We’re inspiring minds and shaping lives.
Spring Branch T-2-4, our single-focused goal, inspires our students, educators, families, and community with a clear vision for student success.

**OUR GOAL**

**T-2-4 for Every Child**

What does T-2-4 success look like?

Every SBISD graduate will attain a technical certificate, military training, or a two-year or four-year degree. SBISD will increase the number of students achieving T-2-4 from 44% to 72% by 2022.

Our shared beliefs are at the core of T-2-4.

**We believe a great school system:**

*Builds* on the strengths and gifts of Every Child;

*Provides* students from poverty the same opportunity for success after high school as students from non-poverty homes;

*Instills* in Every Child the belief that they can achieve more than they think possible; and,

*Ensures* that every adult in the system is committed to the successful completion of some form of higher education for Every Child.

---

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We believe firmly that all children can learn and should be at the center of every decision we make. We’re stronger together and reflect this through our collaborative decision-making and strategic management.

SBISD is a forward-thinking district. We believe in the district’s single-focused T-2-4 Goal, which calls for every SBISD graduate to attain a technical certificate, military training, or a two-year or four-year degree.

This goal demonstrates a commitment to learning beyond our walls and to the life success of Every Child.

Embodyed in The Learner’s Journey, our community-developed strategic plan, is a fundamental belief that every student is unique and that each learns in different ways.

We also believe in the Spring Branch community. Our success as a school district is a direct result of the dedicated work of our students, teachers, and staff, along with the partnership of our parents, and the support of our entire community.

We have worked hard and are seeing positive results. We will continue to make progress for Every Child, together.

Scott R. Muri, Ed.D.
Superintendent of Schools

All children can learn and should be at the center of every decision we make. We are stronger together and reflect this through collaborative decision-making and strategic management.

Scott R. Muri, Ed.D.
Superintendent of Schools
Every Child
Collective Greatness
Collaborative Spirit
Limitless Curiosity
Moral Compass

President, SBISD Board of Trustees
Josef D. Klam

We are a community.

It’s been said that where there’s a church and a school, there’s a community. Not long after arriving in the Spring Branch area in the early 1800s, settlers established a church that doubled as a schoolhouse for educating their children.

By 1889, the community realized it needed trained teachers and established Spring Branch’s first public school, a little red schoolhouse on the site where Spring Branch Elementary sits today and not far from the original church.

The Spring Branch Elementary location is still a community hub, with a modern school facility rebuilt as part of the 2007 bond program and recreational fields used by generations of Spring Branch families through the area’s sports association.

Spring Branch ISD today is a diverse, thriving area that includes nearly 190,000 residents, one of the nation’s largest freeways, bustling retail and mixed-use centers, beautiful tree-canopied residential areas – and a school system that is second to none.

Our school district has long been recognized as innovative and forward-looking, a district that one national publication in the 1960s called a “district ahead of tomorrow.”

My family, like many, has been here for generations. Spring Branch ISD is a testament to the legacy of those families and the many who choose SBISD as the home to raise a family and educate their children. We honor our history while charting our future.

We live our Core Values in SBISD and believe those values resonate with our community. We believe in Every Child. We believe in sharing our best ideas through Collaborative Spirit. We are better together through our Collective Greatness. We share a love of learning through Limitless Curiosity. And we are bound to do the right thing through our Moral Compass.

The Board of Trustees is here to serve you and make a positive impact and memorable difference in the lives of our children. We always put our children’s education first.

Our teachers and staff are challenged every day to “think differently” and to “dare greatly” in their approaches to classroom learning, a challenge that we heartily support.

Our entire staff works hard every day to ensure the best outcomes for our students, and we want them to have every tool and good idea at their disposal.

We will continue to push the envelope to give our kids the best opportunity at success after graduation; a belief manifested in our single-focused T-2-4 goal. Together, we are shaping the educational experience and the future for the better.

SBISD Board of Trustees

Members
Josef D. Klam
President
Pam Goodson
Vice President
Chris Gonzalez
Secretary
Minda Caesar
Trustee
Chris Vierra
Trustee
J. Carter Breed
Trustee
Karen Peck
Trustee

Learn more: springbranchisd.com/about/board-of-trustees

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Our Values
The Spring Branch Way

The foundation of success, for our students and our school system, is rooted in our Core Values, and these values define the Spring Branch Way.

Our five Core Values affirm who we are, what we stand for, how we treat each other, what we prioritize, and what guiding principles we live by as members of the Spring Branch ISD family.

Our Core Values are easily remembered as The Five C’s. They focus us on what matters most and provide a unified sense of purpose.

