



SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: July 20, 2026

Agenda Section: Consent

Agenda Item Title: 2026-2027 South San Antonio ISD Appraisal Calendar

From/Presenters: Jennifer Gutierrez, Deputy Superintendent

Description: The South San Antonio ISD Appraisal Calendar for the 2026-2027 school year is outlined below.

1. Each school district shall establish a calendar for the appraisal of teachers and provide that calendar to teachers within three weeks of the first day of instruction.
2. The appraisal period for each teacher must include all of the days of the teacher's contract.
3. Prohibits observations on the last day of instruction, before any official school holiday, or any other day deemed inappropriate by the Board of Managers.

The Appraisal Calendar aligns with the Texas Administrative Code Chapter 150.

Historical Data: South San Antonio ISD utilizes the NIET Teaching and Learning Standards Rubric to guide its teacher appraisal process. This nationally recognized, research-based instrument provides a clear and consistent framework for effective instruction. The observation system includes multiple evaluations each year, conducted by trained and certified evaluators, and is designed to support continuous teacher growth. Each observation is followed by a post-conference to provide timely feedback and identify areas of strength and improvement, reinforcing the district's commitment to instructional excellence and

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

Recommendation: Approve the 2026-2027 South San Antonio ISD Appraisal Calendar

Purchasing Director and Approval Date: Not applicable

Funding Budget Code and Amount: Not Applicable

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



South San Antonio Independent School District

2026-2027 Teacher Appraisal Calendar

The appraisal calendar for the 2026-2027 school year is outlined below. Texas Administrative Code Chapter 150 indicates that:

1. Each school district shall establish a calendar for the appraisal of teachers and provide that calendar to teachers within three weeks of the first day of instruction.
2. The appraisal period for each teacher must include all of the days of the teacher's contract.
3. Prohibits observations on the last day of instruction, before any official school holiday, or any other day deemed inappropriate by the Board of Managers.

Formal Appraisal Period September 8, 2026 to April 22, 2027

Practice Observation only for new to South San teachers (pre and post conferences required):

August 17, 2026 Practice Observation Window Begins

September 3, 2026 Practice Observation Window Ends

Announced (pre and post conferences required):

September 9, 2026 Observation Window 1 Begins

December 18, 2026 Observation Window 1 Ends

Unannounced (post conference required):

January 7, 2027 Observation Window 2 Begins

April 16, 2027 Observation Window 2 Ends

Teacher Surveys in EEPASS due April 30, 2027

Summative Conferences are completed by May 5, 2027

Announced and unannounced observations may not be conducted on the following dates:

<i>September 8, 2026</i>	<i>February 10, 2027</i>
<i>October 13, 2026</i>	<i>February 16, 2027</i>
<i>November 10, 2026</i>	<i>March 15, 2027</i>
<i>November 30, 2026</i>	<i>March 30, 2027</i>
<i>January 6, 2027</i>	
<i>January 19, 2027</i>	

**Note: A minimum of 5 walkthroughs a week are required by each administrator and Master teacher providing teacher feedback and/or coaching aligned to Board Goals and Constraints.*

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

South San ISD Appraisers 2026 - 2027

Principals	
<i>Neil Armstrong ES</i>	Joel Gaines
<i>Roy Benavidez ES</i>	Marisa Garcia
<i>Miguel Carrillo ES</i>	Mario Guillen
<i>Five Palms ES</i>	Patricia Merlos
<i>Hutchins ES</i>	Charles Garcia
<i>Madia ES</i>	Linda Cruz
<i>Palo Alto ES</i>	Lauren Kratzenberg
<i>Price ES</i>	Eric Boysen
<i>Dwight MS</i>	Lesley Garza
<i>Shepard MS</i>	Ricardo Moreno
<i>Zamora MS</i>	Donna Gomez
<i>South San HS</i>	Alfredo Palapa
<i>DAEP</i>	Florinda Castillo

