

South San Antonio Independent School District
South San Antonio High School
2021-2022 Goals/Performance Objectives/Strategies



Mission Statement

Our mission is to inspire, empower and educate students through mutual respect to foster ingenuity and compassion within a rigorous, comfortable and safe learning environment.

Vision

Our vision is to ensure that all students graduate with the knowledge and skills necessary for college and career readiness to attain a successful future.

Core Beliefs

- We believe in the academic freedom to pursue issues close to the student's heart.
- We believe in a positive work ethic across all areas of academic life for the continued success of our students.
- We believe that treating students with respect will result in respectful students.
- We believe encouraging student through high expectations will result in students realizing their full potential.
- We believe in providing an environment that supports safety, security and a sense of belonging.
- We believe that all students genuinely want to learn, excel and succeed in life.
- We believe in professional development to improve teaching quality of the school.
- We believe communication of all stakeholders, parents, student and community is imperative to student achievement.
- We believe that innovative and challenging experiences produce successful learners.
- We believe in a strong support system and effective leadership is essential to build a culture of high expectations.

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Goals

Goal 1: SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 1: By June 2022, 80% of all students, with a concentrated effort on all special populations, will meet established standards on the state assessments.

HB3 Goal

Evaluation Data Sources: Formative Assessments, Universal Screeners, Benchmarks, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Provide credit recovery oppotunities for students. Strategy's Expected Result/Impact: Improved graduation rates and meeting academic standards Staff Responsible for Monitoring: Campus administration and credit recvoery teachers Title I Schoolwide Elements: 2.5 Funding Sources: Edmuntum - 199 PIC 30 State Comp - \$49,720	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide supplemental materials for teachers. Strategy's Expected Result/Impact: Increase EOC Scores, Increase CCMR % Staff Responsible for Monitoring: Campus Administration, Teachers Title I Schoolwide Elements: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction - Results Driven Accountability Funding Sources: Amazon - 211 Title I, Part A - \$850, Amazon - 211 Title I, Part A - \$285, Amazon - 211 Title I, Part A - \$152.50	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide support through online platforms for TSI. Strategy's Expected Result/Impact: Increased TSI passing rate Staff Responsible for Monitoring: Director of Early College, Campus Administrators, and Teachers Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June





Strategy 4 Details	Reviews			
Strategy 4: Provide supplemental reading supplies/materials for students. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Teachers, Leadership Team Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: Supplemental Readers - 211 Title I, Part A - \$1,000	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 1: SSAISD will increase academic achievement for all students and thus closing the gap between student populations in pursuit of advanced performance.

Performance Objective 2: Improve resources, accessibility and reading levels for 100% students in grades 9-12.

HB3 Goal

Evaluation Data Sources: Formative Assessments, Universal Screeners, Benchmarks, TAPR

Strategy 1 Details	Reviews			
Strategy 1: Update the library collection to support the campus' curriculum and promote student reading. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Library staff, admin, teachers Title I Schoolwide Elements: 2.4, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction Funding Sources: Rainbow - 199 PIC 30 State Comp - \$2,900, Follett - 199 PIC 30 State Comp - \$20,236	Formative			Summative
	Nov	Jan	Mar	June
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Goal 2: SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 1: Quality professional development during the 2021-2022 school year will be provided to 100% of instructional staff thus ensuring student success.

HB3 Goal

Evaluation Data Sources: PD Evaluation Forms, PD Agendas and Sign in Sheets

Strategy 1 Details	Reviews			
Strategy 1: Provide professional development opportunities for campus administration to improve instruction. Strategy's Expected Result/Impact: Provide effective feedback to teachers Staff Responsible for Monitoring: campus principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture Funding Sources: Bureau of Education - 211 Title I, Part A - \$279, TASSP - 211 Title I, Part A - \$1,785, Region 20 - 211 Title I, Part A - \$500, TASA - 211 Title I, Part A - \$504	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide professional develop for teachers teaching advanced courses, such as AP, OnRamps, dual credit, and TSI test preparation. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Campus administration, dual credit facilitator, counselors, ECA Director, teachers Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals, Connect high school to career and college - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: Colorado Education Initiative - 211 Title I, Part A - \$595, University of Texas Austin OnRamps - 211 Title I, Part A - \$2,800, APSI - 211 Title I, Part A - \$7,200, UT Arlington - 211 Title I, Part A - \$575, UT extended education - 211 Title I, Part A - \$550, Consultant Services - 211 Title I, Part A - 211-13-6299 - \$700, UT Austin Office of Strategy and Policy - 211 Title I, Part A - \$575, Paul Helnrich - 211 Title I, Part A - \$550, Davis County school - 211 Title I, Part A - \$500, UT Dallas - 211 Title I, Part A - \$500, Lancaster county district - 211 Title I, Part A - \$800, University of Texas Rio Grande Valley - 211 Title I, Part A - \$1,200	Formative			Summative
	Nov	Jan	Mar	June

