

STUDENT

Thriving Profile



The SAISD Student Thriving Profile describes the knowledge, skills, and beliefs that help students reach their fullest potential. Students are socially, emotionally, and academically prepared; well rounded with a healthy mind, body, and spirit, and are affirmed.

Students feel prepared because they are:

- persistent and resilient
- literate: linguistically, mathematically, financially, digitally, and culturally .
- critical thinkers.
- responsible and aware of the impact of their actions.
- empowered to make decisions that affect their future

Students feel good about who they are because they are:

- valued for who I am, as I am
- safe, supported, and willing to take risks.
- honest and ethical.
- self-directed and confident.
- optimistic and kind.
- self-aware of their emotional state and can access resources.
- able to have a growth mindset

Students are ready to engage with the world because they are:

- always learning and intellectually curious.
- experienced and ready to work.
- able to be an inclusive leader and a collaborator when needed.
- solution-minded and an effective communicator.
- able to advocate for themselves and others.

Students can contribute to the world because they are:

- creative and innovative in their thinking.
- empathetic and affirming.
- culturally aware and respectful.
- connected with their community.
- able to be of service in the following areas: family, school, community, and the world.



TEACHER

Thriving Profile



The SAISD Teacher Thriving Profile describes the knowledge, skills, and beliefs that help teachers reach their fullest potential. The SAISD Teacher believes all students deserve to thrive. They are committed to engaging with students, peers, families, and the community to cultivate instructional experiences that support, value, and affirm students in their social, emotional, and academic development.

Thinks & Believes

The SAISD educator embodies these essential beliefs.

- All students should be accepted, loved, and valued for who they are, not what they do
- All students, families, and community are important partners
- All students in SAISD schools deserve to thrive
- Learning should be student-centered and developmentally appropriate
- An expert in pedagogy has a growth mindset and continues to gain a deep understanding of the content
- Educators are guides in a student's journey toward academic preparedness and self-discovery

Commits to

The SAISD educator models their beliefs and cultivates a space for students and communities to thrive.

- Value, affirm, and validate all students and their families
- Model and cultivate respect and responsibility in an inclusive environment
- Effectively make connections with, listen to, and advocate for communities and all students and their families
- Be patient, forgiving, empathetic, caring, and nurturing
- Embrace the students' academic, social, and emotional needs within the school community
- Inspire and motivate students to be curious, engaged, and excited about their learning
- Mentor all students, all teachers, and all families
- Recognize and actively work toward promoting inclusivity and confront their own implicit biases
- Expand content and pedagogical knowledge and grow professionally through reflective practices, PD, and collaboration to increase student learning
- Utilize feedback to become an expert in their field

Needs

The SAISD educator thrives when these essential supports and resources are in place.

- State-of-the-art curricular and technological classrooms
- Intentional tiered support, coaching, and mentoring
- A competitive total compensation package that is inclusive of good benefits
- Training in anti-bias, anti-racist, culturally-relevant, gender-affirming, trauma-informed, restorative and neurodiversity-affirming practices
- Safe and healthy environment, including good indoor air quality
- To feel valued
- Involvement from families and communities
- A supportive environment which includes learning community of peers
- Mental health/work-life balance



CLASSROOM

Thriving Profile



The SAISD Classroom Thriving Profile describes the knowledge, skills, and beliefs that help classrooms reach their fullest potential. A thriving classroom creates space to advance the social, emotional, and academic development (SEAD) of students by elevating their identities, promoting high expectations, and providing the resources and supports for all students to flourish.

Culture

SAISD will create positive classroom cultures through:

- Self-driven learning spaces
- Student-centered activities
- Student agency (choice in learning)
- Loving, joyful, Safe, non-judgemental classroom
- Self-advocacy (asking for change)
- Affirming of students as individuals and groups
- Team success (students/teachers feel responsible for each other)
- Welcoming/family feel classroom
- Recognizing and celebrating diverse interests and cultures
- Equity
- Collaboration with family, teacher, student
- Self-propagating classroom environment
- Appropriate student/teacher ratio
- Student/teacher relationships that promote high expectations

Instruction

SAISD will enhance academic learning through:

- Clear learning intentions
- Monitoring and feedback
- Multiple entry points into learning (meet them where they are)
- Activities of interest
- Interesting, student-driven activities
- Students experiencing success
- Equity SEAD whole child
- Supporting student autonomy
- Affirming of students needs and challenges
- Supporting for linguistically diverse students
- Routines & procedures
- Culturally responsive & sustaining pedagogy
- Group inquiry and divergent thinking
- Real-world application that includes inquiry based learning
- Cultivating student leaders in a process to transforming society
- Equitable resources and equitable experiences
- Alignment of instructional core

