

# SANTA MARIA ISD

## District Improvement Plan

### 2019/2020



SMISD Central Administration Office  
11100 Military Hwy  
956-565-6308 Ext 1000  
[smisdcentral@smisd.net](mailto:smisdcentral@smisd.net)

# SANTA MARIA ISD

## **Mission**

*It is the mission of Santa Maria ISD is to provide a learning environment that encourages and prepares all students to become life-long learners, college and career ready.*

## **Vision**

*Student Success First.*

### **Nondiscrimination Notice**

SANTA MARIA ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

## SANTA MARIA ISD Site Base

Name	Position
Davila, Claudia	Teacher
Perez, Irene	SMHS & SMAA (Options) Campus Counselor
Viera, Jay	TGE Principal
Munoz, Doralee	SMMS Principal
Salinas, Rene	At Risk Counselor
Stenhouse, Elizabeth	HR Director
Cuellar, Enirque	Chief Financial Officer
Monreal, Maria	Curriculum & Instruction
Mascorro, Maria	Parent
Aguirre, Lydia	Parent
Colunga, Martin	Community Member
Vasquez, Alma	Special Ed Teacher
Saldivar, Maria	Business Owner

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## **Santa Maria ISD Goals**

- Goal 1** - SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.
- Goal 2** - SMISD will provide for the recruitment, development, support and retention of qualified staff.
- Goal 3** - SMISD will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators, and administrators.
- Goal 4** - SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.
- Goal 5** - SMISD will provide modern facilities, support services, and maintain a safe and drug-free environment for students and employees.

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 1.** SMISD will implement a Reading/Writing PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMISD will provide Computer Based Programs for reading instruction and intervention. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Student Rosters Program Usage Reports
2. SMISD will monitor student results and make provisions for assessments that measure performance in reading, writing, fluency, and phonics with an emphasis on the understanding and mastering of the grade level TEKS. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2019-2020 School Year		Assessments given in a 6 weeks grading period Benchmark Assessment Results Program Usage Reports
3. All campuses will use reading and writing instructional strategies to address the needs of all At-Risk students and/or students identified with Dyslexia. (Target Group: AtRisk,Dys) (Strategic Priorities: 2)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		List of Identified At Risk Students List of Identified Students with Dyslexia Assessment Results for Determining At Risk and/or Dyslexia
4. All campuses will provide reading interventions and strategies by following the Response to Intervention (RTI) process. (Target Group: AtRisk)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - RTI Summary of Meeting Results Schedule of RTI Meetings Lesson Plans Progress Monitoring Forms
5. SMISD will provide instructional technology to support teachers' delivery of ELAR lessons and assessments through the use of various software programs. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
6. All campuses will utilize and monitor the ELAR/SLAR TEKS, English Language Proficiency Standards (ELPS) and the Career and College Readiness Standards (CCRS)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation STAAR/EOC Assessment Results

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**Objective 1.** SMISD will implement a Reading/Writing PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
knowledge and skills. (Target Group: All) (Strategic Priorities: 2)				
7. All campuses will provide instruction and support to all EL students by effectively employing instructional strategies in the English language to allow the students' acquisition of social and academic language. (Target Group: LEP) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans TELPAS Assessment Results Assessment Results Walkthrough Documentation
8. All campuses will provide guidance and support to teachers in reading instruction to meet the student needs. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - PLC meetings Meeting Agendas and Sign In Sheets Assessment Results Walkthroughs
9. All campuses will emphasize and teach reading/writing academic vocabulary development and provide a print rich environment in all classrooms (K-12) through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, Content and Language objectives, Marzano's strategies, etc.) (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation Assessment Results
10. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and reading comprehension skills through a variety of programs and instructional strategies. (Target Group: LEP, AtRisk) (Strategic Priorities: 2)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Class Schedules Class Rosters Lesson Plans Program Student Progress Reports
11. All campuses will provide opportunities for inclusion staff to plan with ELA teachers in creating a collaborative approach for addressing the needs of the special education students. (Target Group: SPED) (Strategic	Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agendas Sign In Sheets

