

WE ARE UNITED

INDEPENDENT SCHOOL DISTRICT



ANNUAL REPORT



**U BELONG
EVOLVE
ACHIEVE**
#WeAreUnitedISD



TEA Rating

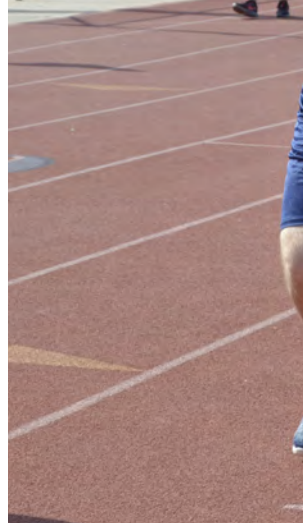




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SUPERINTENDENT'S MESSAGE

Greetings,

This year marks our 58th year in education. I want to take this opportunity to reflect on our accomplishments, honor the legacy of our district, examine our district as it stands today, and the plans we have for our future. Many great success stories begin here at United ISD and I couldn't be more proud to be a part of this great legacy. Our classrooms have paved the way for many students to pursue their dreams. These dreams include stories of boys and girls, just like those in your classrooms today, who have become doctors, police officers, teachers, construction workers, artists, bus drivers, engineers, musicians, food industry personnel, or members of our great military.

Beginning the 2018-2019 school year, the Texas Education Agency (TEA) announced a new accountability rating system by which all Texas schools and districts will be graded upon. Under this new rating system, TEA rates post-secondary readiness that takes into account factors such as graduation rates, ACT/SAT participation and performance, Career & Technical Education (CTE) graduates, and dual credit course completion rates. Based on this data, TEA grades schools and districts based on an A-F scale. I am thrilled to announce that United ISD received an A-Rating from TEA for the 2018-2019 school year.

To celebrate this momentous occasion, I want to reflect on what it has taken to achieve the tremendous success we have accomplished as a district. The key to our success has been the dedication and pursuit of excellence provided by our many great educators. Educators begin each year with one goal: to provide all students with a meaningful learning environment that facilitates successful learning.

Every success story begins somewhere. For us, it began when three rural cities came together to form our District as it stands today. Over

the years, our District has welcomed students in record numbers and, as a result, our infrastructure has multiplied. We continue to respond to the growth in our district with the opening of three brand new schools and several changes to existing infrastructure taking place.

Our Board Members continue to provide our TEA "A-Rated" School District with the support we need to compete with other districts across Texas. It is with this support that we have been able to evolve. With their assistance, we have added many programs and resources to provide all of our students with the many opportunities they need to excel. These programs and facilities include our Early College programs, Magnet Schools, Cherish Center, the construction of our Aquatic Center and a commitment to keeping our students in state-of-the-art educational facilities. It is with the Board's support that we have been able to bring our vision to provide students with the education needed to be competitive with students across the nation to fruition.

As we continue to pave the way for our future, I encourage you to take some time to reflect on the impact that the hard work and dedication put forth by our staff has made over the past 58 years in United ISD. Every graduate of United ISD is a testament to the hard work, sacrifice, and pursuit of educational excellence that every teacher, assistant, support services department, food production department, and the many other staff members' investment in our students.

At United ISD, we strive for excellence and are determined to succeed. We continue in our relentless pursuit to provide educational excellence and dedication to student academic success. I am confident that United ISD will continue to exceed expectations and thrive towards our vision of excellence for many years to come.



Warm regards,

A handwritten signature in dark ink, appearing to read "Roberto J. Santos".

Roberto J. Santos
Superintendent of Schools

SCHOOL BOARD OF TRUSTEES



Ramiro Veliz, III
President
District 4



Javier Montemayor, Jr.
Vice President
District 5



Ricardo "Rick" Rodriguez
Secretary
District 2



Ricardo Molina, Sr.
Parliamentarian
District 1



Aliza Flores Oliveros
Member
District 3



Judd Gilpin
Member
District 7



Juan Roberto Ramirez
Member
District 6

Elected by the constituents of our great District, it is our honor to represent the various districts throughout United ISD. As Board Members, it is our pleasure to provide the families we represent with the essential components needed to maintain learning environments that are effective, meaningful, and benefit all children. Our role as Board Members is to ensure that we allocate school funds to the appropriate departments, regulate and enact policy, and encourage community involvement in all of our campuses. We welcome you to join us in our shared vision with United ISD to cultivate learning communities that inspire all students to pursue excellence through life-long learning.

WE ARE *Your Voice*

2019-2020

DISTRICT GOALS

VISION:

WE ARE UNITED in providing meaningful learning experiences that will empower students to thrive in the 21st century to enhance their lives and our community.

MISSION STATEMENT:

WE ARE UNITED in providing a safe and nurturing environment that utilizes innovative and diverse teaching strategies through the use of a rigorous curriculum, technology integration, and strong parental engagement to inspire all students to become responsible and productive world citizens.

GOAL 1 Student Achievement:

Provide consistent quality instruction for all students, resulting in improved student achievement and progress.

GOAL 2 A Safe and Nurturing Environment:

Provide a safe, nurturing, positive, and secure learning environment for all stakeholders and also take proactive measures to ensure appropriate training for emergency situations.

GOAL 3 Family and Community Engagement:

Increase community partnerships and parent engagement to strengthen learning opportunities for students.

GOAL 4 Human Capital:

Ensure employee recruitment, development, support and the retention of effective teachers, principals and other instructional and support staff.

GOAL 5 Operational Effectiveness and Efficiency:

Ensure that the District is fiscally accountable and efficient.

It is the policy of United ISD not to discriminate on the basis of race, color, national origin, sex, or disability in its programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; and Section 504 of the Rehabilitation Act of 1973, as amended.

WE ARE UNITED

INDEPENDENT SCHOOL DISTRICT



**U BELONG
EVOLVE
ACHIEVE**

UNITED ISD AT A GLANCE

2018-2019

DISTRICT FACTS

TOTAL NUMBER OF SCHOOLS	53
Elementary Schools	29
Middle Schools	10
9th Grades	3
High Schools	4
Magnet Schools	3
Early Colleges	2
Cherish Center	1
STEP Academy (Alternative Campus)	1
ACCREDITATION	
District	Texas Education Agency
TEA District Rating	A

CHILD NUTRITION	11,734,917
Breakfasts Served	4,301,000
Lunches Served	6,002,700
Fresh Fruit and Vegetable Program	712,800
After School Snack Program	483,471
Summer Food Program (Breakfast and Lunch)	235,000

TRANSPORTATION	
Number of Buses operating daily	344
Number of Bus Routes	230
Number of Students Transported Daily	11,842
Miles traveled per year	2,328,111
Field Trips per Year	7,287
District Wide Vehicles	899