These essential, non-negotiable ideals and expectations define who we are as Spring Branch ISD, individually and collectively, when we are at our best.

Every Child
We put students at the heart of everything we do.
• Every child. Every day. Every minute. Every way.
• What’s Best for the Child Drives the Decision
• Infinite Possibilities Through Education

Collective Greatness
We, as a community, leverage our individual strengths to reach challenging goals.
• Surpass Expectations
• Everyone’s Work Matters
• Diversity Makes Us Stronger

Collaborative Spirit
We believe in each other and find joy in our work.
• Each of Us is Committed to All of Us
• Together We’re Better
• Assume the Best

Limitless Curiosity
We never stop learning and growing.
• Empowered to Innovate
• Tenaciously Embrace Challenges
• Unleashed Potential

Moral Compass
We are guided by strong character, ethics and integrity.
• Personal Responsibility
• Kindness and Mutual Respect
• Trustworthiness

Our hope is that every member of the Spring Branch family - educators, parents, students and community members - will adopt and share this set of values as we work to best serve students on their educational journey.
02
By the Numbers

Total Number of Staff: 4,335
Teachers: 2,236
Professional Support: 423
Campus Leadership: 127
Central Administration: 46
Educational Aides: 368
Auxiliary Staff: 1,133

Beginning Teacher Salary (2018-2019)
$54,000 – Bachelor’s Degree
$1,000 Stipend – Master’s Degree
$3,000 Stipend – Doctorate Degree
Teachers with advanced degrees: 26%
Teacher’s average years of experience: 9 years

Source: Texas Academic Performance Report (TAPR 17-18)
December release 2018, District data sources

13,600 miles
Each day, our school buses travel approximately 13,600 miles.

29,500 meals daily
SBISD Child Nutrition Services provides approximately 29,500 student meals in Spring Branch every day.

5M+
SBISD Custodial Services clean approximately 5,935,031 square feet in schools and facilities around SBISD every day.

Our Students

- 2,014 Pre-K
- 15,079 Elementary
- 7,647 Middle
- 10,235 High

90% Parents feel school is safe

95.9% Attendance rate

2017-18
Source: Panorama Education Family Survey

Choice Programs
- Full-day Pre-Kindergarten
- Dual Language programming
- Cornerstone Academy (District Charter)
- Westchester Academy for International Studies (District Charter)
- Spring Branch Academic Institute
- KIPP Courage College Prep at Landrum Middle
- YES Prep Northbrook Middle
- YES Prep Northbrook High
- The Guthrie Center (Career & Technology)
- Academy of Choice

Continual Growth
- 26 schools in community-supported redesign
- Rigorous, high-level instruction
- Quality staff development
- Learner-Centered Classrooms
- 21st Century ACTIVclassrooms® with modern devices and equipment
- Secondary schools received over 3,000 Chromebooks or iPads as part of on-going digital expansion (fall 2018)

Source: TAPR 17-18 December release 2018
Spring Branch ISD (SBISD) educates nearly 35,000 students in one of the nation’s fastest-growing metroplexes and is a premiere place to live, work and raise a family.

Many alumni return to our school district because they rank high quality education as a top priority for their children.

SBISD grew as the area experienced a post-war boom, from around 250 students in 1946 to a peak of nearly 45,000 in 1976. Enrollment dropped for several years but rebounded and has stabilized at around 35,000 students each year.

Redevelopment in portions of this relatively mature area are under way, bringing new families and their children to our schools.

Enrollment

Diversity makes us stronger. #CollectiveGreatness

Demographics

- 56% Economically Disadvantaged
- 34% English Learners
- 59.2% Hispanic
- 26.8% White
- 6.5% Asian
- 5.1% African American
- 2.4% Other

Source: TAPR 17-18 December release 2018
Innovation & Academic Excellence

In Texas and across the nation, SBISD is known for innovation and academic excellence.

While scores on the SAT® college-readiness exam have held steady or even declined in the state and nation, the results in Spring Branch have outpaced the state and nation — year after year.

In 2017, SBISD students posted scores significantly higher than the state and national averages on this popular standardized test.

More than 90 percent of SBISD students take either the SAT® or ACT® through a district-funded school-day administration.

This is one of the higher participation rates in the Houston region.

