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To our community,

The P16Plus Council and Staff are pleased to present our Community Impact Report Card for the school year 2014-2015. Using data helps us paint a picture of how our community is supporting our students.

We measure outcomes to hold each of us accountable for the success of our efforts in helping all children succeed. We use data to help the community identify the greatest needs and gaps (the challenge) and to identify bright spots and promising practices (the solution). Once the challenges and solutions have been identified, our collective work is to bring the solutions to scale.

P16Plus is committed to the highest standards in data use and interpretation as agreed upon by the P16Plus Data Support Council. We believe in the importance of data and that we must reflect the context surrounding them.

For our work, we believe the challenges our students face are greater than any one city, district or school—they are community-wide challenges. We need to acknowledge the assets each group brings as well as the incredible and unique challenges they face. To do so, P16Plus displays the community-level data with disaggregation by race/ethnicity and gender whenever available on our website. As P16Plus indicators have been a reflection of our overall success, we show data over multiple years to better identify trends.

As a Sustaining Member of the StriveTogether Network, P16Plus has enthusiastically accepted the challenge of being a cradle-to-career collective impact organization. In the past year we have added a focus on Latino student success in post-secondary credentials through the Diplomás initiative, as well as providing facilitation, data and project support to My Brother’s Keeper San Antonio. Data indicators for these initiatives were developed to assist our community in improving outcomes for Latino students as well as all men and boys of color.

We appreciate the support of our community and thank all of our partners for their continued engagement in our work at P16Plus.

Sincerely,

Judy K. McCormick
Executive Director
Using Data to Drive Systems Change

The P16Plus Council of Greater Bexar County uses the StriveTogether collective impact framework to effect cradle to career change in Bexar County. As data is an essential part of the framework, P16Plus has built capacity in education-related data services.

P16Plus Data Capacity:

- **Strong district and higher education relationships:** P16Plus has built trust with school districts and higher education institutions, which have representation on the P16Plus Board of Directors and Data Support Council. Four school districts share data with P16Plus to support continuous improvement efforts.

- **Expertise in public data sources:** P16Plus works with the Texas Education Agency, Texas Higher Education Coordinating Board, and other official sources of data to provide trusted measures with which to learn what works for students.

- **Data Support Council:** Education data specialists from seven school districts, four institutions of higher education and multiple community-based organizations review and provide guidance on P16Plus data initiatives.

- **StriveTogether Affiliation:** In 2014, P16Plus was evaluated by the StriveTogether national network of collective impact organizations as having met all benchmarks to become a "Sustaining" member, the highest level designation currently available to StriveTogether members.

- **Six Sigma:** Experience applying Six Sigma continuous improvement processes to education data.

- **P16Plus data team:** Specializes in sourcing, analyzing, and reporting data to facilitate the continuous improvement of education-related initiatives.

P16Plus data supports the following partnerships:

- **San Antonio Is Our Classroom**

- **San Antonio Kids Attend to Win**

- **Excel Beyond the Bell,** San Antonio Area Foundation

- **Harlandale ISD Project Lead the Way,** Space and Robotics Clubs, Communities in Schools

- **My Brother's Keeper San Antonio**

- **Diplomás Project and StriveTogether Post-Secondary Enrollment Impact and Improvement Network**
Student Enrollment Overview

The following chart indicates total student enrollment and economically disadvantaged student enrollment for each of the 15 independent school districts (ISDs) in Bexar County, a total of 326,764. The second chart shows a breakdown of ethnicities of all students in the 15 ISDs.