EMPLOYEE FACTS

TOTAL NUMBER OF EMPLOYEES	6,398
Teachers	2,585
Librarians	47
Instructional Aides	749
Principals	44
Assistant Principals	109
Counselors	105
School Nurses	52
Educational Diagnosticians	32
Psychologists/Social Workers/ Licensed Specialists in School Psychology	7
Therapists	31
Other Professional Personnel	296
Superintendent & Cabinet	8
Other Paraprofessional/Auxiliary Staff	2,333
Beginning Teacher Salary	\$48,680
Avg. Teacher's Salary	\$56,459
Avg. Experience of Teachers	13.2
Avg. Experience of Teachers with District	11.4

ENROLLMENT

Pre-K/Kindergarten	1,667
Elementary (1-5)	20,013
Middle School (6-8)	9,767
9th Grade	3,620
High School (10-12)	13,557
Engineering and Technology Magnet	495
Magnet for Health and Sciences	431
The Academy of Global Business and Advanced Technology	396
Cherish Center	81
Early College	546

ACADEMIC FACTS	
Total Graduates	3,200
Avg. SAT Score	958
Avg. ACT Score	17.6

ETHNIC DISTRIBUTION	
Hispanic	98.8%
White	.6%
Asian	.3%
African-American	.1%

DEMOGRAPHICS	
Economically Disadvantaged	75.4%
Bilingual/ESL	40.8%
Career & Technical Education	35.5%
Gifted & Talented Education	12.9%
Special Education	8.5%

WE ARE
Life Long Learners

DISTRICT ACHIEVEMENTS

NATIONAL ACCOLADES:

UISD one of 68 Best Districts

Music Education

2019 Blue Ribbon Nominee

Zaffirini Elementary School

2019 SMART Exemplary Recognition

Freedom Elementary School

2018 School to Watch Program

Trautmann Middle School

2017 CAFR Certificate of Excellence in Financial Reporting

District Award

STATE/REGION ACCOLADES:

Honor Roll Schools

Fasken Elementary School

Borchers Elementary School

Zaffirini Elementary School

De Llano Elementary School

Nye Elementary School

Trautmann Elementary School

Trautmann Middle School

United Middle School

John B. Alexander High School

United High School

2018 TEA Postsecondary Readiness Distinction

Trautmann Middle School

HEB Excellence in Education Finalist

United ISD

2019 TCEA School Board of the Year

United ISD

"A Rated" School District Second Consecutive Year by the TEA. 2017-2018 & 2018-2019



TEA RATINGS AND DISTINCTION DESIGNATIONS



	TEA Rating	Dist.
United High School	B	4
G. Washington Middle	A	7
Trautmann Middle	A	5
Trautmann Elementary	A	6
Finley Elementary	B	2
M. De Llano Elementary	A	6
Kazen Elementary	A	5
C. Borchers Elementary	A	2
Muller Elementary	B	5
Malakoff Elementary	A	5
Fasken Elementary	A	4
San Isidro Elementary	A	4




	TEA Rating	Dist.
United South High School	B	7
United South Middle	B	7
A. Gonzalez Middle	A	5
R. Perales Middle	B	4
Salinas Elementary	B	4
Ruiz Elementary	A	5
Zaffirini Elementary	B	5
Cuellar Elementary	A	6
B. Garcia Elementary	B	4
Killam Elementary	B	3
Freedom Elementary	A	5



	TEA Rating	Dist.
Alexander High School	A	6
United Middle	A	7
Clark Middle	B	6
Nye Elementary	A	5
Clark Elementary	A	6
Newman Elementary	B	4
Gutierrez Elementary	A	5
Col. Santos Elementary	A	4



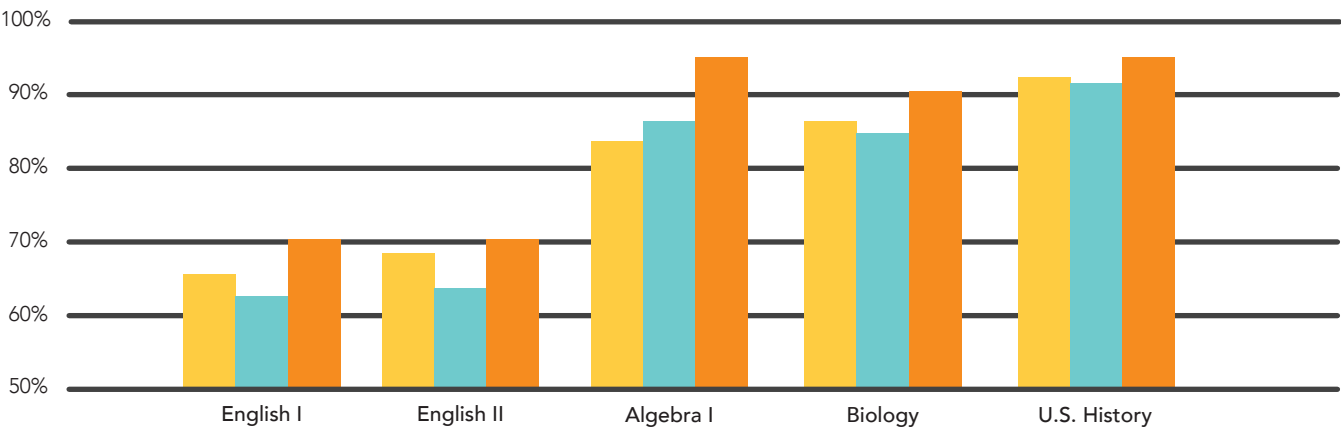
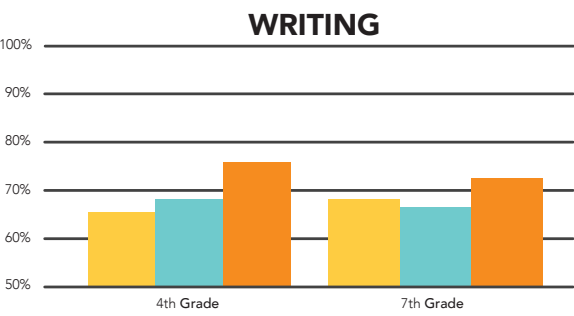
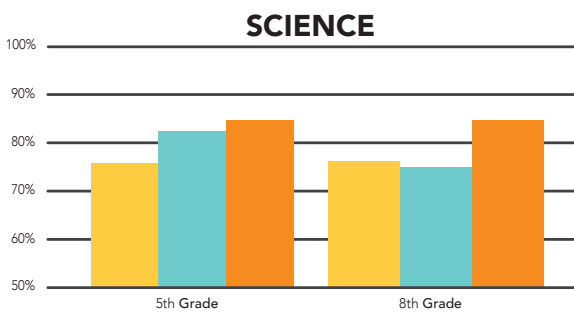
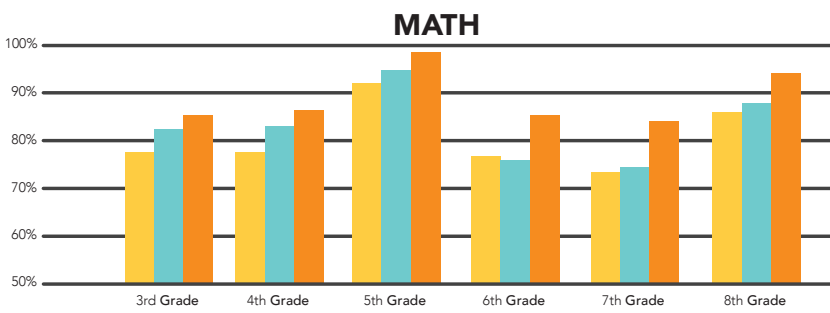
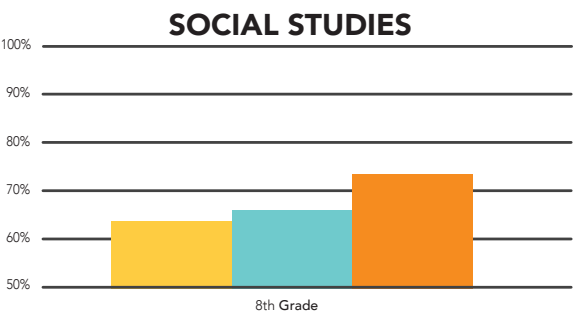
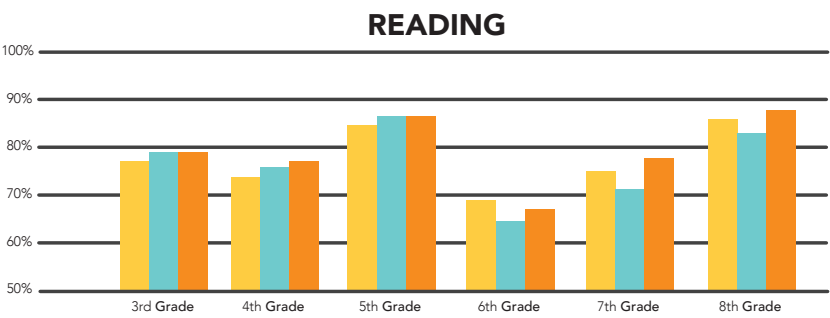
	TEA Rating	Dist.
Johnson High School	B	1
S. Garcia Middle	B	5
Los Obispos Middle	B	7
L.B. Vergara Middle	B	5
Perez Elementary	B	0
Juarez Elementary	B	2
Prada Elementary	B	0
K. Zapata Elementary	A	6
Roosevelt Elementary	B	0
Ardnt Elementary	B	1
Centeno Elementary	B	2
Veterans Elementary	B	2