<table>
<thead>
<tr>
<th>SBISD Graduates College, Career &amp; Military Ready</th>
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</thead>
<tbody>
<tr>
<td>Class of 2017</td>
</tr>
<tr>
<td>2,199 Students</td>
</tr>
<tr>
<td>% SBISD graduation rate</td>
</tr>
<tr>
<td>90%</td>
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<tr>
<td>% SBISD students participating in district-funded SAT® exam</td>
</tr>
<tr>
<td>91%</td>
</tr>
<tr>
<td>SAT® and ACT® Averages:</td>
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<tr>
<td>State</td>
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<tr>
<td>--------</td>
</tr>
<tr>
<td>SAT</td>
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<tr>
<td>1019</td>
</tr>
<tr>
<td>ACT</td>
</tr>
<tr>
<td>20.3</td>
</tr>
<tr>
<td>SBISD provides an opportunity for every 11th grader to take the SAT® or ACT®.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SBISD Graduates College, Career &amp; Military Ready</th>
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</thead>
<tbody>
<tr>
<td>Points above State average for AP Tests passed</td>
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</table>

<table>
<thead>
<tr>
<th>Advanced Placement® Course Exams taken by 2,766 students</th>
</tr>
</thead>
<tbody>
<tr>
<td>5,871</td>
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</table>

<table>
<thead>
<tr>
<th>Advanced Placement® Course Scholars award winners</th>
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</thead>
<tbody>
<tr>
<td>682</td>
</tr>
</tbody>
</table>

Source: SAT® School Day, College Board AP® Online Report
TAPR 17-18 December release 2018
Redefining
Student Success

At the core of The Learner’s Journey is the fundamental belief that we are all unique and gifted with different skills, interests and talents. We learn in different ways, at different speeds, and need different levels of support.

SBISD is responding by changing the way we teach and the way children learn – with higher engagement, more student ownership of learning and expanded opportunities to apply learning in ways that are rigorous, challenging and encouraging.

From Career and Technical Certification offerings such as our TRIO Pre-Apprenticeship Program to our OnRamps Dual Enrollment Program with The University of Texas at Austin, SBISD is expanding the way we prepare students for success after high school graduation.
We know through an understanding of child psychology that children are more able to learn when they feel safe, cared for and nurtured. We take seriously the responsibility to make sure that each of our 4,600 employees does everything in their power to ensure our students’ safety.

The safety of our students is a top priority in SBISD. We are enhancing our safety and security measures this school year.

39 Police Officers 29 Police Vehicles
83 Professional Counselors 3,200+ Security Cameras
4 Police 204 Defibrillators

Student Health & Safety

We take seriously the responsibility to make sure that each of our 4,600 employees does everything in their power to ensure our students’ safety.

SBISD Safety Measures

- Every school has a safety plan based on Department of Homeland Security standards.
- School safety plans are reviewed annually by SBISD Police and teachers, and staff are trained on safety protocols.
- Safety drills are conducted every year.
- Principals participate in tabletop drills.
- Reunification drills conducted annually.
- Harris County Department of Education conducts a safety audit every three years.
- Threat information is shared among SBISD Police and local intelligence agencies.
- Inter-local agreements in place with area police agencies.
- Reorganized SBISD Police Department provides more visibility and faster response times.
- Each SBISD officer annually receives active shooter training.
- SBISD Police Chief Bruce Dareing is a member of Texas School Safety and Security Council.
- Provide tours of schools to partner police agencies.
- Anonymous reporting link on every campus home page.
- Updated visitor identification system and thorough background checks connected to the SBISD Police Department.
- “Harden” glass at campus entrances and inside vestibules. Repairing/replacing perimeter fencing.
- Hiring one additional police officer at each comprehensive high school for a total of two at each campus, plus one at Westchester Academy for International Studies.
- Adding SBISD Police sub-station at Westchester Academy.
- Implementation of a new, robust social media monitoring tool.
- More training on mental health, mental health first aid, trauma prevention and intervention, and suicide prevention.
- Development of new partnerships with mental health and social service agencies.
- Parent education on district and campus safety procedures; establishing campus safety committees.
- Safety and security training for all district substitute teachers, mentors and volunteers.
- Locking all classroom doors.
- Expanding surveillance system/changing cameras from analog to digital.
- Updating Emergency Operation Plans (EOP) at all district facilities.
- Evaluating, updating and posting appropriate signage (visitor information, restricted areas, etc.).
Spring Branch ISD voters have always generously supported the district, from early bond elections that supported rapid growth to bond elections today that continue transforming the district in the 21st century.

On Nov. 7, 2017, 80 percent of Spring Branch ISD voters overwhelmingly approved a $898.4 million bond package that continues the district transformation begun with the successful $597.1 million 2007 Bond package.

Besides facilities, the 2017 Bond supplements instruction through CTE equipment replacement, musical instrument replacement and technology upgrades.

**Technology**

An indispensable tool for personalized learning, technology is part of the instructional philosophy at Spring Branch ISD. Building on the 2007 Bond program, the 2017 Bond provides for replacement cycles for aging devices as well as continuing the district’s digital expansion and getting a device into each student’s hands.