<table>
<thead>
<tr>
<th>ISD</th>
<th>Total Students</th>
<th>Economically Disadvantaged Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northside</td>
<td>103,606</td>
<td>73,750</td>
</tr>
<tr>
<td>North East</td>
<td>67,971</td>
<td>40,415</td>
</tr>
<tr>
<td>San Antonio</td>
<td>53,750</td>
<td>35,126</td>
</tr>
<tr>
<td>Judson</td>
<td>23,340</td>
<td>14,686</td>
</tr>
<tr>
<td>Harlandale</td>
<td>15,289</td>
<td>9,750</td>
</tr>
<tr>
<td>Southwest</td>
<td>13,524</td>
<td>8,910</td>
</tr>
<tr>
<td>Edgewood</td>
<td>11,735</td>
<td>7,786</td>
</tr>
<tr>
<td>South San Antonio</td>
<td>9,960</td>
<td>6,450</td>
</tr>
<tr>
<td>East Central</td>
<td>9,836</td>
<td>6,245</td>
</tr>
<tr>
<td>Southside</td>
<td>5,335</td>
<td>3,465</td>
</tr>
<tr>
<td>Alamo Heights</td>
<td>4,763</td>
<td>3,083</td>
</tr>
<tr>
<td>Somerset</td>
<td>3,964</td>
<td>2,517</td>
</tr>
<tr>
<td>Fort Sam Houston</td>
<td>1,514</td>
<td>1,009</td>
</tr>
<tr>
<td>Randolph Field</td>
<td>1,293</td>
<td>836</td>
</tr>
<tr>
<td>Lackland</td>
<td>884</td>
<td>576</td>
</tr>
</tbody>
</table>

Source: Texas Education Agency Student Enrollment Reports 2014-2015

Ethnic Distribution of Bexar County 15 ISD Students

- 73% Hispanic
- 16% White
- 7% Black
- 4% Other

Source: Texas Education Agency Student Enrollment Reports 2014-2015
## Community Impact Report Card Summary

### Cradle to Career Milestones

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Status</th>
<th>Improvement (since 2011-2012)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kindergarten Readiness</td>
<td>53% on track</td>
<td>ongoing</td>
</tr>
<tr>
<td>Third Grade Reading</td>
<td>74% passing</td>
<td>↑ 1%</td>
</tr>
<tr>
<td>Eighth Grade Math</td>
<td>71% passing</td>
<td>↑ 1%</td>
</tr>
<tr>
<td>High School Graduation</td>
<td>89% graduate in four years</td>
<td>↑ 4%</td>
</tr>
<tr>
<td>Post-Secondary Enrollment</td>
<td>49% of graduates enroll in college</td>
<td>↓ 1%</td>
</tr>
<tr>
<td>Post-Secondary Attainment</td>
<td>38% of 25-34 year olds have a certificate or above</td>
<td>↑ 2%</td>
</tr>
</tbody>
</table>
Indicator: Kindergarten Readiness

Kindergarten readiness is measured by the Early Development Instrument (EDI), assessed through the United Way of San Antonio and Bexar County. The EDI collects information about 17,557 kindergarten students at 209 campuses in six independent school districts throughout San Antonio. Students who are “on track” scored above the 25th percentile nationally in each of five developmental areas: physical health and well-being, social competence, emotional maturity, language and cognitive skills, and communication skills and general knowledge. In San Antonio, 53% of kindergarten students assessed were on track in all areas during the 2014-2015 school year. Visit the P16Plus website for results by domain.

Kindergarten Readiness Rates

![Kindergarten Readiness Rates graph]

Source: Early Development Instrument, United Way of San Antonio and Bexar County
Note: In 2011-2012, 3,518 students were assessed in three school districts, while 17,557 students in six school districts were assessed in 2014-2015. Changes in student demographics make it difficult to compare results over years.

Kindergarten Readiness Initiatives: Ready Rosie and San Antonio Is Our Classroom

P16Plus works with several non-profits and school districts on strategies to improve outcomes for young children through our Birth-Third Grade Support Council. The council is focused on strategies that impact kindergarten readiness and ultimately proficiency in 3rd grade reading and math.
Ready Rosie

In September 2014, the Birth through Third Grade Action Network began providing an affordable parent and family engagement tool called ReadyRosie to the parents engaged by network partners. ReadyRosie is a mobile tool that is focused on equipping families and caregivers of 0-6 year olds with 1-2 minute videos that are sent to their phone or computer. The literacy- and numeracy-based content, available in English in Spanish, give families, caregivers and educators access to resources they need to help children prepare for Kindergarten. Families and children watch the video, do the activity that is modeled and learn to make every moment “a teachable moment.” The fun videos focus on the skills needed to help children learn to read and write. Over 10,000 families in San Antonio utilize ReadyRosie each month. In July 2015, the Birth to 3rd Grade Action Network convened to discuss strategies for Ready Rosie. The network agreed to aim for city-wide implementation by inviting new key partners and enlisting the support of philanthropic organizations.

