



Austin ISD  
**ANNUAL REPORT**  
— 2023 to 2024 —

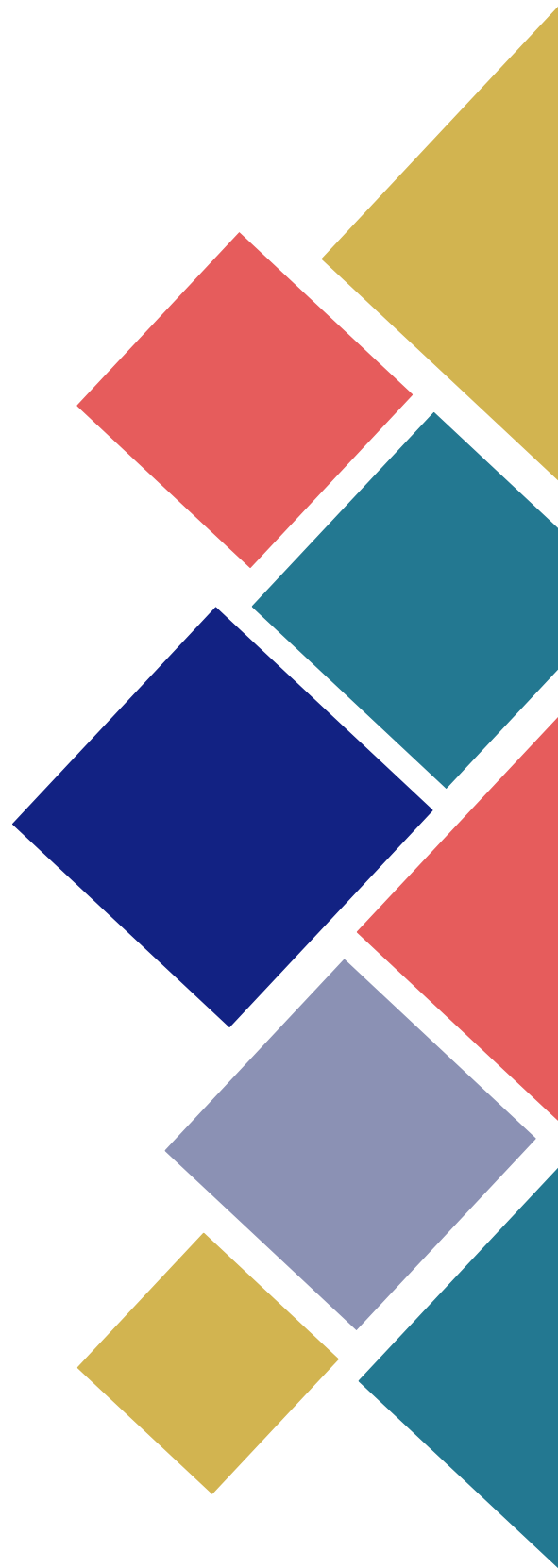
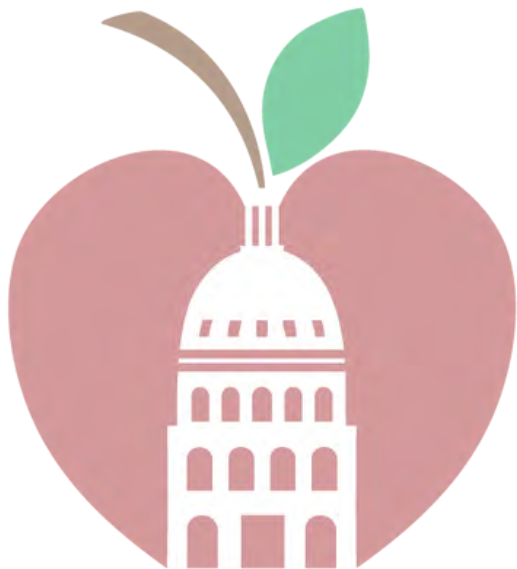
**STRONG SCHOOLS**  
**STRONGER AUSTIN**

# MISSION

We prepare every student with the knowledge and skills to thrive in college, career and life.

# VISION

We are Austin's home for inclusive learning: high expectations for all children, high outcomes for every student.



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# Letter from the Superintendent

## Matias Segura



**Dear Austin ISD,**

I am honored to present our annual report. This report is a testament to the dedication and hard work of our Austin ISD community.

