



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: March 16, 2026

Agenda Section: Discussion Possible Action

Agenda Item Title: Mission, Vision, Core Values, and Strategic Priorities

From/Presenters: Dr. Jennifer Gutierrez, Deputy Superintendent

Description: The purpose of this agenda item is to present the District's proposed Mission, Vision, Core Values, and Strategic Priorities for Board discussion and possible action. These foundational elements establish a shared direction for the organization and serve as the framework for decision-making, resource allocation, instructional focus, and system-wide accountability.

The proposed statements are the result of a collaborative process that included stakeholder input, leadership reflection, and alignment with the District's long-term goals for student achievement and organizational effectiveness. Together, the Mission and Vision articulate our commitment to student success and the future we seek to create. The Core Values define the beliefs and behaviors that guide our work, while the Strategic Priorities outline the key focus areas that will drive measurable outcomes.

Approval of these components will provide clear direction for district planning, campus improvement efforts, and performance monitoring. These guiding statements will anchor the development of action plans and ensure coherence across initiatives in support of improved student outcomes.

Historical Data: In the development of the proposed Mission, Vision, Core Values, and Strategic Priorities, the District reviewed and reflected upon the previous Mission, Vision, and Core Values to ensure continuity and alignment with our established commitments. Input was gathered from stakeholders across the organization, including staff, students, campus and district leadership, families, and community members. This collaborative process allowed the District to honor prior foundational work while refining and strengthening the statements to reflect current priorities and future aspirations.

Recommendation: Administration recommends discussion and consideration of approval.

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 closing the gap between student populations in pursuit of advanced performance.

Mission, Vision, Core Values, Strategic Priorities

March 16, 2026





The Why Behind This Work

Clarity – Defines who we are and what we want for every student.

Alignment – Ensures decisions and actions across the district move in the same direction.

Focus – Prioritizes the work that has the greatest impact on student success.

Accountability – Provides a framework to measure progress and guide continuous improvement.

TIMELINE



DEIC
DECEMBER 8, 2026

**Hopes and Dreams
Conference**

LEADERSHIP
JANUARY 12-13, 2026

**Development based on
DEIC feedback and
survey results**

DEIC FEEDBACK
MARCH 2, 2026

**Shared draft with DEIC
for suggestions and
input.**

BOARD MEETING
MARCH 16, 2026

**Presentation and
Approval**



Hopes & Dreams Q1

As you imagine the South San Antonio ISD of the future, what do you envision is possible for our students?



Participation



223
Participants



177
Thoughts



3,021
Ratings

Parents 25% Employees 67% Students 5% Community 3%



Key Thoughts/Themes Q1

What do we Envision?

- **Graduates prepared for the future**
- **Systems to provide focused student support**
- **Teachers creating a culture of support**

- **Teacher Motivation & Support**
- **Student Accountability/Engagement**
- **Parent/Community Involvement**
- **School Culture & Environment**
- **Leadership & Vision Alignment**
- **Resource Allocation & Compensation**
- **Innovative Teaching & Curriculum**
- **Teacher Autonomy & Prof. Dev.**
- **Early Intervention**



Hopes & Dreams Q2

What are some things we need to address to make these possibilities a reality?



Participation



120
Participants



158
Thoughts



2,095
Ratings

Parents 14% Employees 76% Students 3% Community 6%



Key Thoughts/Themes Q2

What must we do?

- **Prioritize goal focused collaboration from all stakeholders**
- **Believe in students**
- **Create a safe, respectful, judgement free environment**

- **Strategic Teacher Recruitment/Retention**
- **Support Teacher Development/Autonomy**
- **Cultivate a Positive School Culture**
- **Student Support with Accountability**
- **Increase Parent & Community Engagement**
- **Invest in Resources/Infrastructure**
- **Promote Innovative Teaching Practices**
- **Create a School System**
- **Early Intervention**



Previous Mission

Inspiring, educating, and preparing all SSAISD students for success beyond the classroom, by providing a safe, nurturing, and challenging learning environment, empowering students to reach their full potential, and engaging the community in our shared commitment to excellence.



Mission

Together we inspire, educate, and prepare all South San students for success today and beyond.



Previous Vision

To empower all students in SSAISD to achieve academic excellence and personal success by providing equitable access to high-quality education, resources, and opportunities.



Vision

South San, a learning community where all students achieve excellence.



Previous Core Values/Beliefs

WE believe that:

- 1. All of us must be bold, student-focused advocates, making collaborative decisions to ensure a united vision that enhances educational opportunities.**
- 2. Trust is an active process and essential to ensure the academic wellness, safety and success of our students, staff, and community.**
- 3. All of us deserve to be cherished, challenged and stretched to reach our highest level of contribution.**
- 4. All of us must take responsibility for our learning journey to achieve the goals we set for ourselves.**



Core Values/Beliefs

South San values a culture of care.

- Student-centered*
- Service First*
- Collaboration*
- Integrity*
- High Expectations*



Strategic Priorities

- College and Career Readiness*
- Curriculum and Instruction*
- Culture and Climate*
- Community Partnerships and Engagement*
- Collaborative and Effective Staff*



College and Career Readiness

Ensure all students graduate prepared for college, the workforce, or military service through real-world learning experiences.



Curriculum and Instruction

Engage all students with a high-quality, research-based curriculum to achieve academic growth and excellence.



Culture and Climate

Create a safe, structured, and nurturing environment where all stakeholders feel supported and valued to foster a culture of care.



Community Partnerships and Engagement

*Build strong partnerships with families,
communities, and businesses to advance student
success.*



Collaborative and Effective Staff

Recruit, retain, and develop a collaborative and highly effective staff.



Purpose, People, Systems

A high performing organization is committed to purpose, powered by people and equipped with systems that bring both purpose and people alive.

Questions

Thank you!