At United ISD we foster the mindset that educating a child is a process, which encompasses a continuum of learning built on a firm foundation and knowledge of academics. Our success relies on pivotal advancements in our curriculum and instruction throughout our district. Our goal at United ISD is to facilitate our teachers with the resources needed to help every child across the district succeed. We are confident that our student success solidifies that we are positioned and prepared to equip our children with the tools needed to be lifelong learners. As you read through the various areas of Curriculum and Instruction, you will find that our district personnel equips our teachers with the technology, resources and innovative materials needed to prepare our students with the concepts and skills to thrive far beyond their academic years at United ISD.

ACADEMICS & STUDENT LIFE

UISD STAAR ACADEMIC PERFORMANCE



END OF COURSE

Source: 2017-18 Texas Academic Performance Report (TAPR)

WE ARE *Nurturing*

At United ISD, we understand that the education of a child is a continuum of learning experiences that build upon concepts and skills throughout a child's academic career. This philosophy is evident in elementary classrooms across our district, where teachers create a foundation for learning. Our teachers create learning opportunities in which all learners are provided the resources and tools to excel throughout the various stages of growth and development. It is through these various learning opportunities, that our teachers seamlessly embed into their lessons state standards utilizing methodologies and practices researched and proven effective in classrooms across the country. At United ISD, we want every child's journey to be successful and for this reason we provide a multitude of resources, interventions, activities, and effective teaching practices to help students learn and grow through the many stages of their learning.



Our Elementary Education Department builds the foundation for a learning continuum from Pre-Kindergarten through 12th grade. It is based on a comprehensive curriculum, knowledge of child development, research, and best practices. Furthermore, it provides an enriched, multi-faceted, and supportive learning environment to nurture the intellectual, physiological, social, and emotional development of all learners throughout the various stages of development.

PROGRAMS:

Pre-Kindergarten: Half-day (15), Full-day(4) Headstart Program Full-Day(8).

Kindergarten 1st-5th grades

Super Outrageous Science Days (Halloween and Valentine's Day).

Reading Madness: 1st-5th graders compete to accumulate the most points for books read and most points for vocabulary attained through AR tests.

Campus and District Competitions: Tournament of Academic Champions-

Math Bees: All grades participate at the campus level. District-wide competitors/winners in grades 2nd, 3rd, 4th and 5th grades.

Vocabulary Bees: All grades participate at the campus level. District-wide competitors/winners in

grades 2nd, 3rd, 4th and 5th grades.

STREAM Fair: All grades participate at the campus level. District-wide competitors/winning teams of 4-5 students in grades 2nd, 3rd, 4th and 5th grades.

Writing Challenge: 3rd and 4th graders compete at the campus level to represent the campus at the district level.

Enrichment-GT Showcase: Selected students from each campus present their projects at the district level.

Spelling Bee: 3rd-5th graders compete at the campus level to represent their school at the district level competition. The winner at the district level represents the district at the City Spelling Bee.



Journal Writing across the

Curriculum: Daily journal entries in the following content areas: ELAR, math, science, and social studies.

Science Fair: All grades participate at the campus level. District-wide competitors/winners in K-2nd category and 3rd-5th category. Campus winners compete and present their science fair projects at the district level.

Reading Fair: All grades participate at the campus level. District-wide competitors/winners in 2nd-5th. Campus winners will compete by grade level following the criteria specific to the grade level.

Meet the Author: Fourth graders participate at the campus level. Campus winners compete at the district level. The best fourth grade writers are showcased as they author a book based on the novel the student had chosen for his or her Reading Fair project in the Fall semester.

STEAMbowl: Competition where powerful minds UNITE! The district title match competition takes place in the summer of each year.



Students can practice and prepare for the summer tournament as they compete during STEAMbowl Knowledge for College competitions in the Fall and the Spring.

WE ARE *Trendsetters*



MIDDLE SCHOOL EDUCATION



United ISD's middle schools welcome learning community members such as principals, assistant principals, teachers, administrative support staff, parents, and educational partners to encourage students to achieve and reach their full potential. Our goal is to provide rigorous, differentiated, and TEKS-aligned instruction, which fosters critical thinking skills, communication skills, empirical and quantitative skills, teamwork, personal responsibility, and social responsibility. We continue to strive towards academic excellence for students, and maintain the highest level of instruction for its students in preparation for graduation, post-secondary education, jobs, and careers for the 21st-century technology-driven world.

Programs:

Math Counts - A national program that provides middle school students the opportunity to compete in live, in-person contests against and alongside their peers.