Our commitment to excellence remains steadfast. Despite facing unprecedented challenges, our educators, staff, students, and families have demonstrated remarkable resilience and adaptability. We have navigated uncertainties with determination, creativity and a shared sense of purpose.

This report provides a comprehensive overview of our achievements, initiatives, and progress towards our strategic goals. Each section highlights the collective efforts that have shaped our great district into a vibrant and dynamic community, from academic to extracurricular achievements.

As we celebrate our successes, we also recognize areas for growth and improvement. Through ongoing collaboration and continuous feedback, we remain committed to fostering an environment that promotes innovation, equity and inclusivity for all community members.

I extend gratitude to every member of our dedicated Austin ISD community: educators, staff, students, families and community partners. Your support and commitment to our shared vision of excellence is inspiring. Together, we will continue to empower the next generation of leaders, thinkers, and changemakers.

I truly believe that we have a Stronger Austin when Austin ISD has Strong Schools.

Regards,

*Matias Segura*

Matias Segura, PE, MBA  
Superintendent  
Pronouns: He | Him | His



# Board of Trustees



Photo from left to right: David Kauffman (District 7), Candace Hunter (District 1), Andrew Gonzales (District 6), Kathryn Whitley-Chu (District 4), President Arati Singh (At-Large), Lynn Boswell (District 5), Ofelia Zapata (District 2), Noelita Lugo (At-Large), Kevin Foster (District 3)

## Dear Austin ISD Community,

As we celebrate the end of one school year and look forward to the next, we invite you to explore this inside look at our work to support each of the 73,384 students who chose our schools this year. This snapshot of our district is taken at a moment that is filled with great work, great challenges, and great possibility.

We are excited to dream big dreams with you and are fortunate to face those challenges with you in a community that cares deeply about our public schools. You show that by choosing our schools for your family, working in our schools, and supporting our schools with your time, funds, and voice.

Our board is committed to listening to you and leading with our shared values in mind. That means educating the whole child by offering strong academics, a rich mix of options, and the support each student needs to ensure equitable access to opportunities for excellence. We are not yet there. But together, we are making progress.

This mission belongs to all of us. Our Austin ISD schools are public schools in the best sense of that word – open to all in the community, shaped by our community, and focused on building a strong future for our community. We thank you for being part of that.

To our students, thank you for being at the heart of our work and for seeking a path in our district that is uniquely yours. To our families, thank you for choosing us and trusting us. To our employees, thank you for choosing this life-changing work, and for your passion and dedication. To our partners, thank you for expanding what's possible for students and recognizing that schools can't do this alone. And to our community, thank you for believing in public education and for supporting Austin ISD.

As you read this report, we hope you will see a district that you can be proud of – one that is uniquely Austin's. We invite you to share your input, your insight, and your involvement. You are experts in the schools you want for our students and our city. And we are honored to do this work with you.

Regards,

The Austin ISD Boards of Trustees



# About Us

**Austin ISD educates more than 73,000 students** and embraces 116 diverse school communities in one of the fastest-growing metroplexes in the country.

In partnership with our families and our community, Austin ISD's mission is to prepare every student with the knowledge and skills to thrive in college, career, and life. We partner with world-class universities, innovative businesses, nonprofit organizations and engaged community leaders to provide a comprehensive educational experience that is high-quality, challenging and inspires all students to make a positive contribution to their community.



## Demographics

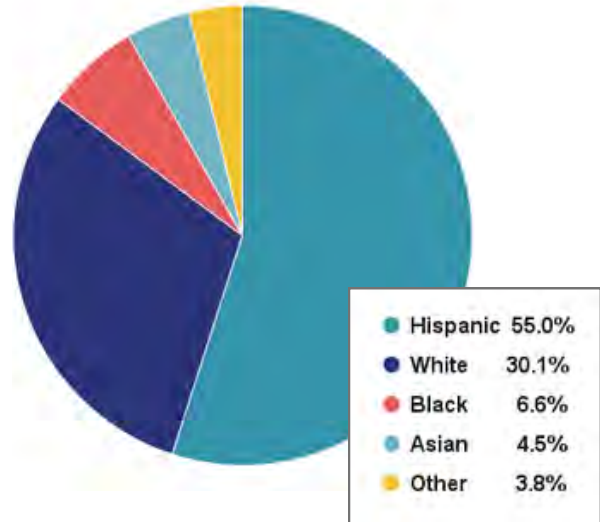
**3,866** | support staff

**116** | schools

**73,384** | students

**5,508** | classroom teachers

**1,569** | administrators & professional staff



**Austin ISD** is a diverse student community. It includes children from all economic levels and backgrounds, and supports more than 100 languages, with 11 languages other than English taught in our schools, including Chinese, Japanese and American Sign Language.

