South San Antonio ISD Implementation Plan Overview - DRAFT

Quarter	Major Accomplishments
Q3 2025 (July - Sept)	• 2-Day Team Building Workshop • Adopt Implementation Plan • Adopt Goals & Guardrails (incl. TOA) • Adopt Monitoring Calendar • Begin Defining Superintendent Evaluation Procedure (FY26 and FY27+) • Begin Reviewing Operating Procedures • Board Self-Assessment Baseline
Q4 2025	• Begin Progress Monitoring • Adopt Superintendent Evaluation Procedure (FY26 and FY27+) • Adopt Revised Operating Procuedures • Adopt Board Self-Constraints • Quarterly Board Self-Assessment
Q1 2026	• Begin Policy Diet • Begin Budget Alignment • Standing Items: Monitoring, Time Use, Quarter Self-Eval
Q2 2026	• Adopt Aligned Budget • Complete Policy Diet • Standing Items: Monitoring, Time Use, Quarter Self-Eval

Future Items	• Develop & Adopt Year 2 Implementation Plan, based on Self-Eval
	• Review & Adjust GPMs based on data analysis, if needed.
	• Develop, Adopt and Execute:
	    - 2-way community engagement plan
	    - New Trustee/Manager Onboarding

South San Antonio ISD - Implementation Plan Details - DRAFT

Quarter	Month	Headline	Activity	Meeting Type	Owner	Status
Q3 2025	July	**LSG Kickoff**	Coach + BOM Interviews		Coach	Complete
Q3 2025	July	**LSG Kickoff**	Coach + Supt. Interview		Coach	Complete
Q3 2025	August	**2-Day Workshop**	Board 2-Day Workshop	State Workshop	Coach	Complete
Q3 2025	August	**Set Priorities**	Administration Data Analysis & Root Cause Recommendations		Superintendent	On Track
Q3 2025	August	**Set Priorities**	Board Priority Setting Workshop (Goals, Guardrails & TOA)	District Workshop	Board President	On Track
Q3 2025	August	**Operating Procedures**	Determine Route for Board Operating Procedure Review	Aug 25 Workshop	Board President	On Track
Q3 2025	August	**LSG Kickoff**	Board reviews implementation plan	Aug 25 Workshop	Coach	On Track
Q3 2025	August	**Supt Eval**	Determine Route for defining Superintendent Evaluation Process	Aug 25 Workshop	Board President	On Track
Q3 2025	September	**Board Self-Assessment**	Conduct Q3 Self-Assessment (Baseline)	Regular Meeting	Board President	Not Started
Q3 2025	September	**Supt Eval**	Board drafts Superintendent Evaluation Instrument		Board President	Not Started
Q3 2025	September	**Set Priorities**	Refined Goals, Guardrails, TOA & Progress Measures for Discussion	TBD (Mtg or Workshop)	Superintendent	Not Started
Q3 2025	September	**Set Priorities**	Draft Monitoring Calendar Shared for Discussion	TBD (Mtg or Workshop)	Superintendent	Not Started
Q3 2025	September	**Set Priorities**	Board adopts Goals, Guardrails & Monitoring Calendar	Regular Meeting	Board President	Not Started
Q3 2025	September	**LSG Kickoff**	Board adopts implementation plan	Regular Meeting	Board President	Not Started
Q4 2025	October	**Supt Eval**	Board reviews Superintendent Evaluation Instrument		Board President	Not Started
Q4 2025	October	**Monitor Priorities**	Board Monitoring Training	TBD (Mtg or Workshop)	Coach	Not Started
Q4 2025	October	**Monitor Priorities**	Practice Monitoring Report Discussion 1	Regular Meeting	Coach	Not Started
Q4 2025	October	**Operating Procedures**	Board receives Operating Procedures Feedback	TBD (Mtg, Wkshp, Cmt.)	Coach	Not Started
Q4 2025	November	**Board Self-Constraints**	Begin drafting Board self-constraints	TBD (Mtg, Wkshp, Cmt.)	Coach	Not Started
Q4 2025	November	**Supt Eval**	Board adopts Superintendent Evaluation Instrument	Regular Meeting	Board President	Not Started
Q4 2025	November	**Monitor Priorities**	Practice Monitoring Report Discussion 2	Regular Meeting	Coach	Not Started
Q4 2025	November	**Operating Procedures**	Board receives refined Operating Procedures	TBD (Mtg, Wkshp, Cmt.)	Coach	Not Started
Q4 2025	December	**Board Self-Constraints**	Adopt Board Self-Constraints	Regular Meeting	Board President	Not Started
Q4 2025	December	**Operating Procedures**	Board adopts Operating Procedures	Regular Meeting	Board President	Not Started
Q4 2025	December	**Monitor Priorities**	Practice Monitoring Report Discussion 3	Regular Meeting	Coach	Not Started
Q4 2025	December	**Self-Assessment**	Conduct Q4 Self-Assessment	Regular Meeting	Board President	Not Started
Q1 2026	January	**Operating Procedures**	Board Operating Procedures Begin (if not already in place)		Supt & Board Pres	Not Started
Q1 2026	January	**Time Use Reflection**	*Standing Monthly Agenda Item:* Time Use Evaluation	Regular Meeting	Coach	Not Started
Q1 2026	January	**Monitor Priorities**	*Standing Monthly Agenda Item:* Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q1 2026	January	**Policy Diet & Alignment**	Determine Route for Policy Review		Board President	Not Started
Q1 2026	January	**Supt Eval**	Board Conducts Annual Supt. Evaluation	Regular Meeting	Board President	Not Started
Q1 2026	February	**Time Use Reflection**	*Standing Monthly Agenda Item:* Time Use Evaluation	Regular Meeting	Board President	Not Started
Q1 2026	February	**Monitor Priorities**	*Standing Monthly Agenda Item:* Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q1 2026	February	**Budget Alignment**	Budget presentation with alignment to Goals / Guardrails	TBD (Mtg, Wkshp, Cmt.)	Superintendent	Not Started
Q1 2026	February	**Policy Diet & Alignment**	Draft Policy Review Timeline & Begin Policy Diet		Coach	Not Started
Q1 2026	March	**Time Use Reflection**	*Standing Monthly Agenda Item:* Time Use Evaluation	Regular Meeting	Board President	Not Started
Q1 2026	March	**Monitor Priorities**	*Standing Monthly Agenda Item:* Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q1 2026	March	**Self-Assessment**	*Standing Quarterly Agenda Item:* Conduct Q4 Self-Assessment	Regular Meeting	Board President	Not Started
Q2 2026	April	**Time Use Reflection**	*Standing Monthly Agenda Item:* Time Use Evaluation	Regular Meeting	Board President	Not Started
Q2 2026	April	**Monitor Priorities**	*Standing Monthly Agenda Item:* Board Progress Monitoring	Regular Meeting	Board President	Not Started