STEM Academy at United Middle School for select 6th and 7th-grade students.

ACT/College Readiness Classes at all United ISD middle schools

Robotics Programs available at several of our middle school campuses

GEAR UP- Support by Region One in six out of ten middle schools at United ISD

Intel ISEF Science Fair Competition – For all middle school campuses

Community Service Projects -All middle schools participate in various projects that benefit our community

UIL Academics, fine arts, and athletic programs/competitions at all middle school campuses.





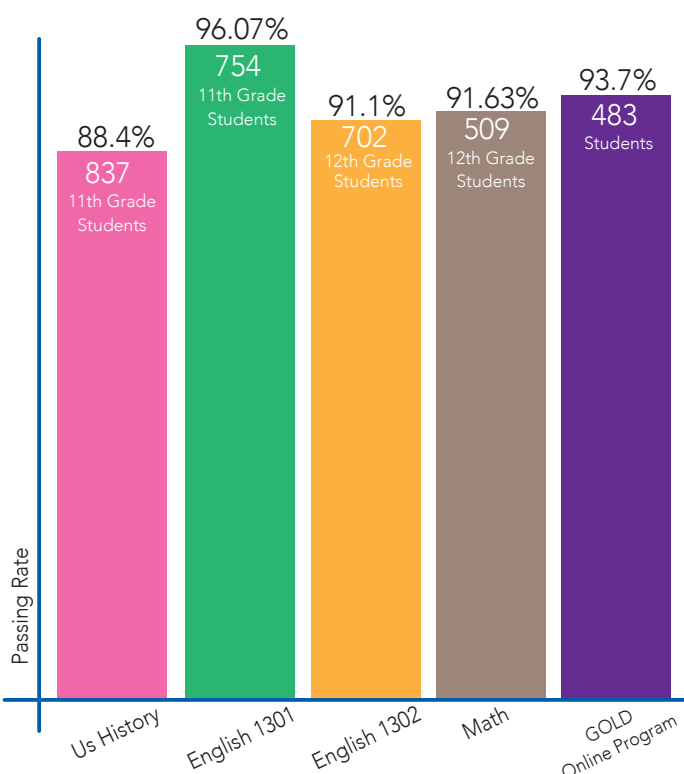
HIGH SCHOOL EDUCATION

We prepare our students for their academic career beyond high school by incorporating a College and Career Readiness Program that nurtures the understanding and development of innovative learning standards.

United ISD utilizes an online career awareness and planning software, which allows students to take self-assessments that assists them in selecting the appropriate endorsement and graduation plan for high school. The academic portion of this course is designed by our Advanced Academics Department to prepare students for the College Board entrance exams.

United ISD students' scores on college entrance exams were comparable to state and national averages in 2018 as more students to the "college readiness" score levels. The performance of United ISD students on these exams gives them a competitive edge for college admission and success. In addition to exceptional college entrance exam scores, a significant number of United ISD students are challenging themselves by taking Advanced Placement courses, participating in earning college credit through Laredo College dual enrollment. These statistics indicate a strong dedication of United ISD teachers and counselors to get more students enrolled in honors and advanced courses.

Dual Enrollment at Laredo College



SAT class of 2018
Average Participation 62.1%



ACT class of 2018
Average Participation 13%



Advanced Placement/ IB Results
2996 exams administered with a 44% of the exams earning a 3 or higher. (1786 students assessed with AP Exams)



Graduation Rates-All Students



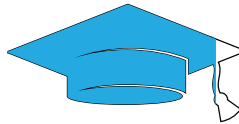
95% District



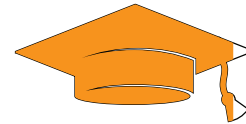
98.3%
J.B. Alexander
High School



91%
Lyndon B. Johnson
High School



94%
United South
High School



96.4%
United High School



Lyndon B. Johnson High School Early College - Class of 2019





WE ARE *Prepared for the Future*

CAREER AND TECHNICAL EDUCATION

United ISD's Career and Technical Education Department strives to prepare students with the academic knowledge and technical skills needed to be successful in today's competitive global economy. Through both quality career programs of study and partnerships with businesses, industry, and institutes of higher education, students are prepared to seamlessly transition into post-secondary education or the workforce.

In an effort to provide students with academic and technical skills, knowledge, and training necessary to succeed in future careers and a wider range of opportunities, the United ISD and the CTE (Career and Technical Education) Department work together to offer cutting-edge, rigorous, and relevant career and technical education to prepare our students for a wide range of high-wage, high-skill, high-demand careers.

Each of these programs are offered in a different manner in the United ISD High Schools. Aside from these, each student is required to graduate with an endorsement. These endorsements include the CTE clusters, as well as other options:

Arts & Humanities

- Fine Arts
- Languages other than English
- Social Studies

Business Industry

- Agriculture, Food, and Natural Resources
- Architecture and Construction
- Arts, Audio/Video Technology

Communications

- Business Management and Administration
- Finance
- Information Technology
- Transportation, Distribution, and Logistics
- Hospitality & Tourism

Multidisciplinary

- Foundation Subject Area
- AP (Advanced Placement Courses or Dual Credit)

Public Service

- Education & Training
- Health Science
- Junior Reserve Officers Training Corps
- Law, Public Safety, Corrections & Security

STEM

- Science, Technology, Engineering & Math



The CTE program is divided into
16 clusters from which
the district implements 12:



SPECIAL EDUCATION

The mission of Special Education Programs at United ISD is to provide a free and appropriate public education in the least restrictive environment to students qualifying for special education services. The department works collaboratively with parents, teachers, and community agencies to offer adequate support to students with disabilities. We strive to ensure the rights and protection of children with disabilities while empowering them with the tools necessary to become productive members of society as appropriate to the individual. United ISD's Special Education Program provides services to students that meet the eligibility criteria for at least one of the thirteen disabilities defined in the "Individuals with Disabilities Education Act" (IDEA). Furthermore, students must also exhibit an academic need for the following services:

- Auditory Impairment
- Autism
- Deaf-Blind
- Emotional Disturbance
- Intellectual Disability
- Multiple Disabilities
- Non-categorical Early Childhood
- Orthopedic Impairment
- Other Health Impaired
- Specific Learning Disability
- Speech or Language Impairment
- Traumatic Brain Injury (TBI)
- Visual Impairment

Under federal and state laws and District policy, the Special Education Program also provides several settings where students' needs are met when students require removal from the general education setting. The following are some of the options for placement:

- Resource Classroom
- Speech Therapy
- Occupational Therapy
- Services from Itinerant Teachers for the Visually Impaired
- Homebound Services
- Residential Placement
- Physical Therapy
- Psychological Services
- Adaptive Physical Education

In-class support within the general education setting, or Co-teaching model within the public education setting, when appropriate Specialized Units also ensure that students receive ample assistance.