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Priorities: 2)				
12. Tony Gonzalez Elementary will provide Literacy/Learning Centers in grades PK-2 to provide differentiated instruction and support for classroom learning. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
13. SMISD will use SIOP Model instructional strategies to address the Reading and Writing needs of the EL and At-Risk learner. (Target Group: LEP, AtRisk)	Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
14. SMISD will utilize common instructional time for planning to implement and monitor a standardized aligned ELA curriculum. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agenda Sign In Sheets Lesson Plans
15. SMISD will provide independent reading opportunities for students and engage students in literary discussions through Literature Circles, Read Aloud, Literacy Circles, Shared Reading, etc. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation Assessment Results
16. SMISD will provide technology resources to support teachers' delivery of Reading/ELA lessons and assessments through the use of various software platforms. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Online Program Reports Walkthrough Documentation
17. All campuses will monitor and provide staff development as needed in the area of Reading using DMAC student performance data results. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang.	Summative - Staff Development Plan DMAC Student Data

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
			Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	
18. All campuses will continue to provide professional development opportunities, resources, and support for District Initiatives. (Target Group: All)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)287 TIF/RISE Grant, (L)199 General Fund	Summative - Meeting Agenda Sign In Sheets
19. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in ELA as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project and U.I.L. (Target Group: All)	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - List of Identified Students Lesson Plans Student Performance Projects
20. SMISD will develop and implement a Student Success Initiative plan following the State SSI guidelines to provide instructional interventions to students who did not meet the standard on the Reading STAAR and English EOC state assessments. (Target Group: 5th,8th,9th,10th,11th,12th) (Strategic Priorities: 2)	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - SSI Plan Student Roster of Identified Students Attendance Roster
21. All campuses will provide accelerated instruction interventions in the area of reading and writing to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc. (Target Group: AtRisk) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - Student Rosters List of Accelerated Instruction Programs Attendance Rosters All Assessment Results Lesson Planning
22. SMISD will use Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Target Group: Migrant,LEP,SPED,AtRisk,Dys,504) (Strategic	Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Administrative Walkthrough Documentation

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Priorities: 2)				
23. All campuses will monitor student progress and student attendance. (Target Group: All)	Campus Leadership Team, Principal, Teacher(s), Truancy Officer	2019-2020 School Year		Summative - Student Portfolios Student Individual Plans Attendance Rosters
24. SMISD teachers will use student friendly content and language objectives. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation

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- Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.
- Objective 2.** SMISD will implement a Mathematics PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The District will continue to monitor and implement computer based programs for math instruction and intervention purposes as needed. (Target Group: All) (Strategic Priorities: 2)	Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Program Student Progress Reports Program Usage Reports Lesson Plans
2. All campuses will monitor results and make provisions for assessments that measure performance in math with an emphasis on the understanding and mastering of the grade level TEKS. (Target Group: All) (Strategic Priorities: 2,4)	Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - All Assessment Results Lesson Plans
3. All campuses will provide math interventions and strategies by following the Response to Intervention (RTI) process. (Target Group: All, AtRisk) (Strategic Priorities: 2,4)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Schedule of RTI Meetings RTI Meeting Minutes Sign In Sheets
4. All campuses will utilize a variety of technology and instructional materials to involve students in math experiences. (Target Group: All) (Strategic Priorities: 2,4)	Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Administrative Walkthrough Documentation
5. All campuses will emphasize and teach math academic vocabulary development and provide a print rich environment in all classrooms (K-12) through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, content and language objectives, Marzano's strategies, etc.) (Target Group: All) (Strategic Priorities: 2,4)	Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
6. All campuses will provide opportunities for inclusion staff to plan with Math teachers in creating a collaborative approach for addressing the needs of the special education	Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets



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**Objective 2.** SMISD will implement a Mathematics PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
students. (Target Group: SPED) (Strategic Priorities: 1,2,4)				
7. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and math comprehension skills through a variety of programs and instructional strategies. (Target Group: LEP,AtRisk) (Strategic Priorities: 2,4)	Principal, Special Ed Teacher, Teacher(s), Technology Department	2019-2020 School Year		Summative - Lesson Plans Program Student Progress Reports
8. All campuses will implement SIOP Model instructional strategies to address the mathematic instructional needs of the EL and At-Risk learner. (Target Group: LEP,AtRisk) (Strategic Priorities: 2,4)	Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Assessment Results Walkthrough Documentation
9. SMISD will utilize common instructional time for planning to implement and monitor a standardized aligned Math curriculum. (Target Group: All) (Strategic Priorities: 2,4)	Principal, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets
10. SMISD will provide instructional technology to support teachers' delivery of Math lessons and assessments through the use of various software programs. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2019-2020 School Year	(L)199 General Fund	Summative - CBA Program Usage Reports Student Progress Reports Student Rosters
11. All campuses will monitor and provide staff development as needed in the area of Math using DMAC student performance data results. (Target Group: All) (Strategic Priorities: 1,2,4)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - DMAC Student Data Schedule of Staff Development
12. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Math as addressed in	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Lesson Plans Student Rosters Performance Projects

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**Objective 2.** SMISD will implement a Mathematics PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
the Advanced Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project and U.I.L. (Target Group: All,GT) (Strategic Priorities: 2,4)				
13. All campuses will develop and implement a Student Success Initiative plan following the State SSI guidelines to provide instructional interventions to students who did not meet the standard on the Math STAAR and Math EOC state assessments. (Target Group: 5th,8th,9th,10th,11th,12th) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - SSI Plan Roster of Students that Did Not Meet the Standard on STAAR/EOC Assessments
14. All campuses will provide accelerated instruction interventions in the area of math to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc. (Target Group: All,AtRisk) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - Student Rosters Lesson Plans Attendance Rosters DMAC Assessment Results
15. SMISD will use Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Target Group: All,Migrant,LEP,SPED) (Strategic Priorities: 2,4)	Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
16. All campuses will monitor student progress and student attendance. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Principal, Teacher(s), Truancy Officer	2019-2020 School Year		Summative - Student Portfolios Student Individual Plans Attendance Rosters
17. All campuses will utilize DMAC and other assessment information for data-driven decision making to improve math instruction and delivery. (Target Group: All) (Strategic Priorities: 2,4)	Principal, Teacher(s), Technology Department	2019-2020 School Year		Summative - DMAC Assessment Data Lesson Plans Assessment Results

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**Objective 2.** SMISD will implement a Mathematics PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
18. All campuses will use a standardized math curriculum that is aligned to the math TEKS and provides cooperative learning experiences with an emphasis on college readiness. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation Assessment Results
19. SMMS and SMHS will use graphing technology (TI-Nspire) for math conceptual development. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
20. SMISD teachers will use student friendly content and language objectives. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 3.** SMISD will implement a Science PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will monitor results and make provisions for assessments that measure performance in science with an emphasis on the understanding and mastering of the grade level TEKS. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - All Assessment Results Lesson Plans
2. All campuses will utilize a variety of technology and instructional materials to involve students in science experiences. (Target Group: All) (Strategic Priorities: 4)	Director of Technology, Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Lesson Plans Administrative Walkthrough Documentation
3. All campuses will emphasize and teach science academic vocabulary development and provide a print rich environment in all classrooms through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, content and language objectives, Marzano's strategies, etc.) (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Administrative Walkthrough Documentation
4. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and science skills through a variety of programs and instructional strategies. (Target Group: All,ESL,LEP,SPED,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Program Student Progress Reports
5. All campuses will implement SIOP Model instructional strategies to address the science instructional needs of the ELL and At-Risk learner. (Target Group: All,ESL,LEP,SPED,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans All Assessment Results Walkthrough Documentation
6. All campuses will utilize common instructional time for planning to implement and monitor a standardized aligned Science	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agendas and Sign In