San Antonio Is Our Classroom

San Antonio Is Our Classroom is an initiative under P16Plus that highlights affordable, educational local resources available to parents and students. Through its Birth through Third Grade Action Network, P16Plus facilitates trips for young students and their families to visit places that offer learning opportunities outside the classroom, such as the San Antonio Museum of Art, the Children’s Museum, the Scobee Education Center, and the San Antonio Library. The goal of San Antonio Is Our Classroom events is to encourage families who have never been to some of these locations to feel comfortable returning. All of the places visited through the program offer a free day so that families can return independently.

San Antonio Is Our Classroom has demonstrated that it is possible to turn elements of our city into easily accessible learning platforms, helping parents turn everyday routines and experiences into learning opportunities. In 2015, San Antonio Is Our Classroom impacted 2,450 children through 12 events in partnership with Harlandale, Northside and North East ISDs, as well as Pre-K 4 SA.

Over 10,000 families use ReadyRosie each month

Ready Rosie partners:
AVANCE San Antonio
City of San Antonio Head Start
Family Service Association
KLRN
North East ISD
Northside ISD
Pre-K 4 SA
San Antonio College
Early Childhood Center
San Antonio Public Library
Little Read Wagon
Indicator: Third Grade Reading

As a StriveTogether core outcome area, early grade reading is an important benchmark for success. Literacy skills are a strong predictor of future academic achievement.\(^1\)

Texas students have been tested using the State Assessments of Academic Readiness (STAAR) since 2012. Because of occasional changes in scoring and required standards, not all differences from year to year can be attributed to changes in student performance. For this reason, P16Plus has included Texas as a comparison group for the Bexar County ISDs. The P16Plus website includes an interactive chart of reading and math STAAR passing rates for every grade, district, gender, and ethnicity. See the Indicator Definitions and Sources Appendix for full definitions and sources for STAAR indicators.

In third grade, 74% of Bexar County students tested met the passing standard on the reading STAAR, one percentage point higher than the baseline in 2012.

### Third Grade Reading Passing Rates

![Third Grade Reading Passing Rates](chart)

Source: Texas Education Agency, STAAR Aggregate Data

**Third Grade Reading Initiatives: Bright Spot Analysis and San Antonio Kids Attend to Win**

**Bright Spot Analysis**

P16Plus employs a bright spot analysis to identify schools that are beating the odds. By analyzing a scatterplot of campuses comparing STAAR passing rates to level of economic disadvantage, P16Plus can identify schools that are doing exceptionally well even at high levels of economic disadvantage, and dig deeper to discover best practices at those schools.
San Antonio Kids Attend to Win

San Antonio Kids Attend to Win is an initiative focused on improving daily school attendance, which is linked to improved third grade reading passing rates as well as other academic indicators such as high school graduation.²

Joseph, a Morrill Elementary School student, is one example of how the initiative hopes to help students across San Antonio. Joseph and his family were forced to find housing in the middle of the school year, which made it hard for Joseph to make it to school.

Through SA Kids Attend to Win, teachers, school administrators, and Joseph’s parents investigated the root causes of his absences, which were causing his grades to fall behind. Instead of a punitive approach, the staff rewarded Joseph and his family with positive phone calls, notes and other incentives for his daily attendance. Through this support, Joseph was able to increase his attendance by 17% and was the SA Kids Attend to Win Morrill Elementary School winner. In addition to winning a WiiU game system, he also passed the state standardized test for the first time.

To help kids like Joseph across San Antonio, during the 2014-2015 school year, P16Plus partnered with over 50 campuses and community partners to decrease chronic absenteeism (students who attend school less than 90%) in San Antonio and Harlandale ISDs. Through continuous data monitoring and monthly attendance committee meetings to set individualized plans for students, 72% of chronically absent students showed improvements and 44% of students were no longer chronically absent. This improvement also saved over $1.3 million in average daily attendance funding for both school districts.