# 2023–24 Salute Winners

**Food Service/Warehouse  
Staff of the Year**



**Mary Jane Kistler**

Travis Early College  
High School

**Custodial/Facilities  
Maintenance Staff of  
the Year**



**Barbara Mulkey**

Graham Elementary School

**Transportation  
Staff of the Year**



**Linda Shelby**

Nelson Bus Terminal

**Campus Clerical/Office  
Support Staff of the Year**



**Giovanna  
Montalvo-Sanchez**

Travis Heights Elementary  
School

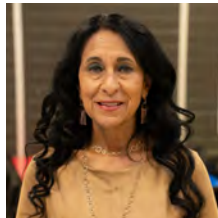
**Campus Safety & Security  
Staff of the Year**



**Kevin Wooden**

Austin ISD Police

**Teaching Assistant of  
the Year**



**Cynthia Meza**

Langford Elementary  
School

**Librarian  
of the Year**



**Debby Harris**

Blazier Elementary  
School

**Counselor  
of the Year**



**Lisa Adams**

Summitt Elementary  
School

**Assistant Principal  
of the Year**



**Melissa Kender**

Marshall Middle School

**Principal  
of the Year**



**Marlo Malott**

O. Henry Middle School

**Elementary Teacher  
of the Year**



**Paola Arroyo-Forteza**

Harris Elementary School

**Secondary Teacher  
of the Year**



**Cameron Daniel**

LBJ Early College High  
School

# Extracurricular Activities



ATHLETICS



BAND & DRILL



UIL



AND SO MUCH MORE!





# Elementary Schools and Academics

50

Foundational Reading sessions hosted by Humanities

250+

Pre-K classrooms supported by Early Learning

700+

Teachers at STEM Just in Time training sessions

2,500+

1:1 Coaching opportunities to principals from leadership

## Multilingual Education

hosted meetings to create and promote partnerships



## Leadership

identified 20 campuses to provide enhanced support and hosted 24 teacher focus groups

## STEM

(science, technology, engineering, math) redesigned curriculum and hosted training sessions where teachers could preview the upcoming curriculum



## Early Learning

accomplishments included launching the new Pre-K enrollment process and being recognized for the Early Learning Head Start program



## Humanities

redesigned curriculum documents and helped onboard staff on newly revised documents

# Secondary Schools and Academics

37,000

enrollments in  
Secondary Fine Arts

23

schools to receive  
new outdoor  
learning spaces

200+

community  
arts partners

100%

high school  
students who are  
CPR proficient

## Fine Arts

celebrated record-breaking enrollment and took action to advance its Long-Range Plan



## Multilingual Education

supported hundreds of teachers in English as a Second Language (ESL) certifications and is honoring 100 students in biliteracy

## Health & PE

enhanced its Off-Campus PE Program and helped students log 24.5 million minutes of physical activity



## Kennedy Center

recognized the Creative Learning Initiative as a "National Leader in Arts Collective Impact"

## Humanities and STEM

(science, technology, engineering, math) both redesigned their K-8 curriculum documents to align with district initiatives



# Special Education



Launched the Training Exceptional Diagnosticians (TED) program to enhance evaluation practices



Completed all initial evaluations, where consent was obtained, prior to the start of the school year



Created a new Special Education Service and Resource Manual to further enhance inclusive practices

over 5,500 instructional staff completed professional learning in the principles of Multi-Tiered Systems of Support

**123**

dyslexia interventionists supported

**3,310**

evaluations completed for fall 2023

**134**

students served by the Deaf or Hard of Hearing (DHH) team

**1,200**

iPads delivered to Early Childhood Special Education (ECSE) students to access communication apps

