



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: February 23, 2026

Agenda Section: Presentation

Agenda Item Title: Constraint Progress Monitoring: Educator Support

From/Presenters: Dr. Jennifer Gutierrez, Deputy Superintendent

Description: The Board of Managers will receive a progress monitoring update aligned to the District's Constraint 4: Educator Support. This update provides an overview of current progress toward strengthening instructional leadership, educator effectiveness, and job-embedded professional learning across the district.

Constraint 4 includes the following progress measures:

- **4.1:** The percentage of Principals, Assistant Principals, and Master Teachers who conduct at least five weekly walkthroughs with timely feedback will increase from an unknown baseline in June 2025 to 95% by June 2026.
- **4.2:** The percentage of educators receiving two formal NIET observations annually will increase from 0% in June 2025 to 95% by June 2026.
- **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.

The presentation will highlight current performance data, progress toward each constraint measure, and trends over time. These data will be reviewed to enable the Board to monitor implementation fidelity, assess progress toward established goals, and identify areas of strength and opportunities for continued improvement.

This update supports the Board's governance responsibility to monitor progress toward defined constraints, ensure accountability for district priorities, and maintain alignment between educator support systems and improved student outcomes.

Historical Data: The Lone Star Governance Monitoring Calendar was approved at the November 17, 2025 Board Meeting.

Recommendation: N/A

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

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.

# Constraint Progress Monitoring: Educator Support



**South San Antonio**  
Independent School District

“ONE Team, ONE Voice, ONE Purpose”

**Constraint 4: Educator Support:** The Superintendent shall not allow educators to go without constructive feedback and support.  
(Current 2025: --% | 2026: --% | 2027: --% | 2028: --% | 2029: --% | 2030: --%)

**Constraint Progress Measure 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. (2025: 0% | 2026: 95% | 2027: 95% | 2028: 95% | 2029: 95% | 2030: 95%)



## Evidence and Future Plans

### Current Reality:

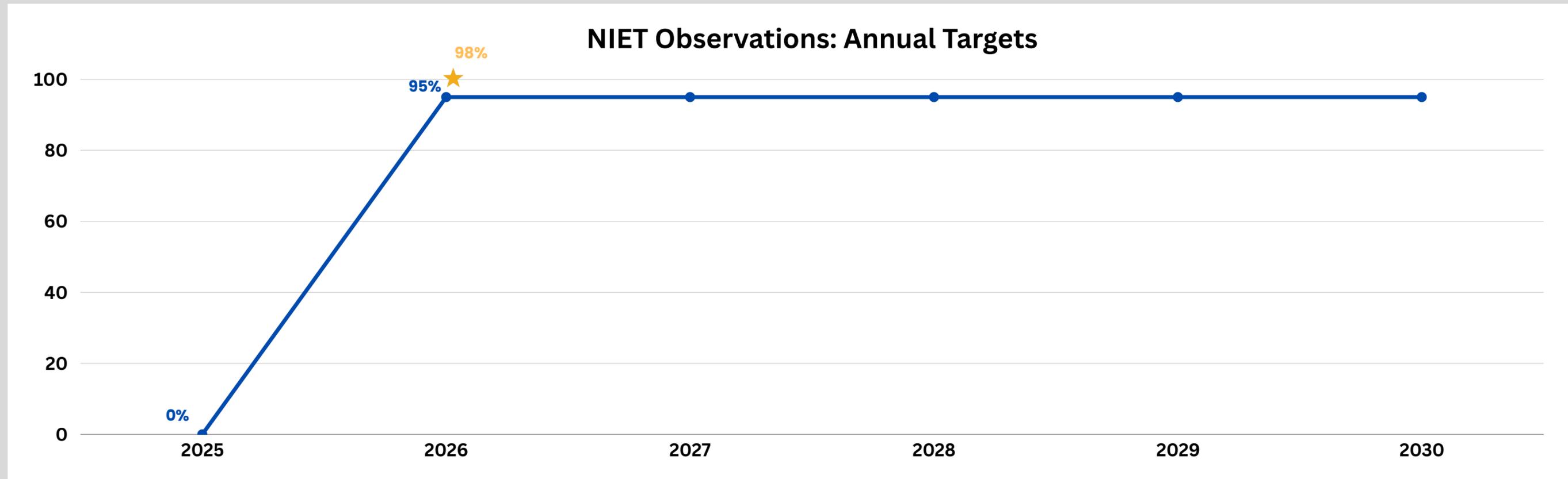
- The current rate of conducting at least five weekly walkthroughs is 64%, highlighting an opportunity to strengthen instructional monitoring systems and ensure consistent feedback to teachers.

