

Superintendent Evaluation Instrument							<div>Key</div> <div>Met or On Track</div> <div>Not Met; Progress Made</div> <div>Not Met; No Progress</div> <div>To Be Filled In</div>		<table><tr><td>SUMMARY</td><td>Met</td><td>Not Met</td><td>Points Possible</td><td>Points Earned</td></tr><tr><td>Goals</td><td></td><td></td><td>50</td><td></td></tr><tr><td>Constraints</td><td></td><td></td><td>50</td><td></td></tr><tr><td>Total</td><td></td><td></td><td>100</td><td></td></tr></table>					SUMMARY	Met	Not Met	Points Possible	Points Earned	Goals			50		Constraints			50		Total			100	
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<div>District: South San Antonio ISD</div> <div>School Year: [Insert]</div> <div>Evaluation Date: [Insert]</div>																																	
#	Student Outcome Goals & GPMS	FY25 Baseline	FY26 Target	Actual	Met or 2/3 Met	Points Possible	Points Earned	#	Constraints & CPMS	FY25 Baseline	FY26 Target	Actual	Met or 2/3 Met	Points Possible	Points Earned																		
1	Early Reading: SSAISD will increase the overall Domain 1 index score on 3rd grade STAAR Reading from 34 in June 2025 to 60 by June 2030.	34	39					1	Rigorous Curriculum: The Superintendent shall not permit the use materials and curriculum other than those High Quality Instructional Materials adopted by the district and aligned to grade level expectations.																								
1.1	The percentage of SSAISD pre-kindergarten students that score “on track” on the Phonemic Awareness CIRCLE assessment will increase from 77% in June 2025 to 87% by June 2030.	77%	79%			12.5		1.1	SSAISD will ensure that core academic subjects utilize High-Quality Instructional Materials (HQIM) in daily instruction, increasing from an unknown baseline in the 2024–2025 school year to 95% implementation by June 2026.	Unknown	25%			12.5																			
1.2	The percentage of SSAISD kindergarten through 2nd grade students that meet or exceed their MAP growth reading goal will increase from 52% in June 2025 to 72% in June 2030.	52%	56%					1.2	SSAISD will increase the fidelity of implementation of High-Quality Instructional Materials (HQIM) in daily instruction, as measured through walkthroughs focused on mastery of implementation, from 25% in September 2025 to 75% by June 2026.	25%	75%																						
1.3	SSAISD 2nd grade students will increase overall proficiency on MAP Growth reading from 34% Meets in June 2025 to 60% in June 2030.	34%	39%																														
2	Early Math: SSAISD will increase the overall Domain 1 index score on 3rd grade STAAR Math from 32 in June 2025 to 60 by June 2030.	32	37					2	Quality Educators: The Superintendent shall not allow campuses to have disproportionate access to effective staff.																								
2.1	The percentage of SSAISD pre-kindergarten students that score “on track” on the math CIRCLE assessment will increase from 85% in June 2025 to 95% by June 2030.	85%	87%			12.5		2.1	SSAISD will increase the number of campuses with 96% certification, from nine campuses in September 2025 to 13 campuses by September 2027.	9	11			12.5																			
2.2	The percentage of SSAISD kindergarten through 2nd grade students that meet or exceed their MAP growth math goal will increase from 51% in June 2025 to 71% in June 2030.	51%	55%					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.	Unknown	40%																						
2.3	SSAISD 2nd grade students will increase overall proficiency on MAP Growth math from 17% in June 2025 to 60% in June 2030.	17%	26%					2.3	SSAISD administrators receiving compensation through the strategic compensation model will increase from 0% in June 2025 to 70% by June 2028.	0%	30%																						
3	CCMR: SSAISD will increase the percentage of graduates who are college, career, or military ready (CCMR) from 61% in June 2025 to 92% by June 2030.	61%	67%					3	Fiduciary Responsibility: The Superintendent shall not permit district finances to be managed in a manner inconsistent with state, federal, or local budgetary policies.																								