# Congratulations Class of 2024!



793  
Industry-based  
Certifications



50  
Seals of  
Biliteracy



161  
ACC Associates  
Degrees and  
Certifications

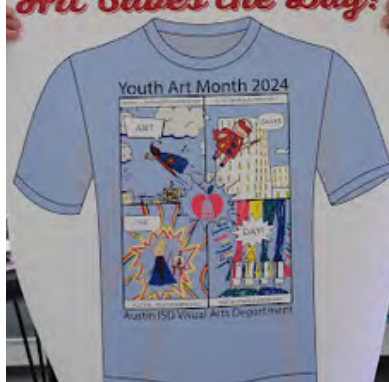
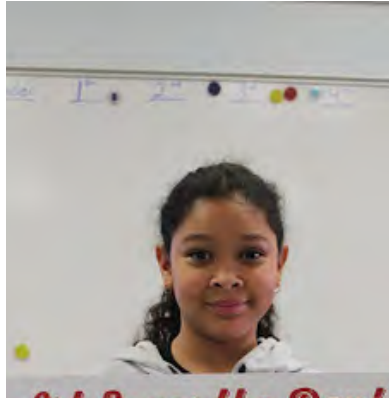
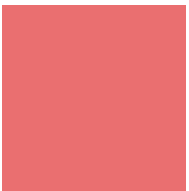
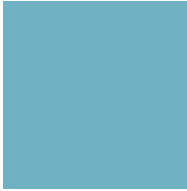
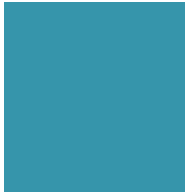


3,895  
Graduates!



# The Arts

Austin ISD is dedicated to providing an arts-rich education for every student. Check out some photos from visual and performing arts throughout the year!



115

of Austin ISD schools offer a fine arts education available for students!

# Office of Talent Strategy

**Talent Development**  
enhanced Austin ISD's educational programs with tailored learning and mentorship and development initiatives



**Recruitment & Staffing**  
hired over 1,000 employees and recruited 27 international teachers

On-site fingerprinting enhanced efforts in professional standards, which also received high marks from the FBI and TX DPS



**Talent Engagement**  
again won Aetna's "Workplace Well-Being Platinum Award" and is prioritizing joy through the #AISDJoy campaign

**1,000+**  
Salute nominations

**64**  
teaching certifications earned

**171**  
nationally board-certified teachers

**5,100+**  
recommendations for hire reviewed

# Office for Organizational Transformation

**700+**

participants in capacity-building learning experience for equitable outcomes

**81%**

of participants able to work in more conscious and inclusive ways

**100+**

campus staff participated in Campus Equity Advocate Teams on 17 campuses

**60+**

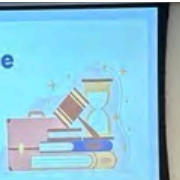
capacity-building learning experiences facilitated

Re-established the Ombuds Office



Austin ISD Police Department Capacity Building

Inclusivity and Antiracist Culture



Launched and expanded the Campus Equity Advocate Teams to foster and inclusive campus climate

Facilitated capacity-building experiences for three Central Office departments



Provided the first phase of anti-bias training for the Austin ISD Police Department



# Information Technology

Enhanced cybersecurity districtwide through new software and processes

Focused on the core principles of making all district technology simple, standard, and secure

Simplified the enrollment process into a unified platform "Enroll Austin"



AISD Help: 26 categories to support staff, student and family needs

AISD Help: 33,000+ tickets received and 31,000+ tickets resolved

100% Multi-factor Authentication enrollment across the district for permanent employees

Distributed devices for all 73,000+ students

Project Lighthouse: Nine pilot campuses



# Communications and Engagement



Surpassed 1,000 graduates since program began in 2007



Parent Support: provided 3,754 family education events, 8,607 unique students' families served



Migrated 116 campus websites to new, user-friendly templates



167 Maestro en Casa graduates representing 18 countries and 8 home languages



Gained 3,217 followers and 30% increase in engagement across all social media platforms (X, Facebook, Instagram)



44 UpClose Ambassadors in 2024, surpassing 500 graduates since 2015

The Finance Department oversaw a \$1.86B budget supporting the staff and students of Austin ISD

Austin ISD has the lowest tax rate among Central Texas school districts

Texas Association of School Boards Risk Management Fund's Excellence Award



**Austin ISD completed two successful bond sales for over \$1.3B and received the highest bond rating (AAA) that a school district in Texas can achieve**

**"A" Superior Rating from TEA Financial Rating: Maintains a AAA Bond Rating - the highest bond rating a Texas school district can achieve.**

# Operations



The Operations division has enhanced experiences for students, staff and families, and understands the importance of community development in the site-repurposing initiatives. **Pease Elementary** will now host a year-round early childhood education center operated by the United Way for Greater Austin, opening in fall 2024. The **Anita Coy Facility** will transform into a hub focusing on workforce development, affordable housing and community benefits, with construction starting in summer 2025. Future endeavors will focus on safety, connectivity and sustainability, and foster collaboration for enhanced operations and a stronger Austin ISD community.