Q2 2026	April	**Budget Alignment**	Budget update with alignment to Goals / Guardrails			Not Started
Q2 2026	April	**Policy Diet & Alignment**	Policy Diet Continues, if needed			Not Started
Q2 2026	May	**Time Use Reflection**	*Standing Monthly Agenda Item:* Time Use Evaluation	Regular Meeting	Board President	Not Started
Q2 2026	May	**Monitor Priorities**	*Standing Monthly Agenda Item:* Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q2 2026	May	**Policy Diet & Alignment**	Board completes Policy Diet			Not Started
Q2 2026	May	**Budget Alignment**	Board considers adoption of budget (if desired)	Hearing + Regular Mtg		Not Started
Q2 2026	June	**Time Use Reflection**	*Standing Monthly Agenda Item:* Time Use Evaluation	Regular Meeting	Board President	Not Started
Q2 2026	June	**Monitor Priorities**	*Standing Monthly Agenda Item:* Board Progress Monitoring	Regular Meeting	Board President	Not Started
Q2 2026	June	**Self-Assessment**	*Standing Quarterly Agenda Item:* Conduct Q4 Self-Assessment	Regular Meeting	Board President	Not Started
Q2 2026	June	**Budget Alignment**	Board considers adoption of budget (if not completed)	Hearing + Regular Mtg	Board President	Not Started