



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: August 22, 2018

Purpose: Presentation/Report Recognition Discussion/ Possible Action

Closed/Executive Session Work Session Discussion Only Consent

From: Delinda Castro, Chief Academic Officer

Item Title: Approve Student Outcome Goals & Progress Measures and Superintendent Constraint Measures.

Description:

Lone Star Governance is a continuous improvement model for governing teams (Boards/Superintendents) that choose to intensively focus on one primary objective: improving student outcomes.

SSAISD Lone Star Governance Framework is focused on increasing student outcomes in reading proficiency, math aptitude, and post -secondary readiness.

Recommendation:

Approve Student Outcome Goals & Progress Measures and Superintendent Constraint Measures.

District Goal/Strategy:

Goal 1 The percentage of graduates who will qualify for community college/university, military, or industry certification will increase from 62% to 85% for graduating class of 2022.

Funding Budget Code and Amount:

CFO Approval

N/A

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

[Handwritten signature]

8-17-18

Superintendent:

[Handwritten signature]

8/17/18



Recommended Board Goals, Constraints, & Progress Measures

Recommended Goal 1

The percentage of graduates who will qualify for community college/university, military, or industry certification will increase annually 4.5 percentage point from 67.5% to 90% by 2022. (Graduating class of 2022).

72% by 2018

76.5% by 2019

81% by 2020

85.5% by 2021

90% by 2022

Recommended GPMs

1.1: Graduation rate will increase .5 percentage point per year from 88% in 2018 to 90% by 2022 and will reach the following annual targets:

88.5% by 2019

89% by 2020

89.5 % by 2021

90% by 2022

1.2: Successful completion of at least 3 Dual Credit hours in any subject will increase 5 percentage points per year from 10 % in 2018 to 30% by 2022 and will reach the following annual targets:

15% by 2019

20% by 2020

25% by 2021

30% by 2022

1.3: Completion of at least one industry certificate will increase 10 percentage points per year from 735 students to 1176 by 2022 and will reach the following annual targets:

809 by 2018

956 by 2019

1029 by 2020

1103 by 2021

1176 by 2022



Recommended Board Goals, Constraints, & Progress Measures

Recommended Goal 2

The percent of students who perform at the Masters Grade Level standard for all grades in state mathematics exams will increase 2.2 percentage points each year from 9% to 20% by 2022.

11.2% 2018
13.4% 2019
15.6% 2020
17.8% 2021
20% by 2020

Recommended GPMs

2.1: The percent of 3rd grade students who perform at Masters Grade Level standard for math will increase yearly by 2.75 percentage points from 9% to meet the goal of 20% by 2022.

11.75% by 2019
14.5% by 2020
17.25% by 2021
20% by 2022

2.2: The percent of 5th grade students who perform at Masters Grade Level standard for math will increase yearly by .75 percentage points from 17% to meet the goal of 20% by 2022.

17.75% by 2019
18.5% by 2020
19.25% by 2021
20% by 2022

2.3: The percent of 8th grade students who perform at Meets Grade Level standard for math will increase yearly by 12 percentage points from 12% to meet the goal of 60% by 2022.

24% by 2019
36% by 2020
48% by 2021
60% by 2022

2.4: The percent of high school students who perform at Meets Grade Level standard for Algebra 1 will increase yearly by 6 percentage points from 36% to meet the goal of 60% by 2022.

42% by 2019
48% by 2020
54% by 2021
60% by 2022



Recommended Board Goals, Constraints, & Progress Measures

Recommended Goal 3

The percent of students who perform at the Masters Grade Level standard for all grades in state reading exam will increase 2.4 percentage points each year from 8% to 20% by 2022.

10.4% by 2018

12.8% by 2019

15.2% by 2020

17.6% by 2021

20% by 2022

Recommended GPMs

3.1: The percent of 3rd grade students who perform at Masters Grade Level standard for reading will increase yearly by 2 percentage points from 12% to meet the goal of 20% by 2022.

14% by 2019

16% by 2020

18% by 2021

20% by 2022

3.2: The percent of 5th grade students who perform at Masters Grade Level standard for reading will increase yearly by 1.5 percentage points from 14% to meet the goal of 20% by 2022.

15.5% by 2019

17% by 2020

18.5% by 2021

20% by 2022

3.3: The percent of K-2 students reading on or above grade level will increase yearly by 9.25 percentage points from 48% to meet the goal of 85% by 2022 (Fountas & Pinnell data source).

57.25% by 2019

66.5% by 2020

75.75% by 2021

85% by 2022



Recommended Board Goals, Constraints, & Progress Measures

Constraints

Constraint Progress Measures for the Superintendent

Recommended Constraint 1

The Superintendent will not allow the student attendance to fall below 94.98% (elementary), 93.6% (middle school) and 90% (high school).