- Pre-school Program for Children with Disabilities (PPCD)
- Early Childhood Structured Language Classroom (EC-SLC)
- Early Childhood Motivational Learning Center (EC-MLC)
- Structured Language Classrooms (SLC)
- Motivational Learning Center (MLC)
- Functional Living Skills (FLS)

WE ARE *Unique*



BILINGUAL DEPARTMENT

The Bilingual Department strives to enhance the development of bilingual students in an ever-evolving, globally technological society, therefore, producing capable leaders for a better tomorrow. Additionally, the Bilingual Department collaborates with district and campus administrators, teachers, students, and parents to ensure continuous growth of all English Learners in all of the four language domains: listening, speaking, writing, and reading. This collaboration provides an effective multicultural environment and most importantly, sets a standard of excellence achievable by all stakeholders.

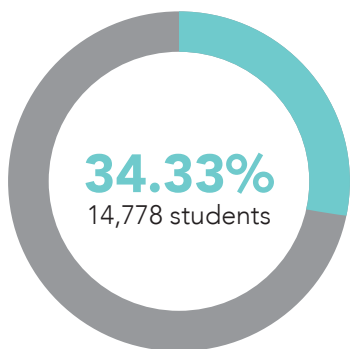
Programs:

Bilingual Education
ESL (English as a Second Language)
Foreign language
DUAL Language Program

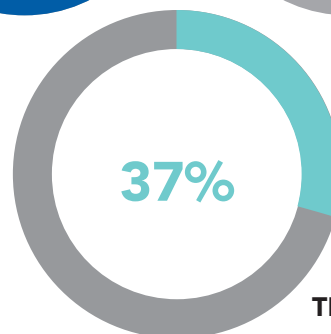
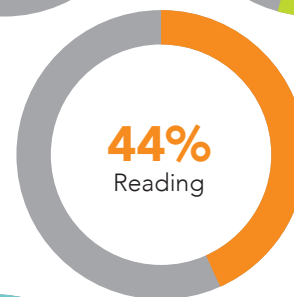
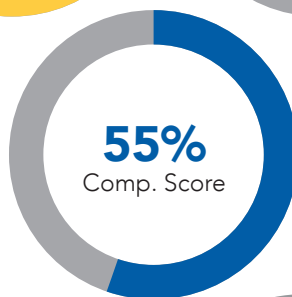
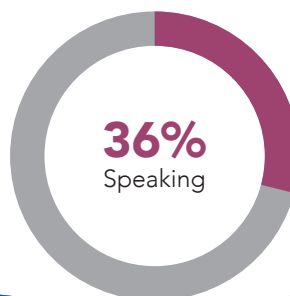
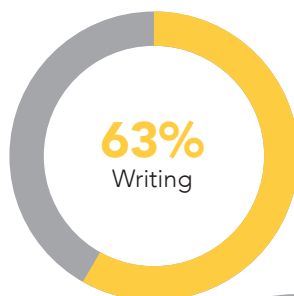
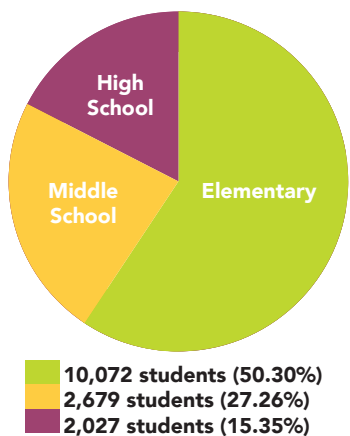


WE ARE Global

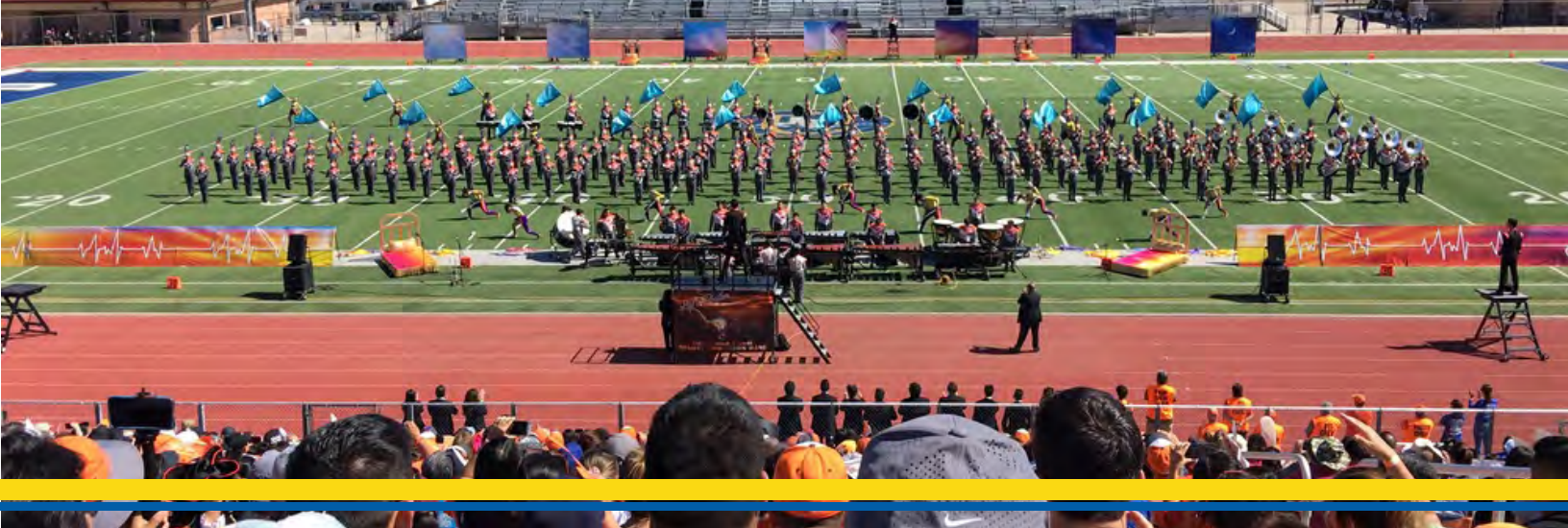
Percentage of Students Scoring Advanced/AH on TELPAS 2019



District Wide English Learners



TELPAS Student Progress



WE ARE *Creative and Artistic*

The mission of the United ISD Fine Arts Department is to inspire and educate students with an array of knowledge and skills through diverse visual and performing arts programs. Through the use of technology, community involvement and academic and artistic exploration, student success will be achieved by enhancing and nurturing the whole child. By using a comprehensive, rigorous and relevant fine arts curriculum, students will be empowered to establish a lifetime of learning, growth and expression through the arts.

The United ISD Fine Arts Department supports all fine arts personnel and provides opportunities for students

to participate and perform in district-wide art shows, one-act play performances, cheer & dance events, and a wide variety of music events and competitions throughout the academic year.

District-Wide Programs:

Elementary Music K-5: Each elementary school offers general music taught by certified music teachers

Art 6th-12th Grade: All secondary schools offer art instruction taught by certified art teachers

Band 6th-12th Grade: All secondary schools offer band instruction taught by certified band directors.

