

SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT Agenda Item Summary

Meeting Date: September 18, 2024

Agenda Section: Discussion and Possible Action

Agenda Item Title: District Improvement Plan

From/Presenters: Millicent Marcha, Chief Academic Officer

Description: The District Education Improvement Council (DEIC) developed the District Improvement Plan (DIP) by providing a collaborative platform for stakeholders such as teachers, administrators, parents, and community members. Their collective efforts focus on identifying areas of need, setting goals, and outlining strategies to improve educational outcomes across the district. The DEIC met May 20, 2024, May 28, 2024, August 29, 2024 and September 12, 2024.

Historical Data: Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the Superintendent with the assistance of the district-level committee. The DEIC met May 20, 2024, May 28, 2024, August 29, 2024 and September 12, 2024.

Recommendation: To approve the 2024-2025 District Improvement Plan

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

Goal: 1

South San Antonio Independent School District District Improvement Plan

2024-2025 Goals/Performance Objectives/Strategies



Mission Statement

INSPIRING, EDUCATING, AND PREPARING ALL SSAISD STUDENTS FOR SUCCESS BEYOND THE CLASSROOM, BY PROVIDING A SAFE, NURTURING, AND CHALLENGING LEARNING ENVIRONMENT, EMPOWERING STUDENTS TO REACH THEIR FULL POTENTIAL, AND ENGAGING THE COMMUNITY IN OUR SHARED COMMITMENT TO EXCELLENCE.

Vision

TO EMPOWER ALL STUDENTS IN SSAISD TO ACHIEVE ACADEMIC EXCELLENCE AND PERSONAL SUCCESS BY PROVIDING EQUITABLE ACCESS TO HIGH QUALITY EDUCATION, RESOURCES, AND OPPORTUNITIES.

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Goals

Goal 1: SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

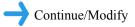
Performance Objective 1: Student performance on all STAAR tests at the meets level or above will increase 11 percentage points from 29% in 2023-2024 to 40% in 2024-2025.

Strategy 1 Details		Rev	riews	
Strategy 1: Students will be provided high quality supplemental instructional materials to improve student achievement.	Formative			Summative
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Nov	Jan	Mar	June
Funding Sources: Reading Materials - 410 IMA - 410 E 11 6399-00-825-4-11-0-00 - \$112,000, Copy Paper - 199 Local - 199-E-11-6399-0-825-0-11-000 - \$12,000, Commitment- Living Science, TEKS Resource, and Elevate - 199 PIC 30 State Comp - 199-E-11-6239-00-818-0-30-0-00 - \$96,400, Intructional Resources- Library, TEKS Alignment Field Guides - 199 Local - 199-E-11-6395-00-818-0-11-0-00 - \$50,557				
Strategy 2 Details	Reviews			
Strategy 2: Students will be provided high quality testing materials.		Formative		
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning, Executive Director of Curriculum and Instruction.				
Funding Sources: Testing Data Base, Universal Screener - 199 Local - 199-E-11-6395-00-818-0-11-0-00 - \$128,000 , Accountability Connect - 199 PIC 30 State Comp - 199-E-13-6299-00-818-0-30-0-00 - \$4,550, Eduphoria (Testing / Data Base) - 199 Local - 199 E 31 6395 00 822 0 99 000 - \$41,000, Region 10 (TEKS Ready) - 199 Local - 199 E 31 6395 00 822 0 99 000 - \$12,175				
Strategy 3 Details	Reviews			•
Strategy 3: Students will particiapte in engaging lessons that are aligned to the TEKS.		Formative Summat		
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning				

Strategy 4: Students will be provided opportunities to participate in engaging experiances and programs. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning, Executive Director of Curriculum and Instruction Funding Sources: MTSS-RTI Platform - 211 Title I. Part A - 211-E11-6395-00-818-5-30-000 - \$70,000. Fine Arts		Reviews			Strategy 4 Details
Staff Responsible for Monitoring: Director of Teaching and Learning, Executive Director of Curriculum and Instruction	Summative		Formative		Strategy 4: Students will be provided opportunities to participate in engaging experiances and programs.
Funding Sources: MTSS-RTI Platform - 211 Title I. Part A - 211-E11-6395-00-818-5-30-000 - \$70,000. Fine Arts	June	Mar	Jan	Nov	Staff Responsible for Monitoring: Director of Teaching and Learning, Executive Director of Curriculum and
Supplies - 289 Title IV - 289-E-11-6399-00-818-5-11-001 - \$1,500					Funding Sources: MTSS-RTI Platform - 211 Title I, Part A - 211-E11-6395-00-818-5-30-000 - \$70,000, Fine Arts Supplies - 289 Title IV - 289-E-11-6399-00-818-5-11-001 - \$1,500









Goal 1: SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

Performance Objective 2: Students who are College, Career, or Military Ready will increase 10 percentage points from 65% in 2023-2024 to 75% in 2024-2025.