Strategy 3 Details		Reviews			
Strategy 3: South San Antonio High School staff will participate in campus, district, regional, and state offered professional development workshops based on staff needs, including PLCs, grade level planning, data analysis meetings, content area training, classroom management, campus book study sessions, etc. Strategy's Expected Result/Impact: improve EOC scores; decrease failure rates; increase grade promotions Staff Responsible for Monitoring: Principal, Assistant Principals, Instructional Coaches, Department Heads Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction Problem Statements: Curriculum, Instruction, and Assessment 1 Funding Sources: CAST Registration - 211 Title I, Part A - 211-13-6411-00-001-2-30 - \$1,200, Teacher Travel - 211 Title I, Part A - 211-13-6411 - \$2,501, Professional Development - 211 Title I, Part A - 211-13-6239 - \$75		Formative			Summative
		Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>					

Performance Objective 1 Problem Statements:

Curriculum, Instruction, and Assessment
Problem Statement 1: Need for higher levels of rigor in lessons and assessments throughout all content areas and not just the tested core. Root Cause: Systems of follow up across all contents including more targeted support.

Goal 2: SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 2: 100% of all teachers will meet state requirements for certification in area being taught.

Evaluation Data Sources: HR Audit Documents

Goal 2: SSAISD will recruit, develop, support, and retain effective teachers, principals, and other instructional staff.

Performance Objective 3: 100% of new teachers to the campus will receive targeted instructional support.

Evaluation Data Sources: Monitoring Documents, Support Reports, Feedback Sessions

Strategy 1 Details	Reviews			
Strategy 1: Implement a program that will provide targeted instructional support for new and existing teachers on the campus. Strategy's Expected Result/Impact: Teacher retention. Staff Responsible for Monitoring: Administration Funding Sources: - 211 Title I, Part A - \$18,000	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 3: SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 1: 100% of all students will participate in a rigorous academic program that connects to their college and career aspirations and goals.

HB3 Goal

Evaluation Data Sources: Clearinghouse Document, College Board, AP test results, Dual Enrollment Data, CTE Certifications and Licensures

Strategy 1 Details	Reviews			
Strategy 1: Provide AP on-line training for teachers. Strategy's Expected Result/Impact: AP certified Staff Responsible for Monitoring: Campus administration Title I Schoolwide Elements: 2.4 Funding Sources: College Board - 211 Title I, Part A - \$150	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide a flex curriculum connected to state standards for the Fine Arts increasing rigor to make connections to the core content. Strategy's Expected Result/Impact: Assist in increasing EOC results, specifically ELAR. Staff Responsible for Monitoring: Campus Administration. Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: - 211 Title I, Part A - \$3,143	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Provide supplemental technology resources for to improve academic rigor in the classroom. Strategy's Expected Result/Impact: Increase in EOC results, and increase SAT/ACT scores Staff Responsible for Monitoring: Campus administration Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: MacMillan Holding Inc - 211 Title I, Part A - \$6,104, GimKit - 211 Title I, Part A - \$1,000, Quest, Edpuzzle - 211 Title I, Part A - \$7,500, Bedford, Freeman & Worth HS Publishers - 211 Title I, Part A - \$16,105, GoFormative - 211 Title I, Part A - \$5,749, MacMillan Holding llc - 211 Title I, Part A - \$22,205	Formative			Summative
	Nov	Jan	Mar	June

Strategy 4 Details	Reviews			
Strategy 4: Provide 1:1 technology initiative and to support for teachers students while enhancing and improving resources and academic rigor. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Teachers, Leadership Team Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: ZULU Licensing - 211 Title I, Part A - \$8,750, Intech Southwest: Student computer lab - 211 Title I, Part A - \$57,000, Teacher laptops - 211 Title I, Part A - \$10,000, InTech Southwest - 211 Title I, Part A - \$27,540	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Attain licenses for College Board and Clearinghouse Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Campus administration Title I Schoolwide Elements: 2.4 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 5: Effective Instruction Funding Sources: College Board and Clearinghouse Licenses - 211 Title I, Part A - \$1,500	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: Provide textbooks for dual credit classes. Strategy's Expected Result/Impact: Additional resources, TSI, SAT/ACT results, college credit hours completion Staff Responsible for Monitoring: Campus administration, dual credit facilitator, counselors, ECA Director Title I Schoolwide Elements: 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum Funding Sources: Textbooks, Follett - 199 PIC 30 State Comp - \$23,000	Formative			Summative
	Nov	Jan	Mar	June
Strategy 7 Details	Reviews			
Strategy 7: Provide supplemental college advisors on campus. Strategy's Expected Result/Impact: Improved SAT/ACT scores, increase number of students attending college. Staff Responsible for Monitoring: campus administration Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college Funding Sources: San Antonio Education Partnerhsip - 211 Title I, Part A - \$18,000	Formative			Summative
	Nov	Jan	Mar	June

