



Recommended Board Goals, Constraints, & Progress Measures

Recommended Goal 1

The percentage of graduates who will qualify for community college/university, military, or industry certification will increase annually by 4.6% for graduating class of 2022.

Recommended GPMs

1.1: Graduation rate will increase 1 percentage point per year from 88% to 90% by 2018 and will reach the following targets:

- 89% by 2019
- 90% by 2020
- 91% by 2021
- 92% by 2022

1.2: Successful completion of at least 3 Dual Credit hours in any subject will increase 5 percentage points per year from 10 % in 2018 and will reach the following targets:

- 15 % by 2019
- 20 % by 2020
- 25 % by 2021
- 30 % by 2022

1.3: Completion of at least one industry certificate will increase 10% per year from 735 students to 1176 by 2022 and will reach the following targets:

- 809 by 2018
- 956 by 2019
- 1029 by 2020
- 1103 by 2021
- 1176 by 2022



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Recommended Goal 2

The percent of students who perform at the Masters Grade Level standard for all grades in state mathematics exams will increase 2 percentage points each year from 6% to 20% by 2022.

Recommended GPMs

2.1: The percent of 3rd grade students who perform at Meets Grade Level standard for math will increase yearly by 8.75 percentage points from 25% to meet the goal of 60% by 2022.

34% by 2019
43% by 2020
51% by 2021
60% by 2022

2.2: The percent of 5th grade students who perform at Meets Grade Level standard for math will increase yearly by 4.5 percentage points from 42% to meet the goal of 60% by 2022.

47% by 2019
51% by 2020
56% by 2021
60% by 2022

2.3: The percent of 8th grade students who perform at Meets Grade Level standard for math will increase yearly by 12 percentage points from 12% to meet the goal of 60% by 2022.

24% by 2019
36% by 2020
48% by 2021
60% by 2022

2.4: The percent of high school students who perform at Meets Grade Level standard for Algebra 1 will increase yearly by 6 percentage points from 36% to meet the goal of 60% by 2022.

42% by 2019
48% by 2020
54% by 2021
60% by 2022



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Recommended Goal 3

The percent of students who perform at the Masters Grade Level standard for all grades in state reading exam will increase 1.72 percentage points each year from 8% to 20% by 2022.

Recommended GPMs

3.1: The percent of students who perform at Meets Grade Level standard for reading will increase yearly by 7.75 percentage points from 29% to meet the goal of 60% by 2022.

37% by 2019
45% by 2020
52% by 2021
60% by 2022

3.2: The percent of 3rd grade students who perform at Meets Grade Level standard for reading will increase yearly by 8.5 percentage points from 26% to meet the goal of 60% by 2022.

35% by 2019
43% by 2020
52% by 2021
60% by 2022

3.3: The percent of K-2 students reading on or above grade level will increase yearly by 9.25 percentage points from 48% to meet the goal of 85% by 2022.

57% by 2019
67% by 2020
76% by 2021
85% by 2022



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Constraints

Constraint Progress Measures for the Superintendent

Recommended Constraint 1

The Superintendent will not allow the student attendance rate to decrease or remain the same.

Recommended CPMs

1.1 Student attendance rate at the elementary level shall increase from 94.98% to 95.98% by 2022 and will meet the following targets:

95.23% in 2019.

95.48% in 2020.

95.73% in 2021.

1.2 Student attendance rate at the middle school level shall increase from 93.6% to 94.6% by 2022 and will meet the following targets:

93.85% in 2019.

94.1% in 2020.

94.35% in 2021.

1.3 Student attendance rate at the high school level shall increase from 90.03% to 91.03% by 2022 and will meet the following targets:

90.28% in 2019.

90.53% in 2020.

90.78% in 2021.



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Recommended Constraint 2

The Superintendent will not allow any campuses to have inequitable access to Proficient staff nor limit the autonomy to implement site based staffing.

Recommended CPMs

2.1: District administration will develop a clear and defined improvement plan detailing explicit support measures for campuses scoring in the lowest 10% in the SGS School Performance Framework.

2.2: Campus administration will develop a clear and defined improvement plan detailing explicit support measures for teachers scoring below Proficient in Domains 2 and 3 after informal observation (walkthroughs).

2.3: No campus will have more than 10% of instructional staff scoring below Proficient on Summative Evaluation.



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Recommended Constraint 3

The Superintendent shall not limit “academic choice programs” options at any level

Recommended CPMs

3.1: The Superintendent will monitor and increase choice programs from four campuses in 2018-2019 to at least nine campuses in 2021-2022 and will meet the following targets:

Six campuses in 2019.

Seven campuses in 2020.

Eight campuses in 2021.

3.2: The Superintendent will host a minimum of three engagement meetings in 2018-2019, increasing two meetings a year to get to eleven meetings in 2021-2022 and will meet the following targets:

Five meetings a year in 2019.

Seven meetings a year in 2020.

Nine meetings a year in 2021.

3.3: The Superintendent will post a Call for Quality Schools for new school choice options, beginning in 2018-2019, and engage the community during the process, increasing the community engagement with an additional meeting to get to five community engagement meetings during the 2021-2022 Call for Quality School process and will meet the following targets:

Two community engagement meetings in 2019.

Three community engagement meetings in 2020.

Four community engagement meetings in 2021.

**South San Antonio ISD
Three-Year Monitoring Calendar**

Month	Student Outcome Goals	Constraints & Leadership Evaluations	Trainings
September	G1, G2, G3 (Final Accountability)	Superintendent's Evaluation	
October	G3 -- GPM 3.3	Board's Quarterly Progress Tracker	
November	G2 -- GPM 2.1, 2.2, 2.3	C2 -- CPM 2.2	
December	G3 -- GPM 3.1, 3.2	C1 -- CPM 1.1, 1.2, 1.3	
January	G1, G2, G3 (TAPR)	Board's Quarterly Progress Tracker	
February	G3 -- GPM 3.3	C3 -- CPM 3.2	
March	G2 -- GPM 2.1, 2.2, 2.3	C3 -- CPM 3.1	
April	G3 -- GPM 3.1, 3.2	Board's Quarterly Progress Tracker	
May	G2 -- GPM 2.2	C3 -- CPM 3.3	
June	G3 --GPM 3.3 G2 --GPM 2.4	C1 -- CPM 1.1, 1.2, 1.3 C2 -- CPM 2.3	
July	G1 --GPM 1.1, 1.2 , 1.3	Board's Quarterly Progress Tracker	
August	GPM 2.1, 2.2, 2.3	C2 -- CPM 2.1	