Recommended CPMs

- 1.1 Student attendance rate at the elementary level shall increase from 94.98% in 2018 to 95.98% by 2022 and will meet the following targets:
 - 95.23% in 2019.
 - 95.48% in 2020.
 - 95.73% in 2021.
 - 95.98% in 2022.
- 1.2 Student attendance rate at the middle school level shall increase from 93.6% in 2018 to 94.6% by 2022 and will meet the following targets:
 - 93.85% in 2019.
 - 94.1% in 2020.
 - 94.35% in 2021.
 - 94.6% in 2022.
- 1.3 Student attendance rate at the high school level shall increase from 90.03% in 2018 to 91.03% by 2022 and will meet the following targets:
 - 90.28% in 2019.
 - 90.53% in 2020.
 - 90.78% in 2021.
 - 91.03% in 2022.



Recommended Board Goals, Constraints, & Progress Measures

Recommended Constraint 2

The Superintendent will not allow any campuses to have inequitable access to Proficient staff nor limit the autonomy to implement site based staffing.

Recommended CPMs

2.1: District administration will develop a clear and defined improvement plan detailing explicit support measures for campuses scoring in the lowest 10% in the SGS School Performance Framework*.

2.2: Campus administration will develop a clear and defined improvement plan detailing explicit support measures for teachers scoring below Proficient in Domains 2 and 3 after informal observation (walkthroughs). *

2.3: No campus will have more than 10% of instructional staff scoring below Proficient on Summative Evaluation. *

*2.1 School Performance Framework to be adopted in 2019, once adopted, our starting point will be determined (or X).

*2.2 and 2.3 District has not collected this data in the past, 2018-19 will determine our starting point (or X).



Recommended Board Goals, Constraints, & Progress Measures

Recommended Constraint 3

The Superintendent shall not limit “academic choice programs” options at any level nor meet with community less than three times a year.

Recommended CPMs

3.1: The Superintendent will monitor and increase choice programs from four campuses in 2018-2019 to at least nine campuses in 2021-2022 and will meet the following targets:

- Six campuses in 2019.
- Seven campuses in 2020.
- Eight campuses in 2021.

3.2: The Superintendent will host a minimum of three community engagement meetings in 2018-2019, increasing two meetings a year to get to eleven meetings in 2021-2022 and will meet the following targets:

- Five meetings a year in 2019.
- Seven meetings a year in 2020.
- Nine meetings a year in 2021.

3.3: The Superintendent will post a Call for Quality Schools for new school choice options, beginning in 2018-2019, and engage the community during the process, increasing the community engagement with an additional meeting to get to five community engagement meetings during the 2021-2022 Call for Quality School process and will meet the following targets:

- Two community engagement meetings in 2019.
- Three community engagement meetings in 2020.
- Four community engagement meetings in 2021.



South San Antonio ISD

2018-2022 Three-Year Monitoring Calendar

*Will be updated as needed

Month	Student Outcome Goals	Constraints & Leadership Evaluations	Trainings
September	G1, G2, G3 (Final Accountability)	Superintendent's Evaluation Board Constraint 1	
October	G3 -- GPM 3.3	Board's Quarterly Progress Tracker	Workshop Board Constraint 4
November	G2 -- GPM 2.1, 2.2, 2.3	Superintendent C2 -- CPM 2.2 Board Constraint 2	
December	G3 -- GPM 3.1, 3.2	Superintendent C1 -- CPM 1.1, 1.2, 1.3 Board Constraint 3	
January	G1, G2, G3 (TAPR)	Board's Quarterly Progress Tracker Board Constraint 1	Workshop
February	G3 -- GPM 3.3	Superintendent C3 -- CPM 3.2 Board Constraint 2	
March	G2 -- GPM 2.1, 2.2, 2.3	Superintendent C3 -- CPM 3.1 Board Constraint 3	
April	G3 -- GPM 3.1, 3.2	Board's Quarterly Progress Tracker Board Constraint 1	Workshop
May	G2 -- GPM 2.2	Superintendent C3 -- CPM 3.3 Board Constraint 2	
June	G3 --GPM 3.3 G2 --GPM 2.4	Superintendent C1 -- CPM 1.1, 1.2, 1.3 Superintendent C2 -- CPM 2.3 Board Constraint 3	
July	G1 --GPM 1.1, 1.2 , 1.3	Board's Quarterly Progress Tracker Board Constraint 1	Workshop
August	GPM 2.1, 2.2, 2.3	Superintendent C2 -- CPM 2.1 Board Constraint 2	