



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: July 17, 2024

Agenda Section: Discussion and Possible Action

Agenda Item Title: The discussion and possible action to approve the Lone Star Governance Superintendent Constraints Progress Measure Report on Staffing

From/Presenters: Rita Uresti, Executive Director of Human Resources

Description: The presentation will provide an overview of data and progress on staffing with a focus on two specific areas:

- (1) The number of highly qualified teachers at low performing campuses will be 90% or higher.
- (2) The turnover rate of teachers leaving the district will decrease 10 percentage points by May of 2028.

Historical Data: The intention of Lone Star Governance is to provide a continuous improvement model for governing teams (boards in collaboration with their superintendents) to intensely focus on one primary objective: improving student outcomes. The SSAISD Board will strive for Meets Focus on all LSG goals. This Lone Star Governance report discusses staffing data which assist trustees with academic progress monitoring.

Recommendation: Approve the Lone Star Governance Superintendent Constraints Progress Measure Report on Staffing as presented.

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

Goal: 2. SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

# 2024-2025 Staffing Report

Lone Star Governance  
Superintendent Constraints Progress Measure

July 17, 2024



*“One Team, One Goal ... No  
Limits, No Bounds”*

# Constraint Progress Measure 1.1: The number of highly qualified teachers at low performing campuses will be 90% or higher

## 24-25 HIGHLY QUALIFIED TEACHER STATUS REPORT PER CAMPUS

CAMPUS	TOTAL # OF TEACHER POSITIONS	TOTAL # OF VACANCIES & DOI TEACHERS	TOTAL # OF HQ TEACHERS	% OF HQ TEACHERS
PALO ALTO ES	33	1	32	97%
CARRILLO ES	31	1	30	97%
SOUTH SAN HS	136	8 + 6	122	90%
SHEPARD MS	39	3 + 2	34	87%


## Action Steps/Initiatives:

- Enhance recruiting and retention
- Mentoring programs
- Continuing education programs for instructional aides
- Improve compensation and benefits
- Teacher Incentive Allotment (TIA)

## District initiatives to promote recruitment:

- Partnered with the Bilingual Department to attend job fairs to recruit Bilingual Teachers
- Sponsoring H1B visas for Bilingual Teachers
- Updated district merch to coincide with our branding
- Attended 14 job fairs this past Spring and sent personal emails to all engaged candidates
- Implemented TXCEE program with all core subject area Elementary teachers
- Campus mentors to all First Year Teachers
- Continuing efforts with UTSA for a Paraprofessional Cohort
  - Interest survey was sent via email in April 2024
- 2%-10% raise for all district employees and competitive stipends are at or above market median
- TRS-ActiveCare - Blue Cross/Blue Shield (largest statewide network) and we offer competitive medical insurance rates and improved dental insurance rates and benefits
- TIA - The district was awarded over \$1,000,000, 91 teachers were designated and all student forward facing staff will also receive funds.

# Constraint Progress Measure 1.2: The turnover rate or teachers leaving the district will decrease 10 percentage points by May 2028

TEXAS ACADEMIC PERFORMANCE REPORT: TURN-OVER RATE	
22-23	22.60%
23-24	*15.9%
Difference	 6.7%

\*unofficial

# Action Steps/Initiatives:

- **Campus level support: Interventionist and Instructional Coaches**
- **Social emotional support: Social Workers, Carezone, SEL curriculum**
- **Mentoring programs**
- **Continuing education programs**
- **Increase compensation and benefits**
- **Professional development**
- **Academic calendar to support teacher planning and professional learning**
- **Embedded PLCs during the school day**

## District initiatives to promote retention:

- 1 Interventionist and 1 Instructional Coach at each Elementary School, 2 Instructional Coaches at each Middle School and 3 Instructional Coaches at South San HS
- 5 social workers housed at the secondary schools and they support their cluster Elementary Schools
- Carezone partnerships with Family Services, Bereavement Center, SA Threads, and Eagles Flight - brand new clothing, counseling and food - community, students, parents and staff
- SEL - Class Catalyst K-8 (daily check-in) and Seven Mindsets, Character Strong 8-12 (character education)
- Campus mentors for all First Year Teachers
- Partnership with TAMUSA for teachers to receive their Master's degree in various fields
- 2%-10% raise for all district employees and competitive stipends are at or above market median
- Time for planning and staff development
- Principals are incorporating PLC time within their Master Schedule for core subject area and/or STAAR/EOC teachers
- TIA - The district was awarded over \$1,000,000, 91 teachers were designated and all student forward facing staff will also receive funds

**Thank you!**

**Questions**