Orchestra: United ISD has an orchestra program at United Middle and J.B. Alexander High School.

Choir 9th-12th: United ISD has choir programs at United High, J.B. Alexander High, United 9th Grade, and Alexander 9th Grade campus.

Theatre Arts 6th-12th: One-act play productions are offered at all secondary campuses.

Cheer & Dance Elementary: Most United ISD campuses have cheer or dance or both.

Cheer & Dance Secondary: All secondary schools have either cheer or dance programs or both.



WE ARE *Achievers* UIL ACADEMICS

Elementary & Middle School

Art-Grades 4-8
Calculator Applications-Grades 2-8
Chess Puzzle-Grades 2-8
Creative Writing-Grade 2
Dictionary Skills-Grades 5-8
Editorial Writing-Grades 6-8
Impromptu Speaking-Grades 6-8
Listening-Grades 5-8
Maps, Graphs & Charts-Grades 5-8
Mathematics-Grades 6-8
Modern Oratory-Grades 6-8
Music Memory-Grades 3-6
Number Sense-Grades 4-8
One-Act-Play-Grades 6-8
Oral Reading-Grades 4-9
Ready Writing-Grades 3-8
Science-Grades 7-8
Social Studies-Grades 5-8
Spelling Grades 3-8
Storytelling-Grades 2-3

High School

Accounting
Calculator Applications
Computer Applications
Computer Science
Congress
Creative Writing
Current Issues & Events
Cross Examination & Debate
Editorial Writing
Feature Writing
Historical Essay
Informative Speaking
Journalism
Latino History
Lincoln-Douglas Debate
Literary Criticism
Mathematics
News Writing
Number Sense
One-Act-Play
Persuasive Speaking
Poetry Interpretation
Prose Interpretation
Ready Writing
Science
Social Studies
Spelling/Vocabulary
Theatrical Design
Young Filmmakers Festival

ROTC PROGRAMS AVAILABLE IN EACH HIGH SCHOOL



Annual Competitions



WE ARE *Competitive*

Honor, valor, and respect embody the United ISD athlete. Campuses throughout the District provide ample opportunities for student athletes who meet eligibility requirements to participate in Interscholastic Competitions at the state level. The Athletic Program at United ISD is dedicated to pursuing victory with honor and class, fostering a growth mindset, and building strong character. The mission of our athletic program is to enhance student performance while maintaining high academic standards.

Grades 7-12

Baseball
Basketball
Cross Country
Football
Golf
Soccer
Swimming
Tennis
Track & Field
Volleyball
Softball
Power Lifting



ATHLETIC DEPARTMENT

United ISD Athletics feature a program known across the state as being one of the best for producing well-rounded athletes who reach success beyond their years in our district. This is evident in the many accomplishments students have achieved while, and well beyond, their years at United ISD.

The United ISD Athletic Department is committed to excellence in academics and athletics. We are dedicated to pursuing victory while still adhering to the rules of competition and sportsmanship and to produce champions in sports and life.



Welcome
to
Kindergarten!



**STUDENT
SERVICES**

WE ARE *Student Focused*

FEDERAL & STATE PROGRAMS



The Office of Federal and State Programs is committed to ensuring that all children have a fair, equal, and significant opportunity to obtain a high-quality education. They provide support to low income and at-risk United ISD students and ensure compliance by guiding campuses and departments on the use of Federal and State funds. These programs are designed to supplement the regular education programs for students identified as being at-risk of dropping out of school as well as to provide challenging and meaningful, intensive or accelerated instruction to close the achievement gaps. In addition, they oversee the District's Family and Community Engagement Program to provide families with opportunities to strengthen learning opportunities for their children. The Federal & State Program Department provides student services through McKinney-Vento Homeless Education, Foster Care, Migrant Education Program, Prevention/Intervention Programs for Children and Youth Who Are Neglected, Delinquent or At-Risk, Private Non Profit School Support, and the After School Childcare Program.

TRANSPORTATION DEPARTMENT

United ISD's Transportation Department is dedicated to providing safe and efficient transportation to and from school. It is a general duty that transportation employees assure a smooth, effective and most efficient operation of all bus routes in order to provide the best transportation services to United ISD Students



Employee Facts

181	Regular Route Bus Drivers
55	Special Needs Bus Drivers
80	Regular Route Bus Assistants
52	Special Needs Monitors
18	Mechanics

STUDENT RELATIONS/DISCIPLINE MANAGEMENT

The Department of Student Relations/Discipline Management is responsible for student placements/expulsions to a Disciplinary Alternative Education Program. The primary functions are to assist campus administrators in maintaining a safe environment by providing training to administrators on the Student Code of Conduct, UISD discipline procedures, updating the Student Code of Conduct annually to comply with new legislation, processing all disciplinary alternative education program placement/expulsion packets, and reviewing all campus inputting of disciplinary referrals for accuracy. Additionally,

the Student Relations/Discipline Management Department is tasked with notifying appropriate school administration of student arrests outside of school district property, conducting disciplinary review and expulsion hearings as well as working cooperatively with STEP Academy, Webb County Juvenile Justice Alternative Education Program, UISD Police Department, Webb County Juvenile Department, Webb County Attorney's Office, District Attorney's Office, and other law enforcement agencies. The Discipline Management Department staff works collaboratively with students, parents, staff and the

community. The department consists of five Gang Intervention Facilitators and six Positive Behavior Facilitators to assist with student interventions and provide Gang and Bullying Awareness presentations to students and parents. In addition, the Facilitators provide motivational presentations to students at the campus level. The department's Student Relations Coordinator works primarily with the United Families Intervene & Redirect Students Together (U FIRST) as well as hosting Uniting Families parenting sessions each Wednesday at 6:30 pm at Antonio Gonzalez Middle School.



TECHNOLOGY SERVICES



61,000 computing devices consisting of computers, Chrome Books, and iPads.

The Information Technology Department completed a total of 36,182 help desk tickets for all district users which includes district staff, teachers, and students.

The Information Technology Department supports 3,548 wireless access points that provide wireless connectivity to approximately over 40,000 wireless devices on a daily basis.

UISD has built a Disaster Recovery Data Center that will act as a highly fault tolerant second data processing center in order to provide continuous functionality of Information Technology resources in the event of a catastrophe.

The United ISD Information Technology Department provides teachers, students, and staff with beneficial access to information and services. A team of network specialists, microcomputer technicians, and program analysts implement applications while researching emerging technology. In an effort to support the district's 53,251 computers, Chrome Books, iPads, the department has implemented a server consolidation project by using virtualization technology. The Technology Department is committed to utilizing technology to prepare its students for success upon graduation from high school by determining the needs of the community, business, and industry.





**SAFETY AND
SECURITY**



HEALTH SERVICES

The mission of the Health Services Department is to strengthen the educational process by decreasing the health related issues and absences of both students and staff through advocacy, disease prevention, health promotion, and by removing health barriers to learning so that children may excel. In addition, the Health Services Department strives to improve the physical and mental well-being of each student by providing comprehensive health services, supplemental health education, and promoting a healthy school environment.



