

South San Antonio ISD Implementation Plan Overview - DRAFT

Quarter	Major Accomplishments
Q3 2025 (July - Sept)	• 2-Day Team Building Workshop • Adopt Implementation Plan • Adopt Goals & Guardrails (incl. TOA) • Adopt Monitoring Calendar • Begin Defining Superintendent Evaluation Procedure (FY26 and FY27+) • Begin Reviewing Operating Procedures • Board Self-Assessment Baseline
Q4 2025	• Begin Progress Monitoring • Begin Planning for Community Outreach • Adopt Superintendent Evaluation Procedure (FY26 and FY27+) • Adopt Revised Operating Procedures • Adopt Board Self-Constraints • Quarterly Board Self-Assessment
Q1 2026	• Begin Policy Diet • Begin Budget Alignment • Adopt Community Outreach Process • Standing Items: Monitoring, Time Use, Quarter Self-Eval
Q2 2026	• Adopt Aligned Budget • Complete Policy Diet • Begin Community Outreach Process • Standing Items: Monitoring, Time Use, Quarter Self-Eval
Future Items	• Develop & Adopt Year 2 Implementation Plan, based on Self-Eval • Review & Adjust GPMs based on data analysis, if needed. • Develop, Adopt and Execute: - 2-way community engagement plan - New Trustee/Manager Onboarding

South San Antonio ISD - Implementation Plan Details - DRAFT

Quarter	Month	Headline	Activity	Meeting Type	Owner	Status
Q3 2025	July	LSG Kickoff	Coach + BOM Interviews		Coach	Complete
Q3 2025	July	LSG Kickoff	Coach + Supt. Interview		Coach	Complete
Q3 2025	August	2-Day Workshop	Board 2-Day Workshop	State Workshop	Coach	Complete
Q3 2025	August	Set Priorities	Administration Data Analysis & Root Cause Recommendations		Superintendent	Complete
Q3 2025	August	Set Priorities	Board Priority Setting Workshop (Goals, Guardrails & TOA)	District Workshop	Board President	Complete
Q3 2025	August	Operating Procedures	Determine Route for Board Operating Procedure Review	Aug 25 Workshop	Board President	Complete
Q3 2025	August	LSG Kickoff	Board reviews implementation plan	Aug 25 Workshop	Coach	Complete
Q3 2025	August	Supt Eval	Determine Route for defining Superintendent Evaluation Process	Aug 25 Workshop	Board President	Complete
Q3 2025	September	Board Self-Assessment	Conduct Q3 Self-Assessment (Baseline)	Regular Meeting	Board President	On Track
Q3 2025	September	Supt Eval	Board drafts Superintendent Evaluation Instrument		Board President	On Track
Q3 2025	September	Set Priorities	Refined Goals, Guardrails, TOA & Progress Measures for Discussion	TBD (Mtg or Workshop)	Superintendent	On Track
Q3 2025	September	Set Priorities	Draft Monitoring Calendar Shared for Discussion	TBD (Mtg or Workshop)	Superintendent	On Track
Q3 2025	September	Set Priorities	Board adopts Goals, Guardrails & Monitoring Calendar	Regular Meeting	Board President	Not Started
Q3 2025	September	LSG Kickoff	Board adopts implementation plan	Regular Meeting	Board President	On Track
Q4 2025	October	Supt Eval	Board reviews Superintendent Evaluation Instrument		Board President	Not Started
Q4 2025	October	Monitor Priorities	Board Monitoring Training	TBD (Mtg or Workshop)	Coach	Not Started
Q4 2025	October	Monitor Priorities	Practice Monitoring Report Discussion 1	Regular Meeting	Coach	Not Started
Q4 2025	October	Operating Procedures	Board receives Operating Procedures Feedback	TBD (Mtg, Wkshp, Cmt.)	Coach	Not Started
Q4 2025	November	Board Self-Constraints	Begin drafting Board self-constraints	TBD (Mtg, Wkshp, Cmt.)	Coach	Not Started
Q4 2025	November	Community Outreach	Begin Community Outreach Planning		Coach	Not Started
Q4 2025	November	Supt Eval	Board adopts Superintendent Evaluation Instrument	Regular Meeting	Board President	Not Started
Q4 2025	November	Monitor Priorities	Practice Monitoring Report Discussion 2	Regular Meeting	Coach	Not Started
Q4 2025	November	Operating Procedures	Board receives refined Operating Procedures	TBD (Mtg, Wkshp, Cmt.)	Coach	Not Started
Q4 2025	December	Board Self-Constraints	Adopt Board Self-Constraints	Regular Meeting	Board President	Not Started
Q4 2025	December	Operating Procedures	Board adopts Operating Procedures	Regular Meeting	Board President	Not Started
Q4 2025	December	Monitor Priorities	Practice Monitoring Report Discussion 3	Regular Meeting	Coach	Not Started
Q4 2025	December	Self-Assessment	Conduct Q4 Self-Assessment	Regular Meeting	Board President	Not Started
Q1 2026	January	Operating Procedures	Board Operating Procedures Begin (if not already in place)		Supt & Board Pres	Not Started
Q1 2026	January	Time Use Reflection	<i>Standing Monthly Agenda Item:</i> Time Use Evaluation	Regular Meeting	Coach	Not Started
Q1 2026	January	Monitor Priorities	<i>Standing Monthly Agenda Item:</i> Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q1 2026	January	Policy Diet & Alignment	Determine Route for Policy Review		Board President	Not Started
Q1 2026	January	Community Outreach	Finalize Community Outreach Process		Coach	Not Started
Q1 2026	January	Supt Eval	Board Conducts Annual Supt. Evaluation	Regular Meeting	Board President	Not Started
Q1 2026	February	Time Use Reflection	<i>Standing Monthly Agenda Item:</i> Time Use Evaluation	Regular Meeting	Board President	Not Started
Q1 2026	February	Monitor Priorities	<i>Standing Monthly Agenda Item:</i> Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q1 2026	February	Budget Alignment	Budget presentation with alignment to Goals / Guardrails	TBD (Mtg, Wkshp, Cmt.)	Superintendent	Not Started
Q1 2026	February	Policy Diet & Alignment	Draft Policy Review Timeline & Begin Policy Diet		Coach	Not Started
Q1 2026	March	Time Use Reflection	<i>Standing Monthly Agenda Item:</i> Time Use Evaluation	Regular Meeting	Board President	Not Started
Q1 2026	March	Monitor Priorities	<i>Standing Monthly Agenda Item:</i> Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q1 2026	March	Self-Assessment	<i>Standing Quarterly Agenda Item:</i> Conduct Q4 Self-Assessment	Regular Meeting	Board President	Not Started

