



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: September 18, 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. The last staffing report was presented in July 2024.

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

September 18, 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
ARMSTRONG ES	25	2	23	92%
CARRILLO ES	31	1	30	97%
PALO ALTO ES	34	2	32	94%
SHEPARD MS	37	2	35	95%
SOUTH SAN HS	136	14	122	90%

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

Thank you!

Questions