

**NORTHSIDE INDEPENDENT SCHOOL DISTRICT  
5900 EVERS ROAD, SAN ANTONIO, TEXAS 78238**

**Called Meeting of the Board of Trustees - BOARD RETREAT  
Thursday, July 31, 2025  
5:00 PM**

**Members present**

**Bobby Blount, Karen Freeman, David Salcido, Karla Duran,  
Laura Zapata, Sonia Jasso, Carol Harle**

**Staff Present**

**Dr. Craft, Dr. Jordan, Dr. Fey, Lori Gallegos**

**1. Meeting Opening**

Procedural: A. Call Meeting to Order

**2. Superintendent**

Discussion: A. Team Building Exercise  
Presenter: Orin Moore

Connections

How to build a better connection  
Being in tune with one another without each other verbally telling us.  
Best way to ask--call or direct conversation  
How well do we share the floor with one another- Something to be aware of  
Do we respect and trust one another  
Do our best to HEAR from all Board members

Social Sensitivity - Are we missing important cues from teammates in our discussion  
Respect is needed  
Being able to disagree but still be friends afterwards  
"Call you In" vs Call you Out

\*Board Standard should know  
\*Responsible school governance  
\*High expectations for students - adopt a collab. Development. The district plan focused on learning and achievement.  
Outcomes for all students + base board work on dist. goals  
Continually monitor progress toward goals and outcomes of the district. plan  
\*Creation of conditions for student and staff success  
\*District accountability  
community engagement

Discussion, Procedural: B. 2025-2026 District Goal Setting

Board/District Goal

To make sure students know about programs via Social Media outlets, advertising, town hall meetings, and assemblies, and starting much sooner than 9th grade.

Goal 1

College-ready: save money - an associate's degree, register in any college with transferable credits. Helps w/CCMR  
Advanced academics 70%  
Field Trips - keep kids engaged  
Making school fun - Co-curricular  
Field experience  
Ideas:  
BBQ teams  
Pre-Athletics events  
Bowling  
More enrichment - low performing  
Outdoor classroom- the power of being outdoors, 30 parks in Bexar County

University field trips

Goal 2- Comprehensive Competitive Benefits pkg

Goal 3 - School Safety

- Social and Emotional Learning (SEL)
  - What are we doing to help our students
  - What systems are in place - Get in touch with Whole Child - Dr. Ridgley
  -

Board/Superintendent Goals Draft proposed on the 26th of Aug.

Information: C. Open Enrollment and District Marketing Update

Open Enrollment

Start date: 6.18.25

200+ applications

13+ Districts represented in applications

Connecting with Our Community More than 16,000 families visited our landing page, and over 300,000 social views helped drive open enrollment visibility across the greater San Antonio area.

Next Steps

CONTINUE DIGITAL OUTREACH

EVALUATE LONG-TERM IMPACT

SOCIAL MEDIA

Jessica Palomares: PRE-K Enrollment Status

Pre-K Programs Snapshot	PK-3	PK-4
NISD Pre-K (4 yr. qualify)		1,872
NISD Employee Tuition Pre-K Program (3yr. & 4 yr.)	69	128
Out of District Pre-K		7
Total Pre-K: 2,076		

Discussion, Procedural: D. NISD Facility Naming Policy and Procedures

Dr. Craft briefly went over Policy CW local and did a comparison to the neighboring ISD:

1. Dallas ISD
2. Northeast ISD
3. Houston ISD
4. Cypress-Fairbanks ISD

Discussion, Procedural: E. Review of NISD Board Operating Procedures and Code of Ethics

The Board and Dr. Craft briefly discussed the Code of Ethics, but due to the time constraint, the Board will have another Team of 8 to finalize the Code of Conduct, and will also go more in-depth on CW Local.

**3. Open Session**

Information: A. Any required action by the Board concerning matters considered in closed meeting will be taken in open session.

B. All items will be discussed in Open Session, therefore, no Executive Session is needed for this agenda.

**4. Adjournment**

Procedural: A. Adjourn the Meeting

There being no further business, the meeting was adjourned at 8:12 pm.