



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: October 20, 2025

Agenda Section: Discussion and Possible Action

Agenda Item Title: Lone Star Governance Board Outcome Goals and Constrains

From/Presenters: Dr. Jennifer Gutierrez, Deputy Superintendent

Description: The Lone Star Governance (LSG) framework is designed to support school boards in maximizing student outcomes through effective governance practices. The Board of Managers will review and consider approval of the Lone Star Governance (LSG) Board Outcome Goals, Goal Progress Measures, Constraints, and Constraint Progress Measures. These goals and constraints establish the district's long-term student outcome priorities and define the parameters within which the Superintendent will operate. Approval formalizes the Board's commitment to a governance framework focused on improving student achievement and aligning district actions with measurable student outcomes.

Historical Data: N/A

Recommendation: Approve the Lone Star Governance Board Outcome Goals, Goal Progress Measures, Constraints, and Constraint Progress Measures.

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

Goal: Goal 1-SSAISD will increase academic achievement for all students and thus close the gap between student populations in pursuit of advanced performance and post-secondary educational or career paths.

South San Antonio ISD
Constraints (Guardrails) & Progress Measures
2025 - 2030

Constraint / CPM	Description	Baseline (2025)	2026	2027	2028
Constraint 1	Rigorous Curriculum: The Superintendent shall not permit the use materials and curriculum other than those High Quality Instructional Materials adopted by the district and aligned to grade level expectations.				
1.1	SSAISD will ensure that core academic subjects utilize High-Quality Instructional Materials (HQIM) in daily instruction, increasing from an unknown baseline in the 2024–2025 school year to 95% implementation by June 2026.	Unknown	95%		
1.2	SSAISD will increase the fidelity of implementation of High-Quality Instructional Materials (HQIM) in daily instruction, as measured through walkthroughs focused on mastery of implementation, from 25% in September 2025 to 75% by June 2026.	25%	75%		
Constraint 2	Quality Educators: The Superintendent shall not allow campuses to have disproportionate access to effective staff.				
2.1	SSAISD will increase the number of campuses with 96% certification, from nine campuses in September 2025 to 13 campuses by September 2027.	9	11	13	
2.2	SSAISD will increase the number of educators who are scoring at least 3.5 on their evaluation from unknown in June 2025 to 70% by June 2027.	unknown	40%	70%	
2.3	SSAISD administrators receiving compensation through the strategic compensation model will increase from 0% in June 2025 to 70% by June 2028.	0%	30%	50%	70%
Constraint 3	Fiduciary Responsibility: The Superintendent shall not permit district finances to be managed in a manner inconsistent with state, federal, or local budgetary policies.				
3.1	SSAISD will increase its first financial accountability rating from 90 in June 2025 to 92 by June 2027.	90	80	92	
3.2	SSAISD will increase the amount of times that a balanced budget is proposed and then the adopted budget is maintained from 0 times in June 2025 to 1 time by June 2027.	0	0	1	
Constraint 4	Educator Support: The Superintendent shall not allow educators to go without constructive feedback and support.				
4.1	The percentage of Principals, Assistant Principals and Master Teachers who conduct at least five weekly walkthroughs with feedback will increase from an unknown baseline in June 2025 to 95% by June 2026.	0%	95%		
4.2	The percentage of educators receiving two formal NIET observations will increase from 0% in June 2025 to 95% by June 2026	0%	95%		
4.3	The percentage of SSAISD educators who actively engage in at least one weekly job-embedded professional learning session through Cluster will increase from an unknown baseline in June 2025 to 95% by June 2026.	unknown	95%		

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Goals & Progress Measures 2025 - 2030

Goal/GPM	Description	Baseline (2025)	2026	2027	2028	2029	2030
Goal 1	Early Reading: SSAISD will increase the overall Domain 1 index score on 3rd grade STAAR Reading from 34 in June 2025 to 60 by June 2030.	34	39	44	49	54	60
1.1	The percentage of SSAISD pre-kindergarten students that score "on track" on the Phonemic Awareness CIRCLE assessment will increase from 77% in June 2025 to 87% by June 2030.	77%	79%	81%	83%	85%	87%
1.2	The percentage of SSAISD kindergarten through 2nd grade students that meet or exceed their MAP growth reading goal will increase from 52% in June 2025 to 72% in June 2030.	52%	56%	60%	64%	68%	72%
1.3	SSAISD 2nd grade students will increase overall proficiency on MAP Growth reading from 34% Meets in June 2025 to 60% in June 2030.	34%	39%	45%	50%	55%	60%
Goal 2	Early Math: SSAISD will increase the overall Domain 1 index score on 3rd grade STAAR Math from 32 in June 2025 to 60 by June 2030.	32	37	43	49	55	60
2.1	The percentage of SSAISD pre-kindergarten students that score "on track" on the math CIRCLE assessment will increase from 85% in June 2025 to 95% by June 2030.	85%	87%	89%	91%	93%	95%
2.2	The percentage of SSAISD kindergarten through 2nd grade students that meet or exceed their MAP growth math goal will increase from 51% in June 2025 to 71% in June 2030.	51%	55%	59%	63%	67%	71%
2.3	SSAISD 2nd grade students will increase overall proficiency on MAP Growth math from 17% in June 2025 to 60% in June 2030.	17%	26%	35%	44%	53%	60%
Goal 3	CCMR: SSAISD will increase the percentage of graduates who are college, career, or military ready (CCMR) from 61% in June 2025 to 92% by June 2030.	61%	67%	80%	88%	90%	92%
3.1	The percent of 9th - 12th grade students that earn Dual Course credit will increase from 28% in June 2025 to 48% in June 2030.	28%	32%	36%	40%	44%	48%
3.2	The percent of 10th - 12th grade students that earn an IBC will increase from 24% in June 2025 to 44% in June 2030.	24%	28%	32%	36%	40%	44%
3.3	The percent of 9th - 12th grade students that meet TSI criteria in both reading and math will increase from 22% in June 2025 to 42% in June 2030.	22%	26%	30%	34%	38%	42%
Goal 4	Secondary Literacy: SSAISD will increase the overall Domain 1 index score on STAAR EOC English I from 28 in June 2025 to 60 by June 2030.	28	34	40	47	54	60
4.1	SSAISD 6th grade students will increase overall proficiency on MAP Growth reading from 25% in June 2025 to 60% in June 2030.	25%	32%	39%	46%	53%	60%
4.2	SSAISD 7th grade students will increase overall proficiency on MAP Growth reading from 40% in June 2025 to 60 in June 2030.	40%	44%	48%	52%	56%	60%
4.3	SSAISD 8th grade students will increase overall proficiency on MAP Growth reading from 42% in June 2025 to 60% in June 2030.	42%	46%	50%	54%	58%	60%