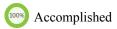
HB3 Goal

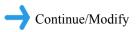
Strategy 1 Details		Reviews			
Strategy 1: Students will be provided high quality instructional materials.		Formative			
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June	
Staff Responsible for Monitoring: Director of Teaching and Learning					
Strategy 2 Details		Rev	iews		
Strategy 2: Students will be provided high quality testing materials.		Formative S			
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June	
Staff Responsible for Monitoring: Director of Teaching and Learning					
Funding Sources: Testing Materials for Advanced Academics - 199 Local - 199-E-11-0-6329-0-825-0-11-000, GT Screener Materials - 199 PIC 21 GT - 199-E-11-0-6339-0-825-0-21-000 - \$7,000					
Strategy 3 Details		Reviews			
Strategy 3: Students will particiapte in engaging lessons that are aligned to the TEKS.	Formative Sun			Summative	
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June	
Staff Responsible for Monitoring: Director of Teaching and Learning					
Funding Sources: GT Student Project Materials - 199 PIC 21 GT - 119-E-11-0-6399-0-825-0-21-000 - \$12,000					

Strategy 4 Details		Revi	iews	
Strategy 4: Students will be provided opportunities to participate in engaging experiences and programs.		Formative		Summative
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning				
Funding Sources: Contracted Services - 199 Local - 199-E-11-6299-0-825-0-11-000 - \$24,000, District Spelling Bee Transportation - 199 Local - 199-E-11-0-6494-0-825-0-11-000 - \$200, Trophies and Awards - 199 Local - 199-E-11-0-6499-0-825-0-11-000 - \$6,000, Spelling Bee Fees and GT Testing Contracted Services - 199 PIC 21 GT - 199-E-11-0-6299-0-825-0-21-000 - \$1,500, GT Learning Expeditions - 199 PIC 21 GT - 199-E-11-0-6412-0-825-0-21-000 - \$1,400, Transportation for GT Student Learning Expeditions - 199 Local - 199-E-11-0-6494-0-825-21-000 - \$1,000, GT Family Nights and Expositions - 199 PIC 21 GT - 199-E-11-0-6499-0-825-0-21-000 - \$4,000				
	-	•		



% No Progress







Goal 1: SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

Performance Objective 3: Student performance on the 3rd grade Reading STAAR test at the meets level or above will increase 5percentage points from 25% in 2023-2024 to 30% in 2024-2025.

HB3 Goal

Strategy 1 Details		Reviews		
Strategy 1: Students will be provided high quality instructional materials.		Formative		
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Nov	Jan	Mar	June
Funding Sources: Reading Materials - 410 IMA - 410 E 11 6399-00-825-4-11-0-00 - \$112,000				
Strategy 2 Details		Rev	views	
Strategy 2: Students will be provided high quality testing materials.	Formative			Summative
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov Jan Mar	Jan Mar J	June	
Staff Responsible for Monitoring: Director of Teaching and Learning				
Strategy 3 Details	Reviews			
Strategy 3: Students will particiapte in engaging lessons that are aligned to the TEKS.		Formative		
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning				
Strategy 4 Details		Rev	views	
Strategy 4: Students will be provided opportunities to participate in engaging experiances and programs.		Formative		Summative
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning				
No Progress Continue/Modify	X Disco	ntinue	1	1

Goal 1: SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

Performance Objective 4: Student performance on the 3rd grade Math STAAR tests at the meets level or above will increase 5 percentage points from 20% in 2023-2024 to 25% in 2024-2025.