3.1	The percent of 9th - 12th grade students that earn Dual Course credit will increase from 28% in June 2025 to 48% in June 2030.	28%	32%			12.5		3.1	SSAISD will increase its first financial accountability rating from 90 in June 2025 to 92 by June 2027.	90	80			12.5																			
3.2	The percent of 10th -12th grade students that earn an IBC will increase from 24% in June 2025 to 44% in June 2030.	24%	28%					3.2	SSAISD will increase the amount of times that a balanced budget is proposed and then the adopted budget is maintained from 0 times in June 2025 to 1 time by June 2027.	0	0																						
3.3	The percent of 9th - 12th grade students that meet TSI criteria in both reading and math will increase from 22% in June 2025 to 42% in June 2030.	22%	26%																														
4	Secondary Literacy: SSAISD will increase the overall Domain 1 index score on STAAR EOC English I from 28 in June 2025 to 60 by June 2030.	28	34					4	Educator Support: The Superintendent shall not allow educators to go without constructive feedback and support.																								
4.1	SSAISD 6th grade students will increase overall proficiency on MAP Growth reading from 25% in June 2025 to 60% in June 2030.	25%	32%			12.5		4.1	The percentage of Principals, Assistant Principals and Master Teachers who conduct at least five weekly walkthroughs with feedback will increase from an unknown baseline in	0%	95%			12.5																			
4.2	SSAISD 7th grade students will increase overall proficiency on MAP Growth reading from 40% in June 2025 to 60 in June 2030.	40%	44%					4.2	The percentage of educators receiving two formal NIET observations will increase from 0% in June 2025 to 95% by June 2026.	0%	95%																						
4.3	SSAISD 8th grade students will increase overall proficiency on MAP Growth reading from 42% in June 2025 to 60% in June 2030.	42%	46%					4.3	The percentage of SSAISD educators who actively engage in at least one weekly job-embedded professional learning session through Cluster will increase from an unknown baseline in June 2025 to 95% by June 2026.	Unknown	95%																						
By signing below I affirm that the information evaluated is complete and accurate.																																	
Board President					Board Secretary					Superintendent																							

Superintendent Evaluation Instrument			Superintendent to Complete			
District: South San Antonio ISD			Board to Complete			
School Year: 2024 - 25						
Evaluation Date: [Insert]						
			Superintendent Self-Evaluation		Board Evaluation	
#	Student Outcome Goals & GPMs	FY25 Actual	Self-Evaluation	Supporting Evidence / Explanation	Evaluation	Supporting Evidence / Explanation
1	Early Reading: SSAISD will increase the overall Domain 1 index score on 3rd grade STAAR Reading from 34 in June 2025 to 60 by June 2030.	34	Met / Not Met		Met / Not Met	
1.1	The percentage of SSAISD pre-kindergarten students that score “on track” on the Phonemic Awareness CIRCLE assessment will increase from 77% in June 2025 to 87% by June 2030.	77%				
1.2	The percentage of SSAISD kindergarten through 2nd grade students that meet or exceed their MAP growth reading goal will increase from 52% in June 2025 to 72% in June 2030.	52%				
1.3	SSAISD 2nd grade students will increase overall proficiency on MAP Growth reading from 34% Meets in June 2025 to 60% in June 2030.	34%				
2	Early Math: SSAISD will increase the overall Domain 1 index score on 3rd grade STAAR Math from 32 in June 2025 to 60 by June 2030.	32	Met / Not Met		Met / Not Met	
2.1	The percentage of SSAISD pre-kindergarten students that score “on track” on the math CIRCLE assessment will increase from 85% in June 2025 to 95% by June 2030.	85%				
2.2	The percentage of SSAISD kindergarten through 2nd grade students that meet or exceed their MAP growth math goal will increase from 51% in June 2025 to 71% in June 2030.	51%				
2.3	SSAISD 2nd grade students will increase overall proficiency on MAP Growth math from 17% in June 2025 to 60% in June 2030.	17%				
