



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.

Evaluation Data Sources: 2025 Accountability Report

Strategy 1 Details	Reviews			
<p>Strategy 1: Students will be provided high quality supplemental instructional materials to improve student achievement. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning</p> <p>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</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will be provided high quality testing materials. 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.</p> <p>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</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Students will particiapte in engaging lessons that are aligned to the TEKS. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning</p>	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
<p>Strategy 4: Students will be provided opportunities to participate in engaging experiences and programs.</p> <p>Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning, Executive Director of Curriculum and Instruction</p> <p>Funding Sources: MTSS-RTI Platform - 211 Title I, Part A - 211-E--11-6395-00-818-5-30-000 - \$70,000, Fine Arts Supplies - 289 Title IV - 289-E-11-6399-00-818-5-11-001 - \$1,500</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





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

Evaluation Data Sources: 2025 Accountability Report

Strategy 1 Details	Reviews			
Strategy 1: Students will be provided high quality instructional materials. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students will be provided high quality testing materials. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. 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	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Students will participate in engaging lessons that are aligned to the TEKS. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. 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	Formative			Summative
	Nov	Jan	Mar	June





Strategy 4 Details	Reviews			
<p>Strategy 4: Students will be provided opportunities to participate in engaging experiences and programs.</p> <p>Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning</p> <p>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</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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

Evaluation Data Sources: 2025 Accountability Report





Strategy 1 Details	Reviews			
Strategy 1: Students will be provided high quality instructional materials. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning Funding Sources: Reading Materials - 410 IMA - 410 E 11 6399-00-825-4-11-0-00 - \$112,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students will be provided high quality testing materials. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Students will participate in engaging lessons that are aligned to the TEKS. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Students will be provided opportunities to participate in engaging experiences 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	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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





Evaluation Data Sources: 2025 Accountability Report

Strategy 1 Details	Reviews			
Strategy 1: Students will be provided high quality instructional materials. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning Funding Sources: Reading Materials - 410 IMA - 410 E 11 6399-00-825-4-11-0-00 - \$112,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Students will be provided high quality testing materials. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Students will participate in engaging lessons that are aligned to the TEKS. Strategy's Expected Result/Impact: Increase in student performance at the meets level and above. Staff Responsible for Monitoring: Director of Teaching and Learning	Formative			Summative
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Strategy 4 Details	Reviews			
Strategy 4: Students will be provided opportunities to participate in engaging experiences 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	Formative			Summative
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<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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	Reviews			
<p>Strategy 1: Faculty and Staff will participate in high quality data driven professional development, mentorship opportunities, and competitive retention activities.</p> <p>Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning, Executive Director of Curriculum and Instruction</p> <p>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</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will be participate in professional learning communities.</p> <p>Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.</p> <p>Staff Responsible for Monitoring: Director of Teaching and Learning</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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	Reviews			
<p>Strategy 1: Monitor and report attendance data on a daily basis.</p> <p>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.</p> <p>Staff Responsible for Monitoring: PEIMS Department</p> <p>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</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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	Reviews			
<p>Strategy 1: SSAISD purchased Class Catalyst and partner with Family Service to address the social-emotional and behavioral needs of all students to improve academic performance and well-being.</p> <p>Funding Sources: - 289 Title IV - \$50,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: SSAISD hired a Licensed Mastered Social Worker to address the social, emotional, and environmental challenges that impact student success and well-being.</p> <p>Funding Sources: - 289 Title IV - \$60,000</p>	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: SSAISD will provide resources and activities that foster nurturing learning environments.</p> <p>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.</p> <p>Staff Responsible for Monitoring: All staff</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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			
<p>Strategy 1: Families and students will be provided districtwide family learning event each semester.</p> <p>Strategy's Expected Result/Impact: Increase in student performance at the meets level and above.</p> <p>Staff Responsible for Monitoring: Executive Director of Curriculum and Instruction</p> <p>Funding Sources: Families and Community Engagement Specialist - 211 Title I, Part A, Family Engagement learning materials - 211 Title I, Part A</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

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	Reviews			
<p>Strategy 1: Provide family activities and support programs, such as parent classes and child care. Strategy's Expected Result/Impact: Improved academic achievement Staff Responsible for Monitoring: DOA Executive Director of Curriculum and Instruction</p> <p>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</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Performance Objective 2 Problem Statements:

Demographics
<p>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.</p>