2945

Teachers and staff vaccinated against flu, Tdap, Pnuemonia, Shingles, and HPV.

4587

Students against the flu

1078

6th grade Middle schoolers vaccinated against Tdap, MCV4, and HPV.



1000+

staff members trained on CPR/FA/AED



2145

Free ECGs for students



POLICE DEPARTMENT

All police officers of this department are licensed peace officers of the State of Texas. They have full arrest powers and all rights, privileges and immunities similar to municipal police officers



**89 Sworn Peace Officer
140 Security Officer**



3 K-9 Handlers



**6 Radio
Telecommunicators**

SECURITY ENHANCEMENTS



A total of 2,167 digital video surveillance cameras have been installed at all High Schools and Elementary Schools. This was a 2013 bond safety initiative that will help administrators and the police department in increasing the safety of students and district staff.



Electronic access controls systems have been installed in 348 doors at all High Schools and Elementary Schools. The access control system allows school principals to monitor and control who comes into the schools. The system also keeps a log and a picture of who entered the campus.



The Information Technology Department has implemented Cisco Email Security appliances with configured rule sets and notifications to prevent and handle malicious emails. Cisco Umbrella handles internet requests based on security and content categories. The Cisco Advanced Malware Protection deployed on workstations serves as a next generation anti-malware.



LEADERSHIP

A large photograph on the left side of the page shows a male teacher with glasses and an orange shirt leaning over a table, assisting a young girl with dark hair in a ponytail. She is wearing an orange shirt and a white apron with a colorful pattern. They are working on a craft project, with paint palettes and brushes visible on the table. In the background, other students are also working on similar projects, and the classroom is decorated with colorful streamers.

WE ARE *Equipped to Teach*

United ISD is a TEA A-Rated District that employs high quality teachers, administrators, and support staff. At United ISD we understand it is essential to provide students with a great educational system and do so by employing the best teachers who personify a standard of excellence only United ISD can embody. We are committed to our personnel and offer competitive salaries, great benefits, and reward our premier workforce. Over the years, our distinguished personnel has created a large portfolio of career advancements and accolades which have notably made United ISD an A District to contend with. With over 6,000 employees, United ISD is the largest school district in Webb County and second in it's region. Our success as a District is a mere reflection of the phenomenal personnel we employ. United ISD is an Equal Opportunity Employer.



WE ARE *Team Oriented*



COMMUNICATIONS

The USD Communications Department staff works closely with all District campuses and departments to promote and report the achievements of students, teachers, and employees. The department also oversees community & media engagement, crisis communications, student and staff recognitions and district-wide events and fundraisers. Press conferences are also hosted throughout the year to announce District related initiatives. Social media outlets such as Facebook, Instagram, and Twitter are utilized by the department to answer user questions and monitor constituent feedback.

The USD Communications Department works with law enforcement entities and various programs that recognize our students and/or benefit our community. The department is responsible for:

•Publications.

•Student and Community Fundraising.

USD Partners for Scholars Program
It is a fundraising program to assist

graduating seniors with starter college funds. The events that fund these scholarships are:

- USD's Let's Move for Scholars.
- Annual golf tournament.
- United Way of Laredo, American Cancer Society, and March of Dimes.

•School Attendance Initiatives.

•Additional District Events and Programs such as:

- School dedications and groundbreakings.
- Department recognitions.
- Department employee and Teacher Of The Year awards.
- Employee Years of Service awards celebration.
- Employee Retirement Banquet
- League of Legends. (alumni recognition)
- Annual Parent Festival.
- Annual Health Fair (for USD students).
- Texas Special Olympics Spring Games.
- Aplauso (teacher recognition program).
- USD Board of Trustees student recognitions.

–Annual High School Graduation ceremonies.

–New Teacher Orientation.

–Media Appreciation Awards.

–Head of the Class, Youth of the Month, and Youth of the Year-

Sponsored by the U.S. Border Patrol (Laredo Sector), and local businesses.

–8th Grader of the Month- Sponsored by the City of Laredo Police Department and local businesses.

–Community Role Model Awards- student recognition sponsored by the Webb County Sheriff's Department and local businesses.

–Junior Achievement of Laredo- helps young students understand the impact of economics in their lives.

–Communities in Schools- helps students stay in school and achieve a successful future.

–Gear Up Program- seeks to encourage students to pursue their education past high school.

INSTRUCTIONAL TELEVISION

The Instructional Television Department covers events and activities that take place in the district on a daily basis. The department produces a diverse variety of informational, educational, and promotional English and Spanish videos which include: training videos, recruitment videos, PBIS videos, music videos, and Public Service Announcements (PSAs), for both television and radio. In addition, the department also records all board meetings, graduations, concerts, and special events.

Instructional Television also produces a half hour UISD Student Newscast which is anchored by various students on a rotating basis. This program highlights the district, and includes news stories featuring school, student, and employee accomplishments.



OFFICE OF ADMISSIONS, ATTENDANCE, AND FAMILY SERVICES

The Office of Admissions, Attendance, and Dropout Recovery facilitate the enrollment and registration process for students. Once enrolled, student attendance is carefully monitored to ensure students meet Texas Compulsory Attendance Law. In addition, the office also monitors all students who are at risk of dropping out of school or have dropped out of school. Our office provides and assists with uniform voucher applications, parent volunteer applications, coordinates Adult Literacy classes and assists with several types of school records requests and family services.

Parent Volunteers

The district values parents and their involvement in their children's academic and extracurricular programs. In order to become a volunteer at United ISD, parents are required to complete an application and pass a no-cost background check, which is administered by the District. New applicants must provide proof of a recent T.B. test.

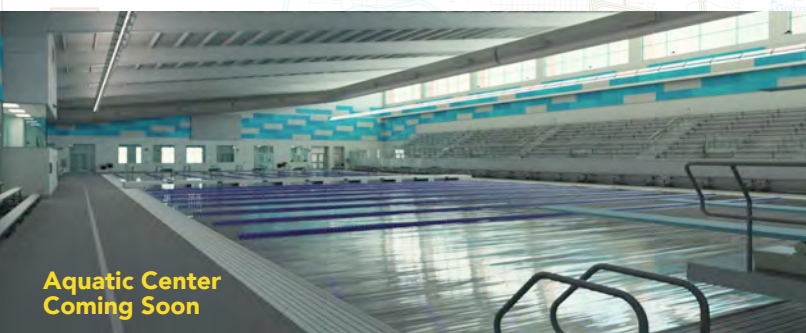


2,567
Parent Volunteer
Applications



PLANNING DEPARTMENT

The mission of the Planning Department is to gather all pertinent information enabling the department to project student enrollment and its impact at each campus to ensure that personnel needs and staffing guidelines are met. In addition, the Planning Department reviews enrollment and recommends modifications to school boundaries to maximize the use of facilities and calibrate student enrollment amongst campuses to the most pragmatic extent possible.