Strategy 8 Details	Reviews			
Strategy 8: Provide incentive for students to graduate with associates degree from the Early College Program Strategy's Expected Result/Impact: Associates degree by students Staff Responsible for Monitoring: Campus administration Funding Sources: High school Achievement - 211 Title I, Part A - \$695	Formative			Summative
	Nov	Jan	Mar	June
Strategy 9 Details	Reviews			
Strategy 9: Provide incentive for students who graduate with academic honors. Strategy's Expected Result/Impact: Increased student engagement, additional resources, increase EOC, TSI, and SAT/ACT results Staff Responsible for Monitoring: Teachers, Leadership Team, Counseling Team ESF Levers: Lever 3: Positive School Culture Funding Sources: Honors Graduation - 211 Title I, Part A - \$2,600	Formative			Summative
	Nov	Jan	Mar	June
Strategy 10 Details	Reviews			
Strategy 10: Provide college readiness opportunities through SAT, PSAT, AP, and TSI exams. Strategy's Expected Result/Impact: Improved SAT/ACT scores, increase number of students attending college. Staff Responsible for Monitoring: Teachers, Leadership Team, Counseling Team Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: Exam Fees--College Board - 199 PIC 31 HS Allotment - \$73,940	Formative			Summative
	Nov	Jan	Mar	June
Strategy 11 Details	Reviews			
Strategy 11: Provide access to courses at Palo Alto College , St. Phillips College and OnRamps through the dual credit or the Early College programs. Strategy's Expected Result/Impact: Improved SAT/ACT scores, increase number of students attending college. Staff Responsible for Monitoring: Campus administration, dual credit facilitator, counselors, ECA Director Title I Schoolwide Elements: 2.5 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum Funding Sources: Alamo Community College District - 211 Title I, Part A - \$10,000, University of Texas Austin - 199 PIC 31 HS Allotment - \$5,300	Formative			Summative
	Nov	Jan	Mar	June
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Goal 3: SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 2: Develop College and Career readiness skills through learning activities for 100% students in grades 9-12.

HB3 Goal

Evaluation Data Sources: Graduation Pathways, Graduation Rates





Strategy 1 Details	Reviews			
Strategy 1: Provide supplemental curriculum resource for teachers. Strategy's Expected Result/Impact: Differentiated lessons Staff Responsible for Monitoring: campus administration Title I Schoolwide Elements: 2.4 Funding Sources: The Art of Education Curriculum - 211 Title I, Part A - \$3,143	Formative			Summative
	Nov	Jan	Mar	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>				

Goal 3: SSAISD will implement program initiatives and activities that reflect a commitment to preparing 100% of students for post-secondary educational or career paths.

Performance Objective 3: Develop post-secondary skills through targeted tutorials and support for 100% of ECA and Dual Enrolled students.

HB3 Goal





Evaluation Data Sources: TSI Results, SAT/ACT results, Clearinghouse data

Strategy 1 Details	Reviews			
Strategy 1: Provide academic support through a TSI bootcamp Strategy's Expected Result/Impact: Increase in TSI scores Staff Responsible for Monitoring: Leadership Team, ECA Director, ECA Counselor, Dual Credit Facilitator Title I Schoolwide Elements: 2.4 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction Funding Sources: TSI Bootcamp - 211 Title I, Part A - \$8,438	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.

Performance Objective 1: By July 2022, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 20%.

Evaluation Data Sources: Discipline Referrals

Strategy 1 Details	Reviews			
Strategy 1: Provide support and resources through awareness weeks and groups. Strategy's Expected Result/Impact: Decrease of discipline referrals regarding possession, under the influence, and dating violence. Staff Responsible for Monitoring: Administration and counselors Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: SSAISD will ensure all students are provided a learning environment centered on their well-being that impacts their learning and success.





Performance Objective 2: Partner with community partners to provide services(mental health,etc.) for our at-risk students to succeed in school.

Evaluation Data Sources: CARE Zone Activity Log

Goal 5: SSAISD will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2022, 90% of all students' parents/guardians/families will participate in at least one school sponsored academic activity.

Evaluation Data Sources: Agendas and Sign In Sheets, Virtual Attendance Logs

Strategy 1 Details	Reviews			
Strategy 1: Provide various opportunities/events for parents to engage with the campus virtually and in person, i.e. college nights, financial aid nights, grade level meetings, etc. Strategy's Expected Result/Impact: Increase college awareness, increase attendance, increase pass rate Staff Responsible for Monitoring: Counselors, admin, teachers Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: DAEP will collaborate with parents and community to ensure all students receive a gold standard education.

Performance Objective 1: By May 2022, 90% of all students' parents/guardians/families will participate in at least one school or district sponsored academic activity or event.

Evaluation Data Sources: Agendas and Sign In Sheets
Open House (1x a semester)
Snacks with Staff (1x a month)

Strategy 1 Details	Reviews			
Strategy 1: To get the parent/guardians engaged in their child's education and to also gain any feedback to help drive decisions. Strategy's Expected Result/Impact: To get more parent/guardian involvement in their child's education. Staff Responsible for Monitoring: The DAEP Administration and teachers. Title I Schoolwide Elements: 3.2 - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Nov	Jan	Mar	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				