# SANTA MARIA ISD

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- Objective 3.** SMISD will implement a Science PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
curriculum. (Target Group: All,AtRisk) (Strategic Priorities: 2,4)				Sheets
7. All campuses will provide instructional technology to support teachers' delivery of Science lessons and assessments through the use of various software programs. (Target Group: All) (Strategic Priorities: 4)	Director of Technology, Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - CBA Program Usage Reports Program Student Progress Reports Student Rosters
8. All campuses will monitor and provide staff development as needed in the area of Science using DMAC student performance data results. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - DMAC Student Data Staff Development
9. All campuses will provide accelerated instruction interventions in the area of science to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (F)274 Gear Up, (L)199 General Fund	Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results
10. All campuses will implement Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
11. All campuses monitor student progress and student attendance in all accelerated instruction programs. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Instructional Facilitator, Principal, Teacher(s), Truancy Officer	2019-2020 School Year		Summative - Student Portfolios Student Individual Plans Attendance Rosters
12. All campuses will provide science	Instructional Facilitator,	2019-2020		Summative - Lesson Plans

# SANTA MARIA ISD

- Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.
- Objective 3.** SMISD will implement a Science PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
intervention as needed to support and guide student success at the campus level. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Principal, Special Ed Teacher, Teacher(s)	School Year		Sign In Sheets CBA Results
13. All campuses will implement and monitor a standardized Science curriculum. (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation
14. All campuses will review and adjust class curriculum and lesson plans to reflect required laboratory and field investigation time allocations as per the Science TEKS. (K-1 80%) (2nd-3rd 60%) (4th-5th 50%) (6th-12th 40%) (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation
15. All campuses will utilize DMAC and other assessments for data-driven decision making to improve the science instruction and delivery. (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s), Technology Department	2019-2020 School Year		Summative - DMAC Data Lesson Plans CBA Results
16. All campuses will provide planning time for inclusion staff to plan with Science teachers to develop capacity and increase collaboration to improve instruction for all special education students. (Target Group: SPED) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agenda Sign In Sheets CBA Results
17. SMISD will deliver science instruction in the student's primary language as needed (recent immigrant students). In addition, Tony Gonzalez Elementary will deliver effective science instruction in the student's primary language for grades PK-1 to facilitate the acquisition of English and academic language. (Target Group: All,ESL,LEP) (Strategic Priorities: 4)	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 3.** SMISD will implement a Science PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
18. SMISD teachers will use student friendly content and language objectives. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
19. All campuses will provide opportunities that allow students to develop proficiency in the use of grade level Science TEKS specified tools. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation
20. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Science as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project, and U.I.L. (Target Group: All,GT) (Strategic Priorities: 2,4)	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Lesson Plans Performance Standards Project

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 4.** SMISD will implement a Social Studies PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will monitor results and make provisions for assessments that measure performance in social studies with an emphasis on the understanding and mastering of the grade level TEKS. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - All Assessment Results Lesson Plans
2. All campuses will utilize a variety of technology and instructional materials to involve students in social studies experiences. (Target Group: All) (Strategic Priorities: 4)	Director of Technology, Instructional Facilitator, Principal, Teacher(s), Technology Department	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation
3. All campuses will emphasize and teach social studies academic vocabulary development and provide a print rich environment in all classrooms through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, content and language objectives, Marzano's strategies, etc.) (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
4. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and social studies skills through a variety of programs and instructional strategies. (Target Group: ESL,LEP,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A	Summative - Lesson Plans Program Student Progress Reports
5. All campuses will implement SIOP Model instructional strategies to address the social studies instructional needs of the ELL and At-Risk students. (Target Group: ESL,LEP,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation
6. All campuses will provide instructional time for planning to implement and monitor a standardized aligned social studies curriculum. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets



# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 4.** SMISD will implement a Social Studies PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. All campuses will provide instructional technology to support teachers' delivery of social studies lessons and assessments through the use of various software programs. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Director of Technology, Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - CBA Program Usage Reports Program Student Progress Reports Student Rosters
8. All campuses will monitor and provide staff development as needed in the area of Social Studies using DMAC student performance data results. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s), Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - Student DMAC Results Schedule of Staff Development
9. All campuses will provide accelerated instruction interventions in the area of social studies to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)263 Eng. Lang. Acquisition & Lang. Enrichment, (F)270 Title VI Low Income, (L)199 General Fund	Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results
10. SMISD will use Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
11. All campuses will monitor student progress and student attendance. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Counselor(s), Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Student Individual Plans Attendance Rosters
12. SMISD teachers will use student friendly content and language objectives. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 4.** SMISD will implement a Social Studies PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
13. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Social Studies as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project, and U.I.L. (Target Group: All,GT) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation Performance Standard Project
14. All campuses will use a Social Studies curriculum that is aligned to the TEKS and provides cooperative learning experiences with an emphasis on college readiness. (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation Social Studies Curriculum Frameworks
15. All campuses will use DMAC and other assessments for data-driven decision making to improve instruction in Social Studies for all students. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s), Technology Department	2019-2020 School Year		Summative - DMAC Data Lesson Plans CBA Results
16. All campuses will provide cross-curricular opportunities for students to use technology to develop performance-based projects. (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s), Technology Department	2019-2020 School Year		Summative - Lesson Plans Performance Based Projects
17. All campuses will provide opportunities for inclusion staff to plan with Social Studies teachers to create a collaborative approach for addressing the needs of Special Education students. (Target Group: All,SPED) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
18. SMISD will deliver science instruction in the student's primary language as needed (recent immigrant students). In addition, Tony Gonzalez Elementary will deliver effective science instruction in the student's primary language for grades PK-1 to facilitate the	Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans TELPAS Results Walkthrough Documentation

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 4.** SMISD will implement a Social Studies PK-12 curriculum to ensure that all students meet Texas Standards and be successful on STAAR/EOC assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
acquisition of English and academic language. (Target Group: ESL,LEP) (Strategic Priorities: 4)				

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 5.** SMISD will provide counseling and academic/career guidance for all students to be college and career ready.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMMS will administer career interest and aptitude tests to secondary students to assist students in selecting a career pathway and following a coherent sequence of courses. (Target Group: 8th,9th,10th,11th,12th) (Strategic Priorities: 3)	Counselor(s), Principal	2019-2020 School Year		Summative - Aptitude Test Results Assessment Schedule Career Pathways Student Rosters
2. SMHS will provide high school students with the opportunity to participate in a coherent sequence of courses in the following Career Clusters: Agriculture, Food and Natural Resources, Finance, Government & Public Administration, Health Science, Human Services, Marketing, Sales & Service, Science Technology. (Target Group: All) (Strategic Priorities: 3)	Counselor(s), CTE Instructors, Principal	2019-2020 School Year		Summative - Master Schedule Career Cluster Student Rosters
3. SMHS will continue to monitor the number of Dual Enrollment classes offered by the CTE department, add courses to current pathways, offer additional pathways, and collaborate with TSTC, STC, and UTPB to offer classes both at SMISD and TSTC/STC/UTPB campuses. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), CTE Instructors, Principal	2019-2020 School Year	(L)199 General Fund	Summative - Master Schedule Brochures/Announcements Dual Enrollment Class Rosters
4. SMHS will provide opportunities for students to enroll in TSTC Certified Programs. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal	2019-2020 School Year	(L)199 General Fund	Summative - Master Schedule Program Student Rosters Brochures/Announcements/Flyers
5. SMHS will increase the number of students taking the ACT, SAT, TSI, PSAT, and the Accuplacer by providing fee waivers for eligible students. (all 11th-12th grade students will receive three fee waivers: one for SAT and two for ACT). (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal	2019-2020 School Year	(L)199 General Fund	Summative - Student Roster for Assessments Schedule of Assessments Waiver Eligibility List
6. SMISD will continue to provide opportunities for students to tour valley, state	Campus Leadership Team, Counselor(s), Gear Up	2019-2020 School Year	(F)274 Gear Up, (L)199 General Fund	Summative - Schedule of Field Trips

