



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 21, 2021

Agenda Section: Discussion and possible action

Agenda Item Title: Vision, Mission, Values, and Balanced Scorecard

From: Dr. Marc Puig, Superintendent

Additional Presenters if Applicable:

Description: As evidenced by the collaborative work of the school board, staff, and community, SSAISD remains committed to establishing a strategic vision, mission, and values, including a balanced scorecard, all of which will guide district decision-making. These ideals will reflect the work, commitment, and dedication of our board, staff, parents, and students.

Historical Data: The strategic visioning process has been ongoing since December 2021; and the district have been assisted by TASB XB and Moak Casey throughout the process. The products presented herein are reflective of this collaborative work.

Recommendation: To approve the Vision, Mission, Values, and Balanced Scorecard as presented.

Funding Budget Code and Amount: N/A



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

1450 Gillette Boulevard · San Antonio, Texas 78224 · (210) 977-7000 · Fax (210) 977-7017

Strategic Framework
Reinvigorating the South San ISD experience together
Presented to the Board of Trustees on July 21, 2021

VISION

Together, igniting action, inspiring growth.

MISSION

Think big, think positive, think forward.

CORE VALUES

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.
5. Authentic transformation requires being comfortable with being uncomfortable.

Reporting Period	Scorecard	Perspective	Objective	Objective Status	Measure	Measure Status	Actual	Target	YTD	Initiatives	Initiative Status
Q1-2021	District Scorecard	Student Success	1.1 Effective Tier 1 Instruction	Green	Varied assessments (meets / masters)	Yellow	50.00%	75.00%	50.00%	Fundamental 5	Red
					Curriculum Alignment	White	80.00%	80.00%	70.00%	TEKS Resources System	White
					Early elementary reading	White	50.00%	70.00%	70.00%	Literacy leadership	White
			1.2 Quality Coaching & Feedback Model	Red	Targeted professional development	Green	80.00%	80.00%	90.00%	LearningWalk Protocol	Yellow
		Customer, Community, Stakeholder Satisfaction	2.1 Increase Loyalty	Green	Likelihood to Re-enrollment	Yellow	80.0%	80.0%	100.0%	Geo-fencing as part of our marketing arsenal	Green
					Likelihood to Recommend	Green	75.0%	80.0%	100.0%	Define/measure the experience	Red
					Overall Satisfaction	Yellow	80.0%	90.0%	90.0%	CSM	Yellow
		Faculty & Staff Recruitment, Retention & Capacity-building	3.1 Quality Professional Learning Communities	Red	PLC Rubric / analysis	Yellow	70.00%	60.00%	90.00%	CILT	Green
			3.2 Personalized Professional Learning Plan	No Information	Invest in best training & incentives	Red	80.00%	50.00%	100.00%	Individualized PPLP	Red
			3.3 Improve Recruitment of "Blue Chippers"	Yellow	"Fit" Assessments	Yellow	80.00%	75.00%	50.00%	Reputational Management / Why SSAISD?	Yellow
			3.4 Enrich Talent Management Process	Red	Leadership IQ/EQ/CQ	Red	50.00%	0.00%	50.00%	"On deck" program	White
		Fiscal Health	4.1 A-ROI system to guide strategic investments	Red	Program evaluation	Green	90.00%	0.00%	0.00%	Academic & operational audits	Green
			4.2 Coherent budget development & management processes	Yellow	Budget to Actual; revenue / expenditure projections	Yellow	50.00%	0.00%	0.00%	Budget calendar / planning guide / priority process	Green
			4.3 Operational effectiveness & efficiency	Green	Sq. ft. cost utility cost; bus ridership; MPLH;	Green	50.00%	80.00%	95.00%	Develop record management system to maintain factors associated with efficient operations	Yellow