



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: October 19, 2026

Agenda Section: Presentations/Reports/Possible Action

Agenda Item Title: Constraint Progress Monitoring: Educator Support

From/Presenters: Dr. Jennifer Gutierrez, Deputy Superintendent

Description: The Board of Managers will receive a progress monitoring update aligned to the District's Constraint 2: Quality Educators: The Superintendent shall not allow campuses to have disproportionate access to effective staff.

Constraint 2 includes the following progress measures:

- **2.1:** SSAISD will increase the number of campuses with 96% certification, from nine campuses in September 2025 to 13 campuses by September 2027.
- **2.2:** SSAISD will increase the number of educators who are scoring at least 3.5 on their evaluation from unknown in June 2025 to 70% by June 2027.
- **2.3:** SSAISD administrators receiving compensation through the strategic compensation model will increase from 0% in June 2025 to 70% by June 2028.

The presentation will highlight current data, progress toward each constraint measure, and trends over time. These data will be reviewed to enable the Board to monitor implementation fidelity, assess progress toward established goals, and identify areas of strength and opportunities for continued improvement.

This update supports the Board's governance responsibility to monitor progress toward defined constraints, ensure accountability for district priorities, and maintain alignment between educator support systems and improved student outcomes.

Historical Data: The Lone Star Governance Monitoring Calendar was initially approved at the November 17, 2025 Board Meeting and updated at the August 17, 2026 Board Meeting.

Recommendation: Accept the report as presented.

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

Goal 1: SSAISD will engage all students with a high-quality, research-based curriculum to achieve academic growth and excellence.

Goal 2: SSAISD will recruit, retain, and develop a collaborative and highly effective staff.

[Presentation Link](#)