SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: November 15, 2017

Purpose: ☐ Report Only   ☐ Recognition   ☒ Discussion/ Possible Action

From: Abelardo Saavedra

Item Title: Approval of Student Outcome Goal Progress Measures and Constraint Progress Measures for 2017-18 Superintendent's Evaluation

Description:

For 2017-18, the Superintendent's performance will be measured on the progress made on the Goal Progress Measures (GPM) and the Constraint Progress Measures (CPM). A student outcome goal or constraint is considered met if a) the goal actual results meet or exceed the target or b) at least 2/3rd of the respective Goal Progress Measure (GPM) or Constraint Progress Measure (CPM) actual results meet or exceed the targets. Overall Superintendent performance is met if at least 4/5th of the goals and constraints are met.

Recommendation:

It is recommended that the Board adopt the student outcome goal progress measures and constraint progress measures for the 2017-18 Superintendent's Evaluation.

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.

Goal 2 The percent of students who perform at the Masters Grade Level standard for all grades in state mathematics exams will increase from 8% to 40% by 2022.

Goal 3 The percent of students who perform at the Masters Grade Level standard for all grades in state reading exams will increase from 9% to 40% by 2022.

Funding Budget Code and Amount: CFO Approval

APPROVED BY: SIGNATURE   DATE

Chief Officer:

Superintendent: _____ __11-9-2017__

Form Revised: June 2017

Superintendent Evaluation Template

Because Superintendent performance is considered indistinguishable from District performance, the Superintendent's annual evaluation is simply the amalgam of all monthly monitoring reports. A student outcome goal or constraint is considered met if a) the goal actual results meet or exceed the target or b) at least 2/3rd of the respective goal progress measure (GMP) or constraint progress measure (CPM) actual results meet or exceed the targets. Overall Superintendent performance is met if at least 4/5ths of the goals and constraints are met.

Student Outcome Goals Scorecard

Student Outcome Goal # 1:

GPM #1.1: Graduation rate will increase from 88.4% to 90%. (Actual was extracted from the 2016-2017 TAPR which reports the 4-year cohort of the Class of 2016.)		GPM #1.2: Enrollment in dual credit courses and industry certifications will increase by 10% in 2018.		GPM #1.3: The percentage of graduates who will qualify for community college/university, military, or industry certification will increase 4.4% from 62% to 66.4% by 2018.		% of GPMs That Met Target
target	actual	target	actual	target	actual	
90.00%	88.40%	162.80	148	66.40%	62%	

Student Outcome Goal # 2:

GPM #2.1: The percent of elementary students who perform at Masters Grade Level standard for math will increase 3.4% from 11% to 14.4% by 2018.		GPM #2.2: The percent of middle school students who perform at Masters Grade Level standard for math will increase 1.5%s from 4% to 5.5% by 2018.		GPM #2.3: The percent of high school students who perform at Masters Grade Level standard on the Algebra I EOC will increase 1.5% from 4% to 5.5% by 2018.		% of GPMs That Met Target
target	actual	target	actual	target	actual	
14.40%	11%	5.50%	4%	5.50%	4%	

Student Outcome Goal # 3:

GPM #3.1: The percent of elementary students who perform at Masters Grade Level standard for reading will increase 4.5% from 15% to 19.5% by 2018.		GPM #3.2: The percent of middle school students who perform at Masters Grade Level standard for reading will increase 3% from 10% to 13% by 2018.		GPM #3.3: The percent of high school students who perform at Masters Grade Level standard for reading will increase 1% from 2% to 3% by 2018.		% of GPMs That Met Target
target	actual	target	actual	target	actual	
19.50%	15%	13%	10%	3%	2%	

Overall Performance

% of All GPMs That Met Target	

CPM #1.1: The student absence rate will not exceed 6% in 2017-2018.		CPM #1.2: The teacher absence rate will not exceed 6% in 2017-2018.				% of GPMs That Met Target
target	actual	target	actual			
6	6.09	6	No available baseline.			

Constraint # 2:

CPM #2.1: Counselors will increase their time directly interacting with students by 20% in 2017-2018.		CPM #2.2: School site-based funding (decentralized budget) will be piloted in 2018-2019 and fully implemented by all campuses in 2019-2020.		CPM #2.3: Administration will develop a clear and defined improvement plan detailing explicit support measures for teachers who need additional assistance by 2017-2018.		% of GPMs That Met Target
target	actual	target	actual	target	actual	
2018 percentage will become baseline.	No available baseline.	Opportunity Culture implemented at 4 campuses	Opportunity Culture implemented at 2 campuses	Please see district support measures.	Please see district support measures.	

Constraint # 3:

CPM #3.1: The superintendent will monitor enrollment and increase "academic choice program" options to all middle school students by Spring 2018.		CPM #3.2: The superintendent will engage a committee of community members before a long-term facilities plan is presented to the board.				% of GPMs That Met Target
target	actual	target	actual			
4	1	0	0			

Overall Performance	
% of All CPMs That Met Target	