Associate Principal	
<i>South San HS</i>	Irma Marissa Morales

Assistant Principals	
<i>Neil Armstrong ES</i>	Alicia San Miguel
<i>Roy Benavidez ES</i>	Mark Aguilar
<i>Roy Benavidez ES</i>	Leticia Vasquez
<i>Miguel Carrillo ES</i>	Debra Cruz
<i>Five Palms ES</i>	Fernando Gonzalez
<i>Hutchins ES</i>	Samantha Martinez
<i>Madia ES</i>	Christopher Herrera
<i>Palo Alto ES</i>	Nora Lucio
<i>Price ES</i>	Veronica Renteria
<i>Dwight MS</i>	Eduardo Narezo
<i>Shepard MS</i>	Sandra Sanchez
<i>Zamora MS</i>	Clara Vergara (AP/Dean)
<i>Zamora MS</i>	Abel Hernandez
<i>South San HS</i>	Jaime Rangel
<i>South San HS</i>	Isabel Molina De La Rosa
<i>South San HS</i>	Francisco Rios

Academic Dean	
<i>South San HS</i>	Dr. Chazzmin Williams

Master Teachers	
<i>Neil Armstrong ES</i>	Luis Martinez
<i>Neil Armstrong ES</i>	Michelle Esquivel
<i>Roy Benavidez ES</i>	Aida Saray Huitron-Perez
<i>Roy Benavidez ES</i>	Liza Natalia Pena-Alfaro
<i>Miguel Carrillo ES</i>	Maribel Martin
<i>Miguel Carrillo ES</i>	Patricia Guameri
<i>Five Palms ES</i>	Lorraine Gomez
<i>Five Palms ES</i>	Gisella Calejo
<i>Hutchins ES</i>	Mary Lou Tysor
<i>Hutchins ES</i>	Barbara De Zamacona
<i>Madia ES</i>	Kristina Elizondo
<i>Madia ES</i>	Vanessa Ortega
<i>Palo Alto ES</i>	Vanessa Quiroz
<i>Palo Alto ES</i>	Candace Cavazos
<i>Price ES</i>	Gloria Galvan
<i>Price ES</i>	Stacey Glover
<i>Dwight MS</i>	Marco De La Rosa
<i>Dwight MS</i>	Stephanie Lee
<i>Shepard MS</i>	Andrea Sanchez
<i>Shepard MS</i>	Bridget Burns
<i>Zamora MS</i>	Sandra Alvarado
<i>Zamora MS</i>	Elizabeth Aguilar
<i>South San HS</i>	Jacqueline Arrambide
<i>South San HS</i>	Stella Guzman
<i>South San HS</i>	Nitin Patel
<i>South San HS</i>	Jasmine Johnson
<i>South San HS</i>	Vacant
<i>South San HS</i>	Angelica Montanez
<i>Master Teacher</i>	Elizabeth Rendon
<i>Master Teacher</i>	Rosalina Ramirez
<i>Master Teacher</i>	Vacant

Division of Academics	
<i>Deputy Superintendent</i>	Jennifer Gutierrez
<i>Director of Elementary</i>	Mario Goff
<i>Director of Secondary</i>	JennyLee Taylor
<i>Director of Bilingual</i>	Rocio Gutierrez Ochoa
<i>Director of Strategic Compensation</i>	Rose Chapa
<i>Director of Teaching & Learning</i>	Diana Palacios
<i>Director of Special Education & 504</i>	Jacob Collazo
<i>Bilingual Instructional Coordinator</i>	Silkia Hernandez
<i>Academic Coordinator</i>	Emily Lavender
<i>Head Start Program Administrator</i>	Rebecca Herrera
<i>Instructional Technology Coordinator</i>	Maria Garcia Rios
<i>Teaching and Learning Specialist</i>	Roberta Voight
<i>Head Start Academic Coordinator</i>	Loni Rodriguez
<i>Executive Master Teacher</i>	Tracy Evins
<i>Executive Master Teacher</i>	Christine Jackson