### The plan moving forward:

- We are reinforcing monitoring and accountability systems to ensure walkthroughs are consistent, provide actionable feedback, and are directly connected to improving student outcomes

**Constraint 4: Educator Support:** The Superintendent shall not allow educators to go without constructive feedback and support.  
(Current 2025: --% | 2026: --% | 2027: --% | 2028: --% | 2029: --% | 2030: --%)

**Constraint Progress Measure 4.2:** The percentage of educators receiving two formal NIET observations will increase from 0% in June 2025 to 95% by June 2026.  
(2025: 0% | 2026: 95% | 2027: 95% | 2028: 95% | 2029: 95% | 2030: 95%)



## Evidence and Future Plans

### Current Reality:

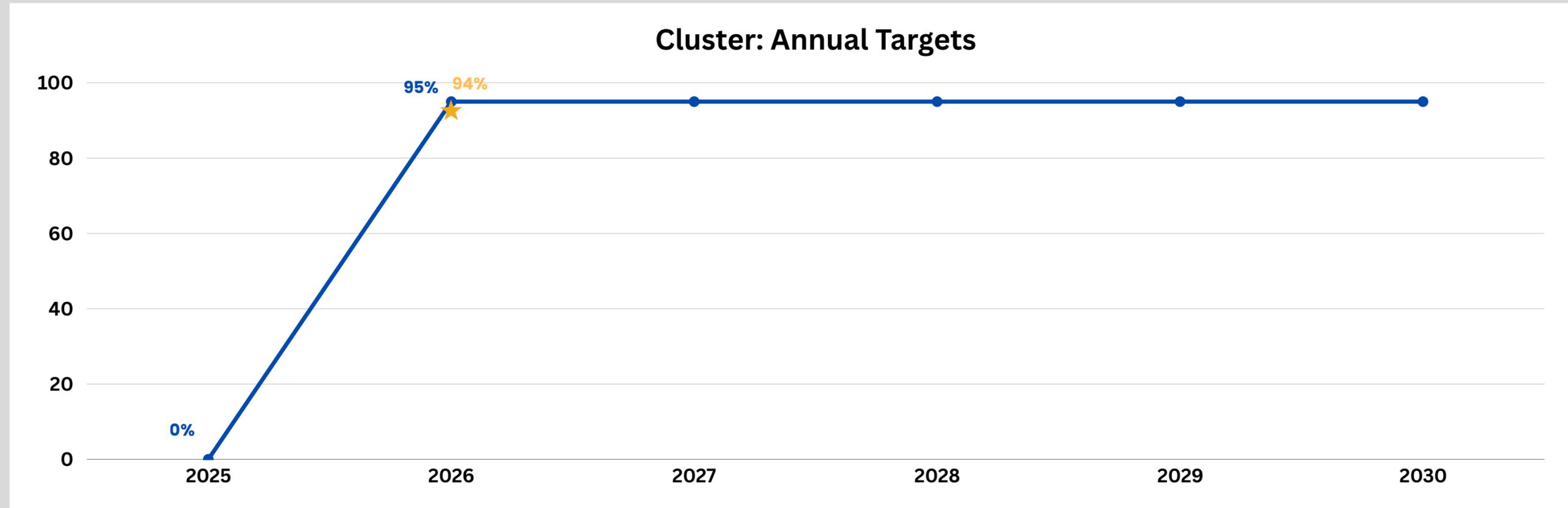
- To date, 98% of educators have completed their first formal (announced) NIET observation cycle, demonstrating strong implementation progress across campuses.

### The plan moving forward:

- We are currently in the second observation window, which consists of formal unannounced evaluations to ensure authentic instructional practice and ongoing growth.

**Constraint 4: Educator Support:** The Superintendent shall not allow educators to go without constructive feedback and support.  
(Current 2025: --% | 2026: --% | 2027: --% | 2028: --% | 2029: --% | 2030: --%)

**Constraint Progress Measure 4.2:** 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. (2025: 0% | 2026: 95% | 2027: 95% | 2028: 95% | 2029: 95% | 2030: 95%)



## Evidence and Future Plans

### Current Reality:

- Weekly Cluster meetings, facilitated by campus Master Teachers, provide focused professional learning aligned to prioritized NIET rubric indicators, data, campus patterns and needs ensuring consistency and continuous instructional improvement across classrooms.

### The plan moving forward:

- South San Antonio ISD remains committed to weekly Cluster learning as a foundational strategy for strengthening core instruction and advancing a cohesive, tiered system of support that meets the needs of every learner.