



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 20, 2026

Agenda Section: Presentation

Agenda Item Title: Constraint Progress Monitoring: Educator Support

From/Presenters: Dr. Jennifer Gutierrez, Deputy Superintendent

Description: The Board of Managers will receive a progress monitoring update aligned to the District's Constraint 4: Educator Support. This update provides an overview of current progress toward ensuring that educators receive constructive feedback and support. Constraint 4 includes the following progress measures:

Constraint 4: Educator Support

- 4.1: Walkthroughs - 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.
- 4.2: Observations - The percentage of educators receiving two formal NIET observations will increase from 0% in June 2025 to 95% by June 2026.
- 4.3: Professional Learning - 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.

The presentation will highlight current performance data, progress toward each constraint measure, and trends over time. These data will be reviewed to enable the Board to monitor implementation fidelity, assess progress toward established goals, and identify areas of strength and opportunities for continued improvement.

This update supports the Board's governance responsibility to monitor progress toward defined constraints, ensure accountability for district priorities, and maintain alignment between educator support systems and improved student outcomes.

Historical Data: The Lone Star Governance Monitoring Calendar was approved at the November 17, 2025 Board Meeting.

Recommendation: Accept the report as presented.

Purchasing Director and Approval Date: N/A

Funding Budget Code and Amount: N/A

Goal 2: SSAISD will recruit, retain, and develop a collaborative and highly effective staff.

District Progress Monitoring:
Constraint 4: Educator Support



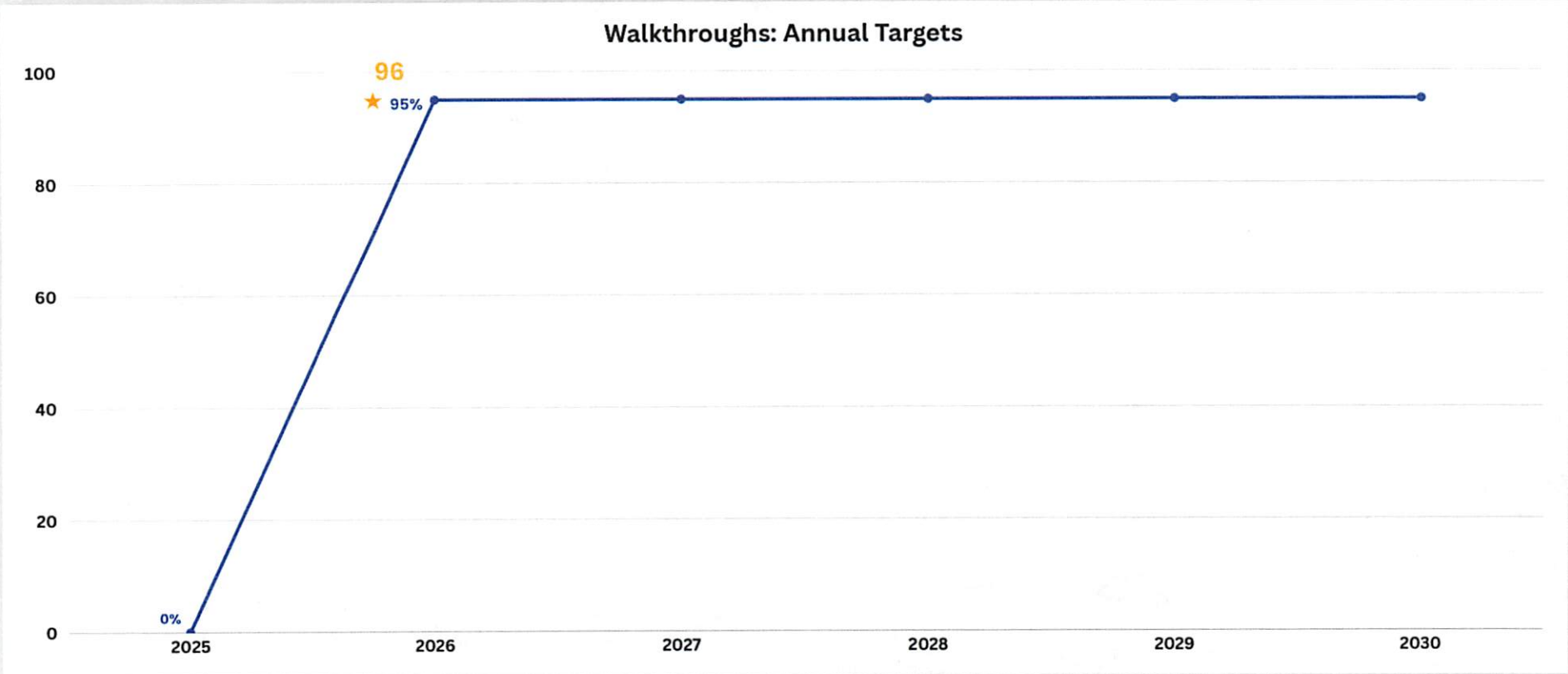
South San Antonio
Independent School District

"ONE Team, ONE Voice, ONE Purpose"

Constraint 4: Educator Support: The Superintendent shall not allow educators to go without constructive feedback and support.

