke Middle H.D. Hilley Elementary Vista del Sol Elementary Sierra Vista Elementary 	December 2013 
New elementary school <ul style="list-style-type: none"> Mission Ridge Elementary 	July 2014 
New elementary school <ul style="list-style-type: none"> Purple Heart Elementary 	July 2015
El Dorado 9th Grade Academy Conversion <ul style="list-style-type: none"> Pebble Hills High School 	July 2015

Working as a team to go from good to great

A strong relationship among the Board of Trustees, superintendent, employees, parents, students, and community members; sustained student success; outstanding educators; and state-of-the-art facilities contribute to Socorro ISD's premier status as the district of choice in the El Paso region. All students in SISD are valued, cared for, and educated as if they are our very own children. Every educator, administrator, parent, and community member in SISD works hard to "Achieve Success as a Team." With a commitment to continue academic excellence and serving the needs of every Team SISD stakeholder, the district is on a clear path to greatness. Together, Team SISD will go from good to great!



Join Us!

The district remains committed to engaging the community through regular two-way communication.

Subscribe to SISD e-News. (www.sisd.net/enews)

Follow SISD on Twitter. (www.twitter.com/SocorroISD)

Follow the Superintendent on Twitter. (www.twitter.com/JEspinoza_SISD)

Like us on Facebook. (www.facebook.com/SocorroISD)

Subscribe to our YouTube channel. (www.youtube.com/SocorroISD)

View the SISD photo gallery. (www.sisdphotogallery.smugmug.com)





Socorro ISD Board of Trustees

Paul Guerra - President
Angelica Rodriguez - Vice President
Antonio 'Tony' Ayub - Secretary
Gary Gandara - Trustee
Hector F. Gonzalez - Trustee
Michael A. Najera - Trustee
Cynthia A. Najera - Trustee

Superintendent of Schools

José Espinoza, Ed.D.



#TeamSISD



Socorro ISD District Service Center
12440 Rojas Dr. • El Paso, TX 79928
Phn 915.937.0000 • www.sisd.net

The Socorro Independent School District does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs, activities or employment.