3	CCMR: SSAISD will increase the percentage of graduates who are college, career, or military ready (CCMR) from 61% in June 2025 to 92% by June 2030.	61%	Met / Not Met		Met / Not Met	
3.1	The percent of 9th - 12th grade students that earn Dual Course credit will increase from 28% in June 2025 to 48% in June 2030.	28%				
3.2	The percent of 10th -12th grade students that earn an IBC will increase from 24% in June 2025 to 44% in June 2030.	24%				
3.3	The percent of 9th - 12th grade students that meet TSI criteria in both reading and math will increase from 22% in June 2025 to 42% in June 2030.	22%				
4	Secondary Literacy: SSAISD will increase the overall Domain 1 index score on STAAR EOC English I from 28 in June 2025 to 60 by June 2030.	28	Met / Not Met		Met / Not Met	
4.1	SSAISD 6th grade students will increase overall proficiency on MAP Growth reading from 25% in June 2025 to 60% in June 2030.	25%				
4.2	SSAISD 7th grade students will increase overall proficiency on MAP Growth reading from 40% in June 2025 to 60 in June 2030.	40%				
4.3	SSAISD 8th grade students will increase overall proficiency on MAP Growth reading from 42% in June 2025 to 60% in June 2030.	42%				
#	Constraints & CPMs	FY25 Actual	Self-Evaluation	Supporting Evidence / Explanation	Evaluation	Supporting Evidence / Explanation
1	Rigorous Curriculum: The Superintendent shall not permit the use materials and curriculum other than those High Quality Instructional Materials adopted by the district and aligned to grade level expectations.		Met / Not Met		Met / Not Met	
1.1	SSAISD will ensure that core academic subjects utilize High-Quality Instructional Materials (HQIM) in daily instruction, increasing from an unknown baseline in the 2024–2025 school year to 95% implementation by June 2026.	Unknown				
1.2	SSAISD will increase the fidelity of implementation of High-Quality Instructional Materials (HQIM) in daily instruction, as measured through walkthroughs focused on mastery of implementation, from 25% in September 2025 to 75% by June 2026.	25%				
2	Quality Educators: The Superintendent shall not allow campuses to have disproportionate access to effective staff.		Met / Not Met		Met / Not Met	
2.1	SSAISD will increase the number of campuses with 96% certification, from nine campuses in September 2025 to 13 campuses by September 2027.	9				
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.	Unknown				
2.3	SSAISD administrators receiving compensation through the strategic compensation model will increase from 0% in June 2025 to 70% by June 2028.	0%				
3	Fiduciary Responsibility: The Superintendent shall not permit district finances to be managed in a manner inconsistent with state, federal, or local budgetary policies.		Met / Not Met		Met / Not Met	
3.1	SSAISD will increase its first financial accountability rating from 90 in June 2025 to 92 by June 2027.	90				
3.2	SSAISD will increase the amount of times that a balanced budget is proposed and then the adopted budget is maintained from 0 times in June 2025 to 1 time by June 2027.	0				
4	Educator Support: The Superintendent shall not allow educators to go without constructive feedback and support.		Met / Not Met		Met / Not Met	
4.1	The percentage of Principals, Assistant Principals and Master Teachers who conduct at least five weekly walkthroughs with feedback will increase from an unknown baseline in June 2025 to 95% by June 2026.	0%				
4.2	The percentage of educators receiving two formal NIET observations will increase from 0% in June 2025 to 95% by June 2026.	0%				
4.3	The percentage of SSAISD educators who actively engage in at least one weekly job-embedded professional learning session through Cluster will increase from an unknown baseline in June 2025 to 95% by June 2026.	Unknown				
By signing below I affirm that the information evaluated is complete and accurate.						
		Board President				
		Board Secretary				
		Superintendent				