**Austin ISD  
maintains  
1,700 acres  
year-round!**

**129** | New air-conditioned buses

**49** | Community meetings

**\$53M** | in grants

**3** | New electric buses



# Bond Program: Building the Future

Marshall Middle School grand opening



7 major projects started construction



community meetings



and so much more!

# Find Your Seat



It's easy to "Find Your Seat" at Austin ISD! Go to [www.austinisd.org/enroll](http://www.austinisd.org/enroll) and follow our process to join the 2024-2025 school year. Those who enroll early may be able to gain a seat in special programs with more options.

It takes just two steps to enroll:

1. Find, review and select the school that best matches your child's interests.
2. Apply to register for the upcoming school year.

For assistance or more information, call 512-414-SEAT (7382) between 8 a.m. and 5 p.m.

## Support Austin ISD

Austin Ed Fund was established as the Austin Public Education Foundation in 1993 to receive and disburse grants for the support of education and educational projects of the Austin Independent School District.

- Austin ISD serves nearly 74,871 students on 125 campuses across a 230-square mile district.
- More than 28% of Austin ISD students are emerging bilingual students. Nearly 52% are economically disadvantaged.
- The district enjoys an impressive 92.3% graduation rate, and its composite SAT scores exceed state and national averages.

# Thank you for supporting Austin ISD

Austin ISD is stronger with support from our community. We are grateful for the many organizations and families who provide grants and donations in support of our students, staff and families. This support provides space for innovation and opportunity, supports basic needs, and is critical to the health of our community.

Partnerships, grants, and donations in support of projects, programs, and campuses are facilitated and reported by Austin ISD's Office of Innovation and Development and the Austin Ed Fund, Austin ISD's public education foundation.

To learn more, visit <https://www.austinedfund.org/our-impact/#annualreport>.



Thank you to the many organizations, individuals, and families that support Austin ISD and the Austin Ed Fund.



Ms. Chapa Mills,  
3rd grade bilingual teacher at Travis Heights Elementary School, received a grant from the Ed Fund to publish her multilingual students' writings in their school library.

Middle school students visit the Austin Community College Highland Campus as part of a college visit initiative supported by grants and donations.



# AISD Strong - Schools

## ◆ Elementary ◆

Andrews • Allison • Baldwin • Baranoff • Barbara Jordan • Barrington • Barton Hills • Bear Creek • Becker • Blackshear • Blanton • Blazier • Boone • Brentwood • Bryker Woods • Campbell • Casey • Casis • Clayton • Cook • Cowan • Cunningham • Davis • Dawson • Doss • Galindo • Govalle • Graham • Guerrero Thompson • Gullett • Harris • Hart • Highland Park • Hill • Houston • Joslin • Kiker • Kocurek • Langford • Lee • Linder • Maplewood • Mathews • McBee • Menchaca • Mills • Norman-Sims • Oak Hill • Oak Springs • Odom • Ortega • Overton • Padrón • Palm • Patton • Pecan Springs • Perez • Pickle • Pillow • Pleasant Hill • Reilly • Ridgetop • Rodriguez • Sánchez • St. Elmo • Summitt • Sunset Valley • T. A. Brown • Travis Heights • Uphaus Early Childhood Center • Walnut Creek • Widén • Williams • Winn Montessori • Wooldridge • Wooten • Zavala • Zilker

## ◆ Middle ◆

Ann Richards SYWL • Bailey • Bedichek • Bertha Sadler Means YWLA • Burnet • Covington • Dobie • Gorzycki • Gus Garcia YMLA • Kealing • Lamar • Lively • General Marshall • Martin • Mendez • Murchison • O. Henry • Paredes • Small • Webb

## ◆ High ◆

Akins ECHS • Anderson • Ann Richards SYWL • Austin • Bowie • Clifton Career Development Center • Crockett ECHS • Eastside ECHS • Garza Independence • GPA • GPA at Navarro ECHS • International • LBJ ECHS • Liberal Arts and Science Academy • McCallum • Navarro ECHS • Northeast ECHS • Travis ECHS



# AUSTIN

Independent School District

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**STRONG SCHOOLS**  
**STRONGER AUSTIN**

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