HB3 Goal

Strategy 1 Details		Reviews		
Strategy 1: Students will be provided high quality instructional materials.		Formative		
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Nov	Jan	Mar	June
Funding Sources: Reading Materials - 410 IMA - 410 E 11 6399-00-825-4-11-0-00 - \$112,000				
Strategy 2 Details		Rev	views	
Strategy 2: Students will be provided high quality testing materials.	Formative			Summative
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov Jan Mar	Jan Mar J	June	
Staff Responsible for Monitoring: Director of Teaching and Learning				
Strategy 3 Details	Reviews			
Strategy 3: Students will particiapte in engaging lessons that are aligned to the TEKS.		Formative		
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning				
Strategy 4 Details		Rev	views	
Strategy 4: Students will be provided opportunities to participate in engaging experiances and programs.		Formative		Summative
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning				
No Progress Continue/Modify	X Disco	ntinue	1	1

Goal 2: SSAISD will recruit, develop, support and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Teacher retention will increase 10 percentage points from 77.4% in 2023-2024 to 87.4% in 2024-2025.

Evaluation Data Sources: 2024-2025 TAPR Report

Strategy 1 Details		Rev	iews	
Strategy 1: Faculty and Staff will participate in high quality data driven professional development, mentorship		Formative Nov. Lon Mor		
opportunities, and competitive retention activities.	Nov	Jan	Mar	June
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.				
Staff Responsible for Monitoring: Director of Teaching and Learning, Executivie Director of Curriculum and Instruction				
Funding Sources: Academic Coordinators - 211 Title I, Part A - 211-E-13-6119-00-818-4-30-000 - \$658,183, Academic Coordinators - 255 Title II, Part A - 255-E-13-6119-00-818-4-30-000 - \$128,584, Gifted and Talented Professional Development CO-OP - 199 PIC 21 GT - 199-E-11-6239-00-825-0-21-000 - \$8,000, Gifted and Talented Misc Operating Refreshments for Professional Development - 199 PIC 21 GT - 199-E-13-6499-00-825-0-21-000 - \$2,500, GT Membership - 199 PIC 21 GT - 199-E-21-6495-00-825-0-21-000 - \$500, General Supplies for Teaching and Learning - 199 Local - 199-E-21-6399-0-825-0-99-000 - \$2,000, Travel - 199 Local - 199-E-21-6411-0-825-0-99-000 - \$3,500, District Uniforms - 199 Local - 199-E-13-6399-0-825-0-6399-000 - \$1,000, Copier - 199 Local - 199-E-13-6269-0-825-0-99-000 - \$3,000, APSI for Teachers/Staffworkshops/Confrence Fees, Travel Mileage Reimbursement - 199 Local - 199-E-13-0-6411-0-825-0-99-000 - \$19,000, Refreshments for District Trainings - 199 Local - 199-E-13-6411-0-825-0-99-000 - \$3,000, General Supplies Academic Coordinators - 199 Local - 199-E-13-6399-0-825-0-99-000 - \$6,000, Consultants - 199 Local - 199-1-6299-0-825-0-99-000 - \$11,793, Contracted Services for Professional Development - 255 Title II, Part A - 255-E-13-6299-00-818-5-30-000 - \$48,900, Academic Coordinator - 289 Title IV - 289-E-21-6119-00-818-5-99-001 - \$77,100, Copier - 199 Local - 199-E-21-6499-00-818-0-99-0-00 - \$1,200, General Supplies - 199 Local - 199-E-21-6399-00-818-0-99-0-00 - \$3,000, Travel for Executive Director - 199 Local - 199-E-21-6411-00-818-0-99-0-00 - \$1,000, School Leadership PLC - 199 Local - 199-E-21-6499-00-818-0-99-0-0 - \$1,000				
Strategy 2 Details		Rev	iews	_
Strategy 2: Students will be participate in professional learning communities.	Forn	Formative		Summative
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: Director of Teaching and Learning				
No Progress Continue/Modify	X Discor	tinue	•	•

Goal 3: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: Student attendance will increase 2 percentage points from 91% in 2023-2024 to 93% in 2024-2025.