Joseph’s story is one that highlights the results of agents of change coming together to change the course of a student’s life. For the 2015-2016 school year, SA Kids Attend to Win has expanded to another district, Southwest ISD. This expansion will ensure that students like Joseph will no longer fall through the cracks in our educational system and become successful leaders in our community.

SA Kids Attend to Win Improvement

- 28% chronically absent, not improving
- 28% improving but still chronically absent
- 44% no longer chronically absent

“We are amazed by your commitment to data utilization to drive decisions. You are putting the child at the center. That is what we need to truly personalize learning.” – Jeff Edmondson, Managing Director, StriveTogether
**Indicator: Eighth Grade Math**

Middle grade math is an important milestone for high school success as well as college attainment and career readiness. Students who do well in math are more likely to perform well in high school and eventually enroll in college. In eighth grade, 71% of students met the passing standard on the math STAAR, one percentage point higher than the baseline in 2012. Visit the P16Plus website for more disaggregations by ethnicity and gender.

![Eighth Grade Math Passing Rates](chart)

The purpose of the Education Impact Study is to provide for shared measurement systems as a vital first step to 1) genuinely being able to measure outcomes and 2) having the data to inform decisions that will impact students.

**Eighth Grade Math Initiatives: Excel Beyond the Bell and Harlandale ISD STEM Pipeline**

**Excel Beyond the Bell**

Excel Beyond the Bell San Antonio is a collective impact initiative sponsored by the San Antonio Area Foundation of over thirty out-of-school-time (OST) providers with a vision to make San Antonio the best place for students to learn, grow, and thrive. P16Plus was selected in April 2015 to provide data and reporting services for the Education Impact Study. P16Plus coordinated the data sharing agreement process with participating school districts, trained participants, collected and analyzed student-level data, and produced an end-of-year report for school year 2014-2015 on academic indicators of students in participating agencies.

"Youth development programs change lives every day. Out-of-school programs can provide the extra support youth need to successfully navigate the world." –Ryan Lugalia-Hollon, PhD, Excel Beyond the Bell Program Director
to assess and analyze the impact of work done across San Antonio’s OST sector - what works and why, and 2) aligning efforts to achieve the multiplier effect that is the ultimate goal of any collective impact effort. P16Plus helps program providers learn about the students they serve by sharing summary data on important academic indicators, including grades, attendance, state test scores, grade retention, disciplinary incidents, and the Search Institute’s Developmental Assets Profile, an assessment of social and emotional learning.

Excel Beyond the Bell Education Impact Study highlights:

- 4,808 students from two school districts participated in seven OST agencies throughout San Antonio
- Students participating in Excel Beyond the Bell agencies had higher grades, higher passing rates on STAAR tests (including eighth grade math), fewer discipline issues, and lower rates of chronic absence than students in the participating school districts.

Communities in Schools Project Lead the Way and STEM Clubs

P16Plus joined Harlandale ISD (HISD) and Communities in Schools San Antonio (CISSA) to pilot the San Antonio STEM Pipeline Initiative, funded by the Tesoro Corporation, across four middle schools in 2014-2015.

The STEM Pipeline Initiative uses a project-based Science, Technology, Engineering and Math (STEM) curriculum called Project Lead the Way (PLTW) to give students hands on experience with robotics, modeling, and design projects. In addition to project-based classroom instruction, the pipeline initiative included afterschool space and robotics clubs.

Project Highlights:

- PLTW curriculum was provided to 357 middle school students, led by eight teachers and two administrators
- Bexar County enrollment in PLTW has grown from 107 to 1,534 in one year
- Math grades were higher among PLTW participants than among non-participant students matched by propensity score
- Attendance and interest in STEM careers were higher among those who participated in afterschool clubs
Indicator: High School Graduation

High school graduation is a key indicator for future success and earning potential throughout life. High school graduates have lower unemployment rates than those who did not graduate high school, and young adult high school graduates earn an average of 25% more annually than high school dropouts.