Q2 2026	April	Time Use Reflection	<i>Standing Monthly Agenda Item:</i> Time Use Evaluation	Regular Meeting	Board President	Not Started
Q2 2026	April	Community Outreach	Begin Community Outreach Process		Coach	Not Started
Q2 2026	April	Monitor Priorities	<i>Standing Monthly Agenda Item:</i> Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q2 2026	April	Budget Alignment	Budget update with alignment to Goals / Guardrails			Not Started
Q2 2026	April	Policy Diet & Alignment	Policy Diet Continues, if needed			Not Started
Q2 2026	May	Time Use Reflection	<i>Standing Monthly Agenda Item:</i> Time Use Evaluation	Regular Meeting	Board President	Not Started
Q2 2026	May	Monitor Priorities	<i>Standing Monthly Agenda Item:</i> Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q2 2026	May	Policy Diet & Alignment	Board completes Policy Diet			Not Started
Q2 2026	May	Budget Alignment	Board considers adoption of budget (if desired)	Hearing + Regular Mtg		Not Started
Q2 2026	June	Time Use Reflection	<i>Standing Monthly Agenda Item:</i> Time Use Evaluation	Regular Meeting	Board President	Not Started
Q2 2026	June	Monitor Priorities	<i>Standing Monthly Agenda Item:</i> Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q2 2026	June	Self-Assessment	<i>Standing Quarterly Agenda Item:</i> Conduct Q4 Self-Assessment	Regular Meeting	Board President	Not Started
Q2 2026	June	Budget Alignment	Board considers adoption of budget (if not completed)	Hearing + Regular Mtg	Board President	Not Started