On Target

Constraint Progress Measure 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.
(2025: 0% | 2026: 95% | 2027: 95% | 2028: 95% | 2029: 95% | 2030: 95%)



We met our target because...

07/20/2026

- Monitor walkthrough data and feedback
- Review during monthly Principals' Meetings
- Discuss during meetings with DOA directors

To continue this progress, we will...

Implement an enhanced instructional walkthrough platform that provides real-time analytics and reporting to strengthen data-informed decision-making, improve instructional coaching, and support targeted professional learning.

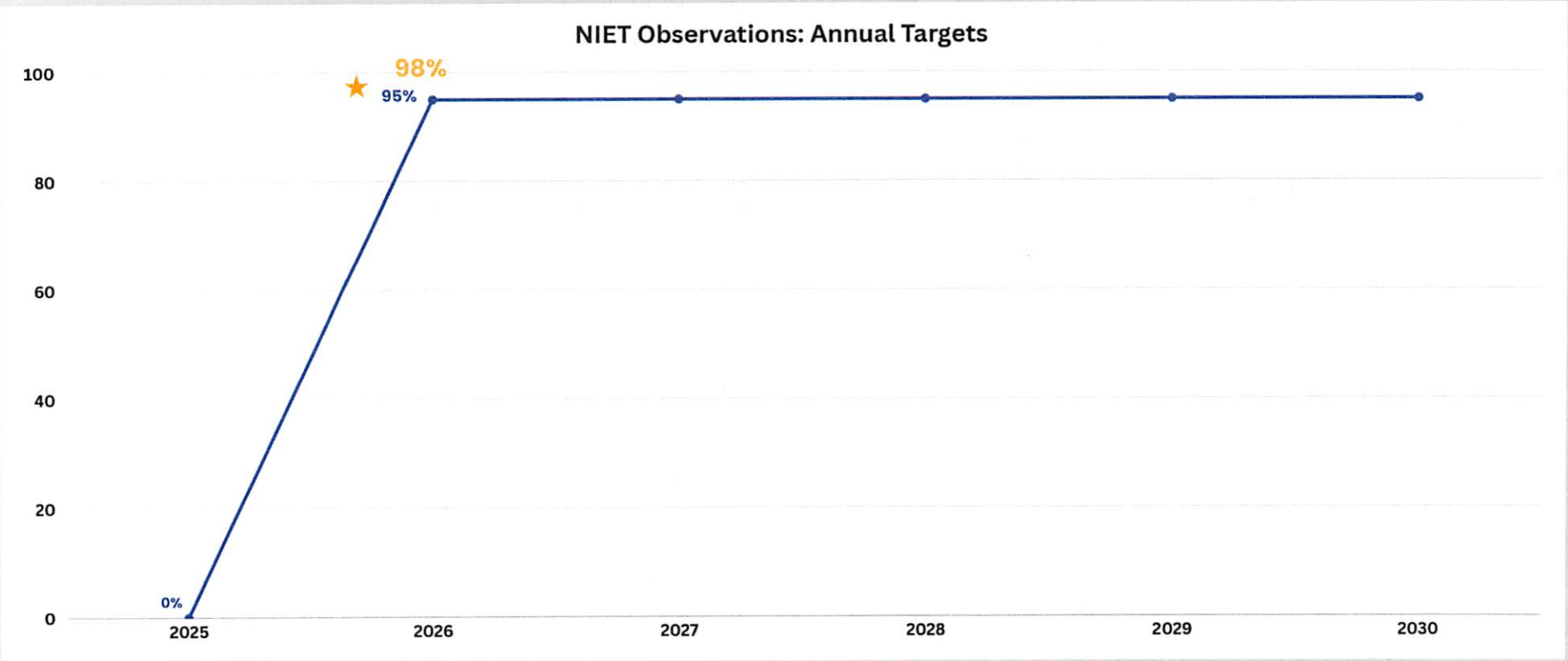
Monitoring Report

07/20/2026

Constraint 4: Educator Support: The Superintendent shall not allow educators to go without constructive feedback and support.