High school graduation is measured by the four-year federal graduation rate for the 15 Bexar County ISDs. In 2014, 89% of the 2009-2010 freshman cohort had graduated within four years. Additional disaggregations by gender and ethnicity are available on the P16Plus website.

### Four-Year High School Graduation Rates

- **Texas**
- **Bexar County**

<table>
<thead>
<tr>
<th>Year</th>
<th>Percent Graduated</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>86%</td>
</tr>
<tr>
<td>2012</td>
<td>88%</td>
</tr>
<tr>
<td>2013</td>
<td>88%</td>
</tr>
<tr>
<td>2014</td>
<td>89%</td>
</tr>
</tbody>
</table>

Source: Texas Education Agency, Texas Academic Performance Reports

High School Graduation Initiative: My Brother’s Keeper San Antonio

In September 2014, President Obama established the My Brother’s Keeper Challenge, a call to action to encourage local communities to work together to close opportunity gaps still faced by boys and young men of color, including Hispanic, African American, Native American, and Asian American males. San Antonio Mayor Ivy R. Taylor accepted the challenge in October 2014. She formed a Steering Committee of leading experts in youth and community development to establish goals for our community and design “cradle-to-college-and-career” strategies.
My Brother’s Keeper San Antonio (MBKSA) works closely with local partners to assess needs, identify proven practices, and establish collective priorities, with P16Plus as the backbone organization. MBKSA is a call to action for San Antonio to come together to support and empower boys and men of color to succeed. It is about making meaningful and lasting change for and with young men and boys of color.

The MBKSA Action Plan includes four pillars, which are aligned with MBK national milestones:

- High School Completion
- Post-Secondary Attainment
- Workforce Development
- Reducing Violence and Recidivism.

For each pillar in the plan there is a Support Council lead by experienced practitioners, and an Action Network that provides an opportunity for local stakeholders to share insights, and work together toward shared goals.

The High School Completion Support Council recognizes the gap in high school graduation rates between young men of color and other students.

In 2014, 83% of men of color in Bexar County graduated from high school within four years, compared to 89% of white men. A strategic objective of My Brother’s Keeper is to increase four-year high school graduation rates for young men of color to 90% by 2020.

See complete strategic plan and baseline data at www.mbksa.org.

Sean Greene,
My Brother’s Keeper
San Antonio Program Manager
Indicator: Post-Secondary Enrollment

Post-secondary credentials are more important than ever before, and enrollment in college is a key point of transition, especially for lower-income students and students of color.5

In 2014, 49% of high school graduates enrolled in a Texas higher education institution, one percentage point lower than the baseline in 2011. Post-Secondary Enrollment includes Bexar County ISD graduates who enrolled full-time in a Texas institution of higher education in the fall after their high school graduation.

Additional post-secondary indicators and disaggregations are located on the P16Plus website, including retention, transfers, and completions.

Post-Secondary Enrollment Initiatives: GenTX San Antonio, San Antonio Youth Commission, Destination College

P16Plus supports several initiatives focused on increasing post-secondary enrollment, including Generation Texas San Antonio (GenTX SA), the San Antonio Youth Commission (SAYC), and Destination College.

Generation Texas San Antonio

The mission of GenTX SA is to create a college-going and career-ready culture in San Antonio within one generation. Working closely with the Trinity University College Advising Corps, a team of 95 students represents ten area high schools throughout San Antonio.

A “GenTXpert” is a high school student promoting the efforts of GenTX SA across their campus. GenTXperts lead a team of dedicated high school students in monthly meetings to discuss what College and Career Readiness events are important to promote in the upcoming month, utilizing social media calendars to amplify their message. GenTXperts are also responsible for igniting a spirit of passion and dedication towards the college-going path by creating energetic events encouraging post-secondary education through pep rallies, spirit days, and leadership events.
San Antonio Youth Commission

The San Antonio Youth Commission is comprised of 22 high school youth leaders—two members from each City Council District and two Mayoral appointees. Each appointee is selected for a two-year term and is vetted through the City of San Antonio’s Board and Commission process. The Youth Commission meets monthly to plan events and programs that give a voice to the concerns of San Antonio’s youth, facilitated by P16Plus staff. SAYC is a unique organization redefining the shape of student leadership in San Antonio. Students are the primary catalysts for change within this group, and see great impact from their vision. They are given the tools to establish sustainable programs and foster imaginative initiatives throughout the school year, supporting their fellow students, schools, and the community at large. They are committed to serving with professional communication, compassionate action, and selfless service in order to truly follow a model of servant leadership.

