



Lone Star Governance / South San Antonio ISD Superintendent Constraints

Vision and Goals 4: The board has adopted superintendent constraint progress measures (CPMs)

Constraint 1: In attaining the Board’s student outcome goals, the Superintendent shall not allow low performing campuses to have inequitable access to resources.

Constraint Progress Measure 1.1: The number of highly qualified teachers at low performing campuses will be 90% or higher.

Action Steps/Initiatives

- Enhance recruiting and retention
- Mentoring Programs
- Continuing Education Programs for Instructional Aides
- Improve Compensation and Benefits
- Teacher Incentive Allotment (TIA)

Constraint Progress Measure 1.2: The turnover rate of teachers leaving the district will decrease 10 percentage points by May 2028.

Action Steps/Initiatives

- Campus Level Support: Interventionist and Instructional Coach
- Social-Emotional Support: Social Workers, District level CareZone, SEL Curriculum
- Mentoring Programs
- Continuing Education Programs
- Increase Compensation and Benefits
- Professional Development
- Academic Calendar to support teacher planning time and professional learning
- Embedded Professional Learning Communities during school day

Constraint 2: In attaining the Board’s student outcome goals, the Superintendent shall not allow schools to be unsafe.

Constraint Progress Measure 2.1: The district will update processes, procedures and facilities to be in compliance with state mandates for school safety requirements.

	2024	2025	2026	2027	2028
Annual Targets	On going	On going	On going	On going	On going
Board Reporting Timeline	As needed	As needed	As needed	As needed	As needed