Evaluation Data Sources: 2025 PEIMS Summer Submission

Strategy 1 Details		Rev	riews	
Strategy 1: Monitor and report attendance data on a daily basis.		Formative		Summative
Strategy's Expected Result/Impact: Regular student attendance will increase time student's are receiving classroom instruction which will then lead to academic success and an increased graduation rate.	Nov	Jan	Mar	June
Staff Responsible for Monitoring: PEIMS Department				
Funding Sources: Project Truancy - 199 Local - 199 E 31 6395 00 824 0 99 0 00 - \$15,000, Skyward Q Student Information System Software Licenses - 199 Local - 199 E 53 6395 00 824 0 99 0 00 - \$61,000, On Data Suite (Aloe Group) - 199 Local - 199 E 31 6395 00 824 0 99 0 00 - \$5,800, Hosting Services for Skyward - 199 Local - 199 E 53 6395 00 824 0 99 0 00 - \$29,000				
No Progress Accomplished Continue/Modify	X Discon	tinue		

Goal 3: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 2: SSAISD will create and sustain nurturing learning environments that prioritize the social, emotional, and physical well-being of all students by increasing resources and activities by 5% to expand social services, including mental health, social-emotional learning, and enrichment opportunities.

Strategy 1 Details		Rev	iews	
Strategy 1: SSAISD purchased Class Catalyst and partner with Family Service to address the social-emotional and		Formative		
behavioral needs of all students to improve academic performance and well-being.	Nov	Jan	Mar	June
Funding Sources: - 289 Title IV - \$50,000				
Strategy 2 Details		Rev	iews	•
Strategy 2: SSAISD hired a Licensed Mastered Social Worker to address the social, emotional, and environmental	Formative			Summative
challenges that impact student success and well-being.	Nov	Jan	Mar	June
Funding Sources: - 289 Title IV - \$60,000				
Strategy 3 Details	Reviews			
Strategy 3: SSAISD will provide resources and activities that foster nurturing learning environments.		Formative		Summative
Strategy's Expected Result/Impact: Student Readiness Assessments: Tools to measure students' academic and developmental preparedness. Social-Emotional Learning (SEL) Screeners and programs: Instruments to assess students' social-emotional growth and behavior. Mindful Movements for self-regulation. Teacher Observations and Checklists: Ongoing documentation of student engagement, emotional regulation, and peer interactions. Attendance and Behavior Records: Data to monitor patterns in student attendance and classroom behavior. Intervention and Support Logs: Records tracking individualized support services and student progress. Student Portfolios: Collections of student work showcasing academic, social, and emotional development. Staff Responsible for Monitoring: All staff	Nov	Jan	Mar	June
No Progress Continue/Modify	X Discor	ntinue	'	'

Goal 4: SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

Performance Objective 1: Improve Parent and Family Engagement by increasing the number of families involved in school and district events from 10% to 20%.

Evaluation Data Sources: Parent and Student Surveys

Strategy 1 Details		Reviews			
Strategy 1: Families and students will be provided districtwide family learning event each semester.		Formative			
Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.	Nov	Jan	Mar	June	
Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction Funding Sources: Families and Community Engagement Specialist - 211 Title I, Part A, Family Engagement learning materials - 211 Title I, Part A					
No Progress Continue/Modify	X Discon	tinue			

Goal 4: SSAISD will collaborate with parents and the community to ensure all students receive a high quality education.

Performance Objective 2: Enhance family engagement activities by increasing the number of family programs.

Evaluation Data Sources: Parent and Student Surveys

Strategy 1 Details		Rev	iews	
Strategy 1: Provide family activities and support programs, such as parent classes and child care.		Formative		Summative
Strategy's Expected Result/Impact: Improved academic achievement	Nov	Jan	Mar	June
Staff Responsible for Monitoring: DOA Executive Director of Curriculum and Instruction				
Problem Statements: Demographics 1 Funding Sources: Child Care for school age parents - 199 Local - 199-E-61-6299-00-818-0-99-0-00 - \$3,200, Afterschool Program - 199 Local - 199-E-11-6299-45-818-0-11-0-00 - \$11,000				
No Progress Continue/Modify	X Discon	tinue		

Performance Objective 2 Problem Statements:

Demographics

Problem Statement 1: SSAISD is experiencing declining student enrollment, high student mobility rates, lack of parental involvement, and a decrease in graduation rates. **Root Cause**: The primary issues facing SSAISD are rooted in the complex interplay between the impacts of increased competition from charter schools and school surrounding school districts, high at-risk student populations, low parental involvement, challenges related to staff turnover and experience, and aging facilities in the landlocked school district.