In November 2015, SAYC and GenTX SA had the privilege of working alongside TEDxYouth@SanAntonio for the first ever live speaker event featuring high school and college students from across the community. Over 200 individuals attended and the event created a lasting impact on the college-going and career-ready culture in San Antonio.

In December 2015, SAYC and GenTX SA held the second Voice of the Youth Leadership Training at the Central Library Teen Center, where a number of students and leaders from San Antonio’s business, communications, political, and musical community came together to share the message of professional development, compassionate action, and selfless service in the workplace.

Destination College

Destination College is a week of free events to celebrate San Antonio as a college town and a college-going town. In April 2015, over 3,000 students, parents and chaperones participated in the Fourth Annual Destination College Week, with events for elementary, middle, and high school students as well as parents and community members. College signing day brought over 1,300 attendees, half of whom would be first generation college students, and 93% of whom had completed financial aid applications. An additional $3,500 in scholarships were awarded at College Signing Day.
Indicator: Post-Secondary Attainment

Attainment of a post-secondary credential is a valuable asset for student success. Research suggests that 65% of jobs will require some level of post-secondary education by 2020. College attainment is associated with better health and social outcomes as well.

Post-Secondary Attainment is measured as the rate of Bexar County residents ages 25-34 with a certificate or higher, aligning to the definition and goals of Texas Higher Education Coordinating Board. As of 2014, 38% of Bexar County 25-34-year-olds had attained at least a post-secondary certificate. In Texas overall, the certificate attainment rate of 25-34-year-olds was 38% in 2013.

Attainment of a certificate or higher as well as associate's or higher can be located with more disaggregations on the P16Plus website.

Post-Secondary Attainment Initiative: Diplomás Project

The Diplomás Project is a collective impact effort to increase college attainment for Latino students in San Antonio. The project unites 16 cross sector partners, including Harlandale ISD, Northside ISD, San Antonio ISD, Southwest ISD, the Alamo Colleges, the University of Texas at San Antonio, as well as community based organizations and local chambers of commerce. The initiative plans to expand to include North East ISD and Texas A&M-San Antonio within the next year.
This collaborative integrates existing programs and partnerships into a systemic approach to improve college readiness, access, persistence and attainment for Latino students. The project offers partners an opportunity to make data-driven decisions on interventions and share best practices to ensure that all students succeed.

A major goal of the Diplomás Project is that 60 percent of Latinos ages 25-34 will have a certificate or above by 2030, aligning with the Texas Higher Education Coordinating Board (THECB). Currently, 29% of Hispanics have a certificate or above, compared to 38% of African Americans and 54% of non-Hispanic Whites.

One example of the Diplomás Project working towards this college attainment goal is a strong focus on completing the Free Application for Federal Student Aid (FAFSA) in partner high schools. P16Plus was one of six partnerships selected to participate in a StriveTogether Impact and Improvement Network focused on post-secondary enrollment. As a benefit of participating in this network, Diplomás partners have access to peer-to-peer learning and continuous improvement training and coaching by Six Sigma experts. P16Plus provides campus-level FAFSA completion data to inform the ISDs, whose goal this year is to increase the number of students completing FAFSA forms by 5%.