Aquatic Center
Coming Soon

FISCAL ACCOUNTABILITY



WE ARE *Proud*

Support Services Department

The Support Services Department is comprised of five departments: Shipping & Receiving, Textbooks, Print Shop, Fixed Assets and Custodial Services, that enable our students to succeed, year after year.

The Shipping & Receiving Department oversees the receiving of all District merchandise, which is then accounted for, processed and delivered to the various departments/schools throughout the District. **The department facilitates** the expediting of all merchandise so that the orders can quickly and efficiently be distributed to their intended locales.

The Textbook Department oversees the purchasing, distribution, and inventory of over 400,000 textbooks and instructional licenses per year.

Fixed Assets

The function of the Fixed Assets Department is to provide guidance and direction to District personnel in the proper handling and accountability of District property and fixed assets.

Custodial Services

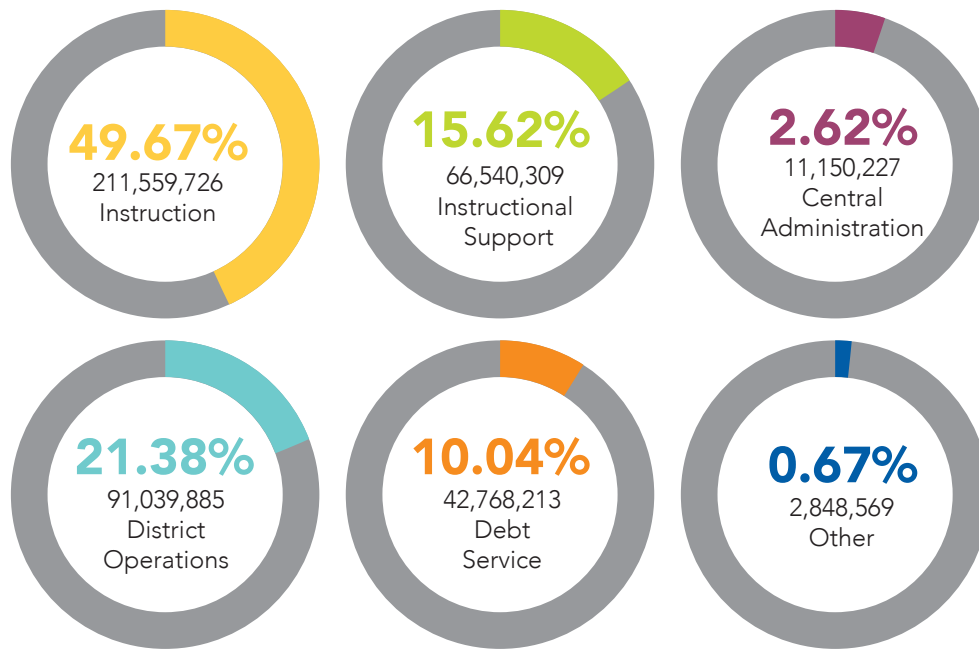
The mission of the Custodial Services Department is to provide safe, clean, and comfortable facilities.

WE ARE *Invested*

On August 22, 2018, the United ISD Board of Trustees approved the 2018-2019 operating budget worth \$363 million and a total budget of over \$425 million for the 2018-2019 fiscal year. The final budget was based on key input provided by the United ISD Board of Trustees, Superintendent Roberto J. Santos, campus and administrative staff, parents, and informed citizens. As such, the District will have the financial leverage to maintain existing facilities and the necessary staff to adequately educate all students across the District.

The 2018-19 budget includes \$279,700 in Capital Assets, which comprises of \$199,700 to support the band uniform replacement program and another \$80,000 has been set aside for the athletic uniform replacement plan. The adopted budget will be supported by the same tax rate for the Maintenance and Operation (M&O) of \$1.04. The Interest & Sinking (I&S) tax rate was decreased by \$0.018590 from last year's tax rate of \$1.251723. The new I&S tax rate is \$0.211723. The total tax rate for the 2018-2019 fiscal year is \$1.251723.

2018-2019 UISD ADOPTED BUDGET \$425,906,929



PURCHASING DEPARTMENT

The Purchasing Department ensures that the acquisition of all supplies, materials, equipment, and services for the District is done in compliance with all local and legal requirements. For the 2018-2019 budget year, a total of \$195 million dollars of expenses were procured through this office

Of similar importance to the management of these multi-year contracts are some of the larger solicitations procured this year that include a Lease for computers, printers and mobile learning devices for our campuses at a total of over 4 million dollars, the furnishing of two new schools at \$6 million, the purchase of vehicles used district-wide for \$2.5 million, and new software for instructional and operations initiatives at our campuses/departments.

TAX OFFICE

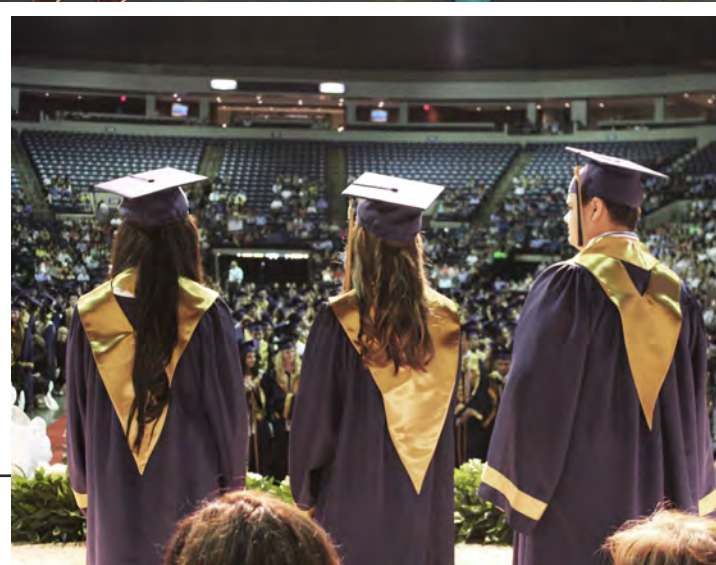
The United ISD Tax Office is responsible for the collection of the ad valorem taxes for the district. The tax office services over 100,000 property tax accounts in our jurisdiction by following in the Texas Property Tax Code and was able to obtain a 99.17% collection rate.

RECORDS MANAGEMENT

The United ISD Records Management Department (RMD) stores and complies with district records in accordance with the Texas State Library and Archives Commission. The RMD department currently maintains over 10,000 boxes in our warehouse. The Mail Processing Center processes and handles all incoming and outgoing mail in conjunction with rules and regulations of the United States Postal Service.

RISK MANAGEMENT

The Risk Management Department is responsible for administering, planning and implementing insurance/benefits products for the employees of United ISD. They ensure that documentation is compliant with the Affordable Care Act, HEPA, ADA among other regulations.







WE ARE UNITED



INDEPENDENT SCHOOL DISTRICT
201 Lindenwood Dr. Laredo, TX 78045

**U BELONG
EVOLVE
ACHIEVE**