Resources

SAISD will support equitable teaching and learning environments through:

- State of the art classrooms as per Educational Specifications
- Variety of flexible learning spaces
- Bilingual-multicultural instructional resources
- Varied instructional resources
- Flexible furniture, hands-on resources, and 21st century technology
- Intervention & acceleration
- Community service/leadership opportunities
- Curriculum that addresses learning styles and modalities
- Culturally sustaining (curriculum guides, texts, manipulatives) resources
- Abundance of equitable resources
- Printed / digital books
- AC/Heat/proper ventilation/indoor quality air
- Calming areas for students and teachers ***
- Snacks (allowable/child nutrition program)
- Sensory-friendly resources
- Equitable Staffing (ex. Sead Instructional Coach at all levels)
- Available Communication Devices/Phones in classroom for privacy



SCHOOL LEADER

Thriving Profile



The SAISD School Leader Thriving Profile describes the knowledge, skills, and beliefs that help School Leaders reach their fullest potential. A thriving school leader strategically and intentionally practices multiple approaches to leadership that foster an equitable environment where the school community can thrive.

Social Justice Leadership

A thriving school leader reflects an authentic equity-centered love of children and provides resources and opportunities by...

- Embracing diversity
- Effectively communicating
- A Growth-mindset
- Empathy
- Building relationships through collaboration
- Enacting trauma-informed & Neurodiversity affirming practices
- High expectations of self
- Analyze complex issues through critical lenses

Instructional Leadership

A thriving school leader reflects a commitment to lifelong learning by...

- Fostering academic excellence and a pathway to personal success
- Focusing on continuous improvement
- Supporting a culture of instruction, inquiry, and creativity
- Focusing on timely and appropriate research-based instructional practices
- Understanding human development and social emotional learning
- Promoting culturally-responsive pedagogy and leadership practices

Operational Leadership

A thriving school leader reflects effective efficient, equitable, and transparent systems by...

- Establishing systems to create and sustain a safe environment across campus
- Establishing systems and procedures that support learning & day to day operations
- Shared decision making/distributive leadership
- Managing school facilities
- Resource advocacy and allocation
- Collaboratively create asset-based mindsets focused on problem-solving

Community Cultural Leadership

A thriving school leader reflects a mutually beneficial partnership with community by...

- Social awareness
- Cultural responsiveness
- Advocating for home language
- Nurturing a sense of belonging
- Recognizing assets and community wealth
- Authentic community engagement
- Accountability to community
- Servant leadership
- Shared decision making with community

Staffing Leadership

A thriving school leader reflects an understanding of systematic development and retention of high quality staff by...

- Creating and maintaining systems for ongoing professional growth for all staff
- Implementing a comprehensive improvement plan
- Retention & Recruitment



SCHOOL

Thriving Profile



The SAISD Schools Thriving Profile describes the knowledge, skills, and beliefs that helps schools reach their fullest potential. A thriving school creates an environment where community, students and staff come together to collaborate for the success of everyone in and out of the physical environment to be successful and flourish academically & emotionally.

Culture & Climate

The culture and climate of the school should be welcoming and inclusive. The school should have/feel:

- High expectations for students, staff, parents, and community
- Have autonomy, agency, and voice, as well as opportunities for decision making
- Ample time and resources to collaborate
- Equity-centered leaders/staff
- Community-centered leadership
- Student and teacher retention
- Student ratio that is safe and conducive to effective instruction
- Mutual investment (school to community-community to school)
- Unified mission and vision
- Celebrations of different cultures
- Physically / emotionally safe
- Safe and restorative discipline practices
- Learning spaces for parents and community members
- Effective methods of communication (multimodal, multilingual)

Academics / Extracurricular

The school should offer a range of academic and accessible extracurricular options to include:

- Full complement of academic courses
- High academic expectations for all students
- Full continuum of services for students served in special programs (EB, students with IEPs, ECE, CTE, Fine Arts)
- Support for students who are struggling
- Relevant elective choices and extracurricular opportunities
- Vertical and horizontal planning
- Clear and consistent grading practices across campuses
- Free and robust after school programs for staff and families
- Clear and consistent grading practices across campuses
- Leadership and decision-making opportunities for students
- Student-driven clubs, organization, and activities

Physical Environment & Resources

The campus should be physically equipped to offer a safe and secure, state of the art educational experience for students, teachers, parents, and community. This looks like:

- A fully staffed team
- Equitable and transparent resource allocation
- Structured mentorship for all
- State of the art technology in adequate numbers
- Sufficient number of teachers in each grade level to ensure effective collaboration
- Adequate SEAD, mental health resources
- Robust family engagement
- Bilingual/multilingual resources and signage
- Fully functioning facility to include HVAC, elevators etc
- Designated spaces for specialized staff such as speech pathologist, school psych, mental health clinicians, social worker, and fine arts programs
- Developmentally appropriate and accessible playground
- Emergency evacuation equipment
- Appropriate space for school assemblies and family gatherings
- Shared Family room/community spaces
- Library and digital commons spaces with high quality library services
- State of the art science labs with storage
- Creative spaces for students
- Specialized equipment for student needs (orientation & mobility, CTE)
- Classrooms equipped for 21st Century Learning
- Upgraded security- universal controlled entry
- Equitable custodial services
- Curb appeal
- Green spaces
- Campus-based child nutrition program



CENTRAL OFFICE

Thriving Profile



The SAISD Central Office Thriving Profile describes the knowledge, skills, and beliefs that help a Central Office reach its fullest potential. A thriving central office prioritizes students in all decision making, guarantees safe, secure, and health-affirming environments, ensures accountability at all levels to all stakeholders, embodies, and continuously strives toward high standards of leadership and service.

Believes

A thriving Central Office believes in

- Student-centered decisions
- Empowering student voices and choices
- High expectations for ALL to ensure students reach their full unique potential
- Addressing the needs of the whole child: academic, social, and emotional learning
- Honoring the history of the community
- Culturally-sustaining practices
- Empathy
- Always learning
- Developing leaders
- Supporting forward-thinking within schools and departments
- Servant leadership

Needs

A thriving Central Office needs

- Flexible and organized systems
- Efficient and integrated technology systems
- Robust data collection
- Financial stability
- Timely feedback from stakeholders
- In-depth and breadth of knowledge
- Training to exceed minimum qualifications
- To be on campus and in the community (school ambassadors)

Practices

A thriving Central Office practices

- Safe, secure and health-affirming environments
- Identifying and implementing fiscal responsibility
- Restorative and inclusive management styles
- Making equity-based decisions
- Recruitment and retention of high-quality employees
- Providing high-quality professional development
- Anti-bias, anti-racist, culturally-relevant, trauma-informed, and neurodiversity-affirming practices
- Delivering in a timely manner

Communicates

A thriving Central Office communicates

- Collaboratively with all stakeholders
- Within established timeframes
- Accurately
- Transparently
- Advocacy at all levels





DISTRICT Thriving Profile

The SAISD District Thriving Profile describes the knowledge, skills, and beliefs that help a district reach its fullest potential. A thriving district is transparent and accountable for its efforts to provide inclusive practices that prepare students to be contributing members of the community in the 21st century. SAISD is committed to creating spaces that are safe and welcoming for all by focusing on the following priorities:

Is culturally responsive & sustaining

SAISD is committed to rooting our educational approach in love, solidarity, community, collective action, and equitable opportunities by...

- Providing equitable distribution of resources and opportunities
- Providing spaces and systems that are aligned across district that promote equitable conversations
- Ensuring that policies are rewritten inclusively to include equity

Practices shared decision-making

SAISD creates spaces with representation from all invested groups where we embrace everyone's opinions, feedback, and perspectives by...

- Soliciting feedback from community invested groups prior to making decisions
- Prioritizing student voice
- Measuring the impact of decisions on different groups in alignment with a shared vision

Is equitable, inclusive, & diverse

SAISD provides training, support, resources, and funding for individualized and affirming practices that create safety and well-being for all students and staff by...

- Creating a system that supports individualized feedback from all stakeholders
- Ensuring that the district improvement plan is reflective of and aligned to all thriving profiles

Embraces & centers community

SAISD engages in deep community collaboration that centers reflection, transparency, public accountability and clear communication. It works to support and meet the diverse needs of students, staff, families and communities by...

- Being innovative and responsive to changing needs as measured by community engagement and satisfaction
- Using clear and consistent district-wide streamlined communication platforms

Engages in advocacy

SAISD protects and fights for fair and equitable division of resources, opportunities, and privileges for students, staff, families, and communities, at the local, state, and national level by...

- Build strong community partnerships in alignment with our district vision, mission, and goals.
- Participating in advocacy and setting of legislative priorities

Defines success as reaching your fullest potential

SAISD creates infrastructures for all students, staff, and families to have a voice through self-advocacy and engage in continuous learning by...

- Offering services and specialized programs based on the needs of the community at all schools and for all stakeholders
- Provides opportunities for creation of and participation in councils and committees to include student-led