![Graph showing post-secondary attainment goal](image)

Source: Census American Community Survey 1-year Public Use Microdata Sample; Certificate estimate from Texas Higher Education Coordinating Board
# Appendix: Indicator Definitions & Sources

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Definition</th>
<th>Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kindergarten Readiness</td>
<td>Rate of &quot;on track&quot; students: at or above the 25th percentile in all five developmental areas</td>
<td>United Way of San Antonio and Bexar County, Early Development Instrument</td>
</tr>
<tr>
<td>Third Grade Reading</td>
<td>Rate of students meeting phase I satisfactory standard of third grade reading STAAR</td>
<td>Texas Education Agency STAAR Aggregate Data</td>
</tr>
<tr>
<td>Eighth Grade Math</td>
<td>Rate of students meeting phase I satisfactory standard of eighth grade math STAAR</td>
<td>Texas Education Agency STAAR Aggregate Data</td>
</tr>
<tr>
<td>High School Graduation</td>
<td>Four-year federal graduation rate: percentage of students in a cohort who received their high school diploma within four years, with limited exclusions</td>
<td>Texas Academic Performance Reports</td>
</tr>
<tr>
<td>Post-Secondary Enrollment</td>
<td>Rate of Bexar County 15 ISD graduates who enrolled in a Texas institution of higher education in the fall after their high school graduation</td>
<td>Texas Higher Education Coordinating Board, High School Graduates Enrolled in Texas Higher Education</td>
</tr>
<tr>
<td>Post-Secondary Attainment</td>
<td>Rate of Bexar County residents ages 25-34 who have an associates degree or higher plus an estimate of certificate using the ratio of annual credentials awarded in Bexar County</td>
<td>Census American Community Survey 1-year Public Use Microdata Sample; Certificate estimate from Texas Higher Education Coordinating Board</td>
</tr>
</tbody>
</table>

## Notes

P16Plus Board of Directors (as of January 2016)

Josue Robles, Jr., Major General, USA (Ret.),
Chairman
Retired, USAA

Bartell Zachry, Jr., Immediate Past-Chairman
Zachry Interests, Inc.

James R. Adams, Vice Chairman
Retired, Texas Instruments and AT&T

Elaine Mendoza, Secretary
Conceptual Mindworks, Inc.

Kenneth Wilson, Treasurer
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Pedro Martinez
San Antonio Independent School District

Dr. Brian T. Woods
Northside Independent School District

Dr. Gail E. Siller
Fort Sam Independent School District

Dr. Lloyd Verstuyft
Southwest Independent School District

Dr. John M. Folks
Retired, Northside Independent School District

Dr. Ronald L. Beard
Education Service Center, Region 20

Bobby Blount
Bexar County School Board Coalition

P16Plus Staff (as of January 2016)

Judy McCormick
Executive Director

Jessica Castañon Maurer
Director of Community Partnerships

Ginger Walker
Data Director

Barbara Stevens
Office Manager

John Steen, Jr.
Texas Higher Education Coordinating Board

Dr. Danny J. Anderson
Trinity University

Dr. William L. Henrich
University of Texas Health Science Center at San Antonio

Dr. Bruce H. Leslie
Alamo Colleges

Dr. Cynthia Teniente-Matson
Texas A&M University San Antonio

Dr. Julian H. Treviño
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Rebecca C. Cervantez
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Jorge Elizondo
H-E-B Grocery

Gail Hathaway
Workforce Solutions Alamo

Brenda Vickrey Johnson
Vickrey & Associates, Inc.

Harvey E. Najim
Harvey E. Najim Family Foundation

Howard J. Nolan
United Way of San Antonio and Bexar County

Elizabeth Speigle
Data Analyst

Adam Tutor
Facilitator/Youth Coordinator

Sean Greene
Project Director - My Brother's Keeper San Antonio
Strategic Partners

Birth-Third Grade Support Council

James R. Adams, Chair
Retired, Texas Instruments and AT&T

Kathy Bruck
Pre-K 4 SA

Dr. Brian Gottardy
Northside Independent School District

Harvey E. Najim
Harvey E. Najim Family Foundation

Bartell Zachry, Jr.
Zachry Interests, Inc.

Fourth Grade-High School Support Council

Dr. Shari Albright, Chair
Trinity University

Carol Mendenhall
Carol Mendenhall Consulting

Denise Barkhurst
Big Brothers Big Sisters

Dr. Carol Harle
Harlandale Independent School District

Dr. Sandie Palomo-Gonzalez
San Antonio Area Foundation

Jill Oettinger
Good Samaritan Community Services

Dr. Adriana Contreras
San Antonio Education Partnership

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