



# SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

## Agenda Item Summary

Meeting Date: April 21, 2021

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Purpose:         Presentation/Report     Recognition         Discussion/ Possible Action  
  
 Closed/Executive Session     Work Session         Discussion Only     Consent

From: Theresa Servellon, Chief Academic Officer

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Item Title: Academic Health Report

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Description: The Academic Health Report discusses grade reporting and other academic initiatives which is essential reporting to assist trustees with academic progress monitoring.

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Historical Data: This is a continuing report initiated the at the August 2020 budget workshop; the report is presented by the Division of Academics.

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Recommendation: N/A

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Funding Budget Code and Amount: N/A

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APPROVED BY:

SIGNATURE

DATE

Chief Officer:

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CFO Funding Approval:

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Superintendent:

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**South San ISD  
Academic Health Report  
April 21, 2021**



# Term 3 Report



# Executive Summary: Academic Report

School	Term 3 Final Grades - % of Students Passing All Classes	
	Remote Learning Term 3	In Person Learning Term 3
Athens ES	87.9% <small>109/124</small>	90.6% <small>96/106</small>
Hutchins ES	89.3% <small>167/187</small>	90.2% <small>212/235</small>
Kindred ES	71.3% <small>87/122</small>	74.6% <small>150/201</small>
Palo Alto ES	79.0% <small>177/224</small>	82.0% <small>232/283</small>
Price ES	85.6% <small>95/111</small>	78.4% <small>229/292</small>
Madla ES	63.1% <small>108/171</small>	73.2% <small>186/254</small>
Five Palms ES	70.5% <small>122/173</small>	70.9% <small>190/268</small>
Armstrong ES	73.9% <small>105/142</small>	81.9% <small>131/160</small>
Carrillo ES	92.3% <small>108/117</small>	93.5% <small>173/185</small>
Benavidez ES	72.1% <small>163/226</small>	80.7% <small>260/322</small>
Dwight MS	50.4% <small>134/266</small>	57.0% <small>169/297</small>
Kazen MS	54.5% <small>55/101</small>	59.5% <small>69/116</small>
Shepard MS	38.5% <small>128/332</small>	49.4% <small>124/251</small>
Zamora MS	43.9% <small>119/271</small>	34.1% <small>90/264</small>
South San HS	34.8% <small>536/1542</small>	28.3% <small>227/801</small>
West Campus HS	45.4% <small>59/130</small>	55.4% <small>36/65</small>

**Term 1:**  
August 12 - October 9, 2020

**Term 2:**  
October 13 - December 18, 2020

**Term 3:**  
January 6th - March 26, 2021



# Executive Summary: Academic Report

School	Term 3 Final Grades - % of Students Passing All Classes	
	Special Education Term 3	English Learners Term 3
Athens ES	88.9% <small>24/27</small>	90.3% <small>65/72</small>
Hutchins ES	88.5% <small>46/52</small>	89.4% <small>101/113</small>
Kindred ES	64.6% <small>31/48</small>	50.0% <small>1/2</small>
Palo Alto ES	85.5% <small>59/69</small>	83.3% <small>5/6</small>
Price ES	81.5% <small>44/54</small>	98.7% <small>152/154</small>
Madla ES	71.6% <small>48/67</small>	66.7% <small>6/9</small>
Five Palms ES	76.0% <small>35/46</small>	70.5% <small>153/217</small>
Armstrong ES	85.4% <small>47/55</small>	83.3% <small>10/12</small>
Carrillo ES	95.6% <small>44/46</small>	90.0% <small>9/10</small>
Benavidez ES	72.7% <small>48/66</small>	77.7% <small>143/184</small>
Dwight MS	55.4% <small>41/74</small>	47.6% <small>69/145</small>
Kazen MS	58.3% <small>21/36</small>	69.6% <small>32/46</small>
Shepard MS	54.7% <small>41/75</small>	32.8% <small>40/122</small>
Zamora MS	51.5% <small>35/68</small>	34.1% <small>43/126</small>
South San HS	41.9% <small>78/186</small>	27.5% <small>87/316</small>
West Campus HS	46.1% <small>6/13</small>	34.2% <small>13/38</small>

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# Teacher Incentive Allotment (TIA)



## **Reward**

Ensure top teachers have a path to a competitive annual salary

## **Retain**

Keep effective educators in the classroom

## **Recruit**

Secure teachers for priority schools or grade bands

# SSAISD Teacher Incentive Allotment Plan

## Develop a Designation System

- 40% Teacher Performance: Teacher Observation-T-TESS
- 40% Student Performance: Universal Screeners/Inventories, STAAR
- 10% Student Experience: Parent Survey
- 10% Teacher Service Learning Project

## Designate high performing teachers

- Master, Exemplary, Recognized

## Determine priority schools or priority grade bands

Yr 1	2021 -2022	PreK-3rd
Yr 2	2022 -2023	4-12th STAAR
Yr 3	2023 -2024	Non-tested areas

# Allotment Percentages

## 90% teacher salary, 10% discretionary

90% Teacher Salary requirement will be distributed as recommended by the Design Team:

75% to the individual teacher holding the designation of Recognized, Exemplary or Master

*\*Must meet be proficient or above on 16 dimensions of T - TESS*

25% Include all teachers on the campus

*\*Must meet be proficient or above on 16 dimensions of T - TESS*

10% Discretionary will be divided as recommended by the Design Team:

5% Incentive pay for campus administrators, instructional coaches and instructional aides

5% Business office to pay for indirect costs associated with implementation of TIA



## Communication & Stakeholder Input

District-wide survey has been disseminated

[https://docs.google.com/forms/d/1CsugwRRXd - I6y87cOtMK5QtGhkueSNBD9K19aNv67zU/edit](https://docs.google.com/forms/d/1CsugwRRXd-I6y87cOtMK5QtGhkueSNBD9K19aNv67zU/edit)

Tech Tech University Survey

<https://www.southsanisd.net/domain/2651>