On Target

Constraint Progress Measure 4.2: The percentage of educators receiving two formal NIET observations will increase from 0% in June 2025 to 95% by June 2026.
(2025: 0% | 2026: 95% | 2027: 95% | 2028: 95% | 2029: 95% | 2030: 95%)



We met our target because...

07/20/2026

- Monitored observation data and feedback
- Reviewed during monthly Principals' Meetings
- Discussed during meetings with DOA directors
- Shared status reports

To continue this progress, we will...

Continue to triangulate classroom observation, walkthrough, and student assessment data to inform instructional decisions, strengthen coaching, and provide support for teachers and students.

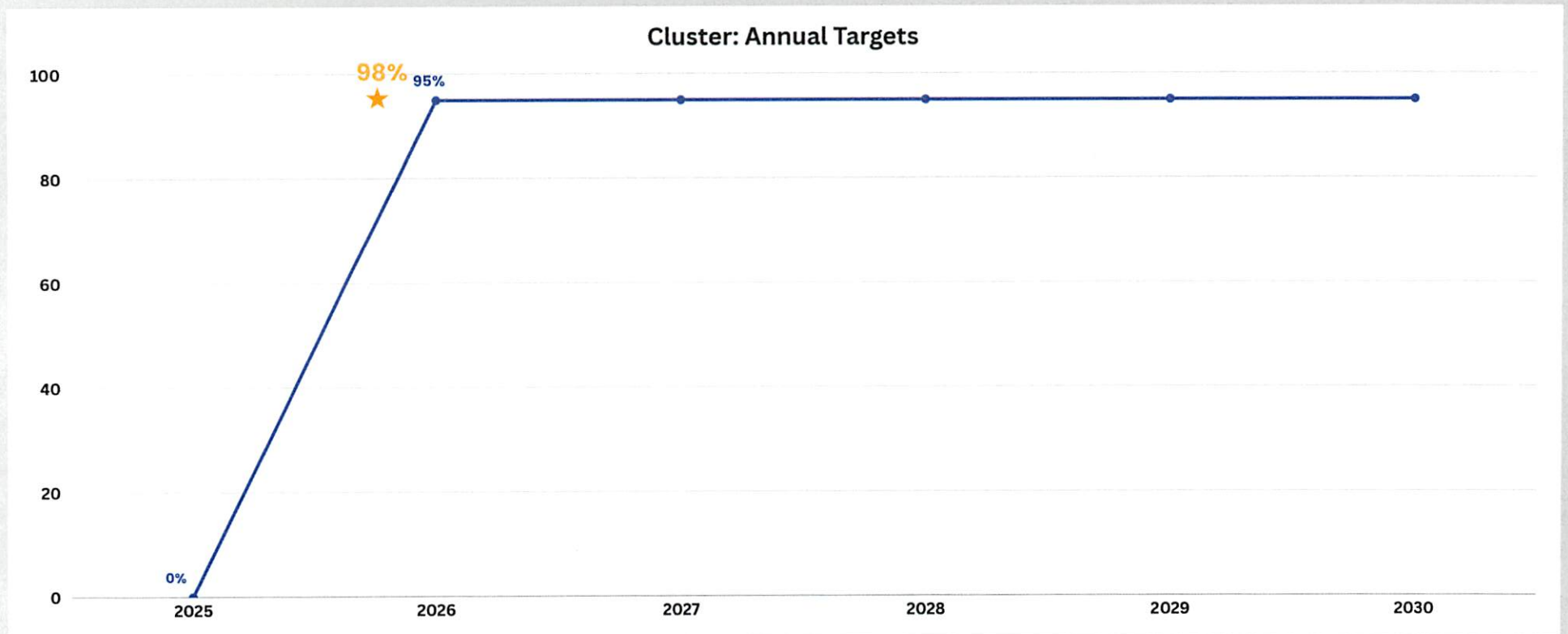
Monitoring Report

07/20/2026

Constraint 4: Educator Support: The Superintendent shall not allow educators to go without constructive feedback and support.

On Target

Constraint Progress Measure 4.2: 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.
(2025: 0% | 2026: 95% | 2027: 95% | 2028: 95% | 2029: 95% | 2030: 95%)



We met our target because...

07/20/2026

- Monitored cluster attendance
- Offered make-up sessions
- Professional learning growth opportunity

To continue this progress, we will...

- Leverage campus feedback to improve district supports, coaching, and professional learning.
- Develop long-range cluster support plans aligned to campus priorities that deepen instructional practices.