SBISD Technology Services supports over 54,000 student and staff end-user devices ranging from printers to ACTIVBoards® as well as staff iPads and Chromebooks at district secondary schools.

**The 2017 Bond will:**

- Replace remaining nine oldest elementary schools and one middle school
- Add new classroom buildings at Memorial HS and at Northbrook HS
- Replace auditorium at Stratford HS and renovate cafeteria/library at Spring Woods HS
- Add classroom wing at Cedar Brook Elementary
- Upgrade safety and security, building systems and technology at all campuses
- Replace Career and Technical Education (CTE) classroom equipment
- Replace aged music instruments and uniforms
- Upgrade athletics, including four turf fields (MHS, NHS, SHS, and SWHS)
- Replace older buses
SBISD believes our schools and our community are inextricably linked, with each dependent on the success of the other. The district places high priority on connecting the community, our schools and our employees through strategic, two-way communications and the active engagement of parents, partners, volunteers and life-long learners. Our programs and events support the growth and development of Every Child and align with SBISD’s strategic plan, The Learner’s Journey.

The Spring Branch Education Foundation continues to generously support SBISD students and educators with scholarships and campus- and district-wide grants. Foundation events such as Bright Stars of SBISD, the Ungala, the annual Style Show and Luncheon, Golf Classic, and Sporting Clay Tournament, as well as donations, allowed SBEF to award $163,900 in student scholarships and $742,796 in grants to educators and students in 2017-18. SBEF also donated $1,139,486 to support SBISD faculty and student families who were displaced by Hurricane Harvey.

Our Good Neighbors generously provide the gifts of time, talent and treasure to our students and schools.

- 251 Good Neighbor Members Class of 2018
- 11,078 Approved Volunteers
- 200,000+ Volunteer hours
- $926,551 In Spring Branch Education Foundation scholarships, grants & donor-designated gifts
- 27 Schools in PTA sister school solution partnerships
- $5 M Est. value of volunteer investment
- 20,000 Backpacks distributed
- 6,000 Uniforms provided
- 15,000+ Weekend meals served to students

Source: Data from the 2017-18 Academic School Year.
Financial Stewards

SBISD is a responsible steward of community tax dollars.

The Finance Department consistently earns state and national awards for its sound practices.

Financial Integrity Rating System of Texas (FIRST) Superior Achievement (15 Years)

Distinguished Budget Presentation Award
Government Finance Officers Association (7 Years)

Certificate for Excellence in Financial Reporting (CAFR) Government Finance Officers Association (Multiple Years)

Award of Merit for Purchasing and Operations
Texas Association of School Business Officials (4 Years)

Standards of Excellence Award
Texas Association for School Nutrition (for Child Nutrition Services)

Comparision of Tax Burden:

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<tbody>
<tr>
<td>Katy</td>
<td>$7,204</td>
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<tr>
<td>Alief</td>
<td>$6,318</td>
</tr>
<tr>
<td>Cy-Fair</td>
<td>$5,400</td>
</tr>
<tr>
<td>SBISD</td>
<td>$5,229</td>
</tr>
<tr>
<td>HISD</td>
<td>$4,525</td>
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</tbody>
</table>

For the owners of a $500,000 home that qualifies for exemptions (full), the estimated 2016 tax bill was $5,229.

Of that $5,229 in tax, about $1,098 (21 percent) went to the state in the form of recapture or Robin Hood payment.

Low tax rate. Full exemptions.

Not only is Spring Branch ISD’s total tax rate of $1.3945 one of the lowest in the area, but the district is one of only a few to offer every exemption allowed by law, including the full 20 percent Homestead Exemption.

The state public school finance system remains a challenge for SBISD.

Learn more about our Legislative Priorities for the 86th Texas Legislature at: https://bit.ly/2QUJYXU

The SBISD Finance Department continues to earn national awards and honors for its sound governmental budgeting practices and financial leadership.
Accolades & Honors

$15.2M Awarded in Student Grants and Scholarships for the Class of 2017

682 Advanced Placement® (AP) Scholars Awarded (2016-17)

203 Students Recognized by the Duke University Talent Identification Program (TIP)

17 National Merit Semifinalists

11 Schools Designated as America’s Healthiest Schools (2017-18)

8 Region 4 Teacher of the Year Winners (1989-2018) / 2018 Secondary Teacher of the Year Winner

5 Region 4 Teacher of the Year Finalists

2 Kinder Excellence in Teaching Award for SBISD Educators (Since 2016)

For more information about SBISD honors and awards, scan and visit: