



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: May 16, 2018

Purpose:  Presentation/Report  Recognition  Discussion/ Possible Action

Closed/Executive Session  Work Session  Discussion Only  Consent

From: Delinda Castro, Chief Academic Officer

Item Title: Approve the SSAISD 2018-2023 Strategic Design Framework.

Description:

South San Antonio ISD began its strategic re-design process this spring with a compilation of meetings representative of the South San Antonio Community. The SSAISD Strategic Redesign Process encompassed valuable input from teachers, students, parents, business partners, community members, Board of Trustees, and campus/district administrators via an educational summit, 5 focus groups, and four Strategic Design Team Sessions.

As a result of this design process, members' input and reflections led to revisions to the SSAISD Call to Action, core beliefs, learner outcomes, learner profile, strategies and specific results that will align our collective efforts for transforming the future of South San.

Recommendation:

Approve the 2018-2023 South San Antonio ISD Strategic Design Framework

District Goal/Strategy:

Strategy 1 We will engage all school community members through transparency and effective communication to create an inclusive environment for all students.

Funding Budget Code and Amount:

CFO Approval

N/A

APPROVED BY:

SIGNATURE

DATE

Chief Officer:

Superintendent:

*[Handwritten signature]*  
*Abelardo Saavedra*  
*h.h.*

4-30-18

5/11/18



# South San Antonio ISD Strategic Design Framework

Updated April 6, 2018

<p><b>our beliefs</b></p>	<ul style="list-style-type: none"> <li>● We believe in constructive engagement of the school community for the success of our district.</li> <li>● We believe in a strong support system for the school community to achieve excellence.</li> <li>● We believe that innovative and challenging experiences for all students produce successful learners.</li> <li>● We believe that trusting relationships among the school community are essential to student success.</li> <li>● We believe that an inclusive school culture promotes positive student development and voice.</li> <li>● We believe that strong and effective student and adult leadership is essential to build a culture of high expectations.</li> </ul>
<p><b>our call to action</b></p>	<p>All students enjoy successful education experiences, empowering them to make decisions while enriching their lives in the future they create.</p>
<p><b>our learner outcomes</b></p>	<ol style="list-style-type: none"> <li>1. All learners will develop learning goals, track their progress, and adjust based on feedback and reflection.</li> <li>2. All learners will demonstrate their thinking in a creative and innovative manner.</li> <li>3. All learners will demonstrate honor and integrity.</li> <li>4. All learners will develop reading, writing, thinking, and speaking skills that will allow them to communicate and collaborate effectively in all environments.</li> <li>5. All learners will employ digital skills to demonstrate literacy and comprehension of multiple forms of technology.</li> <li>6. All learners will develop leadership skills that enable them to act independently when necessary and give them the confidence to take appropriate risks.</li> </ol>
<p><b>our learner profile</b></p>	<p>The learner. . .</p> <ul style="list-style-type: none"> <li>● reflects for goal setting and personal growth</li> <li>● is an accomplished reader and writer</li> <li>● employs digital skills</li> <li>● is an industrious and resourceful problem solver</li> <li>● communicates and collaborates effectively</li> <li>● thinks critically, dynamically and progressively</li> <li>● is receptive to constructive criticism</li> <li>● is creative and innovative</li> <li>● takes risks with a growth mindset</li> <li>● is open-minded and adaptable</li> <li>● demonstrates integrity</li> <li>● models appropriate social skills</li> <li>● uses leadership skills productively</li> <li>● demonstrates organizational skills and time management</li> <li>● uses positive conflict resolution skills</li> </ul>



# South San Antonio ISD Strategic Design Framework

Updated April 6, 2018

## our strategies

1. We will engage all school community members through transparency and effective communication to promote a positive perception and create a strong brand.
2. We will establish a system of extraordinary customer service to attract and retain members of our community.
3. We will develop a strong support system which will provide meaningful and innovative instruction that promotes critical thinking and problem solving.
4. We will build partnerships with businesses and the community to promote parental involvement, support opportunities for student success, and increase student attendance and enrollment.
5. We will promote and ensure a safe and secure learning environment for all students.

## our specific results

- 1.1 Establish a communication system that creates a strong brand that is disseminated across the city and state.
- 1.2 Implement school community feedback tools.
- 1.3 Expand parent engagement programs that utilize staff, students and community members.
- 2.1 Utilize a variety of communication and feedback tools that appeal to the audiences in the school community.
- 2.2 Develop a system of accountability measuring the quality of customer service.
- 2.3 Create procedures and protocols for all campuses and departments that ensure high quality customer service.
- 2.4 Create training programs on relevant customer service models for all staff and students.
- 3.1 Implement a collaborative instructional model that integrates technology and hands on experiences.
- 3.2 Establish a system that provides consistent and ongoing feedback in support of all instructional initiatives.



# South San Antonio ISD Strategic Design Framework

Updated April 6, 2018

	<p>3.3 Create programs that inform and support parental involvement in district initiatives.</p> <p>3.4 Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.</p> <p>4.1 Establish a volunteer program that utilizes staff, student and community membership.</p> <p>4.2 Implement mentor programs and internship that offer student leadership.</p> <p>4.3 Create recognition programs that celebrate student and district successes.</p> <p>4.4 We will grow reciprocal business partnerships that offers the school community real world experiences.</p> <p>5.1 Create and implement safety standards that promote safe facilities and equipment across the district.</p> <p>5.2 Develop a wellness program to encourage participation from all members of the school community in healthy pursuits.</p> <p>5.3 Implement a structured program to connect and involve the home within the school setting.</p> <p>5.4 Establish systemic plans and procedures that ensure a safe learning environment for all.</p>
<p><b>our year 1 specific results</b></p>	<p>1.1 Establish a communication system that creates a strong brand that is disseminated across the city and state.</p> <p>2.3 Create procedures and protocols for all campuses and departments that ensure high quality customer service.</p> <p>3.4 Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.</p> <p>4.3 Create recognition programs that celebrate student and district successes.</p> <p>5.4 Establish systemic plans and procedures that ensure a safe learning environment for all.</p>
<p><b>Year 1 Action Plans</b></p>	<p><b>Specific Result:</b> 1.1 Establish a communication system that creates a strong brand that is disseminated across the city and state.</p> <p>1.1.1 Design and implement a strong brand that represents South San Antonio ISD's programs,</p>



# South San Antonio ISD Strategic Design Framework

Updated April 6, 2018

students, and school community.

1.1.2 Provide professional learning and monitor implementation of the common brand quarterly across the district.

1.1.3 Develop a robust marketing campaign to highly publicize the district's common brand throughout the city and state.

1.1.4 Deploy a clearly articulated plan for updating district and campus websites and multi-media.

1.1.5 Design branded merchandise and establish a broad base network for purchase.

**Specific Result:** 2.3 Create procedures and protocols for all campuses and departments that ensure high quality customer service.

2.3.1 Develop a professional training system and protocol that incorporates all facets of what customer service is. i.e. empathy and sensitivity training

2.3.2 Monitor the implementation of a customer service plan at all levels at the end of each semester.

2.3.3 Create a digital check-in and feedback system to measure customer satisfaction.

**Specific Result:** 3.4 Create strategic professional learning aligned to district initiatives and campus needs based on student outcomes.

3.4.1 All district departments create an evidence based professional learning plan that aligns to learner profile and student outcomes

3.4.2  
Design a clearly articulated plan for extra curricular clubs and student leadership

3.4.3  
All campuses will create targeted campus action plans that promote innovative instruction and ensure high achieving student success

3.4.4  
Create a comprehensive technology plan that incorporates minimum hardware standards, professional learning protocols, software/APS/social networking that creates toolkits for staff members and parents.



# South San Antonio ISD Strategic Design Framework

Updated April 6, 2018

3.4.5  
Sustain middle schools as academies - STEM, Fine Arts and Health Science.

3.4.6  
Create and foster Instructional Leadership Teams at all levels of the district and school community.

**Specific Result:** 4.3 Create recognition programs that celebrate student and district successes.

4.3.1  
Design and provide a recognition program database to all campuses through a digital portal.

4.3.2  
Design a campus and department recognition checklist to disseminate recognition information to the district and community.

4.3.3  
Create a broader student recognition system for all grades that occurs at the end of every grading period, and is aligned with the SouthSan Sational program.

4.3.4  
Develop a Rookie of the Year recognition program and create a rubric for selection standards for teacher/staff/admin at all campuses.

4.3.5  
Create Campus and District Teacher of the Year rubric to align with Trinity Award criteria.

4.3.6  
Create a system to recognize annually, community members, businesses, and volunteers who have fostered student success.

**Specific Result:** 5.4 Establish systemic plans and procedures that ensure a safe learning environment for all.

5.4.1 Establish a safety task-force district committee to review and update the current safety/security plans.

5.4.2 Create and implement a plan to enforce the adopted security plan and committee recommendations.



# South San Antonio ISD Strategic Design Framework

Updated April 6, 2018

5.4.3 Analyze facilities and safety equipment and upgrade what is necessary to ensure the highest/most appropriate level of security is in place.

5.4.4 Deploy health and wellness programs to support the employees in their mental and physical well-being.

5.4.5 Foster opportunities to create home and school partnerships to increase involvement and positive relationships.