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 5.** SMISD will provide counseling and academic/career guidance for all students to be college and career ready.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
and out-of-state university/college campuses. (Target Group: All) (Strategic Priorities: 3)	Facilitator, Principal			Announcements College Trip Itineraries
7. SMHS will provide Financial Aid Night activities to inform senior students and parents about college information and all seniors will complete a applytexas and a FAFSA application. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Gear Up Facilitator, Principal	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Event Flyers/Announcements Sign In Sheets Meeting Agenda
8. SMHS will provide College Day Fairs for students regarding post secondary career information. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Gear Up Facilitator, Principal, Teacher(s)	2019-2020 School Year	(F)274 Gear Up, (L)199 General Fund	Summative - Schedule of Event Sign In Sheets List of Colleges
9. SMHS will provide a centralized location to promote and inform students on what local and national scholarships are available and their application requirements. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal	2019-2020 School Year		Summative - Scholarship Bulletin Board List of Scholarships Available Announcements/Brochures Counseling Department Calendar
10. The district will provide tuition free dual enrollment courses, college textbooks, lab essentials, and transportation at not cost to current SMISD students. In addition, an after school resource study lab for students participating in dual enrollment will be provided at the high school. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal, Transportation Department	2019-2020 School Year	(L)199 General Fund	Summative - Master Schedule Dual Enrollment Student Rosters Sign In Sheets
11. SMISD will provide Career Day presentations/activities/fairs for all students utilizing local business leaders, employers and CTE Student Organizations. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Gear Up Facilitator, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Events Sign In Sheets

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 5.** SMISD will provide counseling and academic/career guidance for all students to be college and career ready.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. SMHS will monitor and promote for students to take the AP and assist/prepare students for the assessment. (Target Group: All) (Strategic Priorities: 3)	AP Teachers, Campus Leadership Team, Counselor(s), Principal	2019-2020 School Year		Summative - List of Students Taking AP Tests AP Test Results
13. SMHS will provide 9th-12th grade students with the opportunity of earning a minimum of 12 college credit hours through Concurrent Enrollment, Dual Enrollment, AP Exams or Tech Prep Articulation. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Gear Up Facilitator, Principal	2019-2020 School Year	(L)199 General Fund	Summative - Student Course Rosters AP Exam Student Lists Master Schedule
14. All campuses will implement the College and Career Readiness Standards (CCRS) in all subject areas and ensure that the framework is followed consistently in all classrooms. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Walkthrough Documentation
15. The district will provide staff development on the College and Career Readiness Standards to all teachers with explicit training on how to use the standards in the content area and how the content being taught is supported by the CCRS. (Target Group: All) (Strategic Priorities: 1,4)	Campus Leadership Team, Principal	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)287 TIF/RISE Grant, (L)199 General Fund	Summative - Meeting Agenda Sign In Sheets Lesson Plans
16. The district will provide for academic coaches/instructional specialists to observe teachers (20 minutes minimum) and offer support and reflective feedback and coaching in using the CCRS. (Target Group: All) (Strategic Priorities: 1)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year		Summative - Walkthrough Documentation Walkthrough Schedule Sign In Sheets
17. SMHS will provide opportunities for each department to map out when each CCRS standard will be explicitly taught in the sequence of courses. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Master Schedule Meeting Agenda Sign In Sheets
18. All campuses will promote the utilization of	Campus Leadership Team,	2019-2020		Summative - Lesson Plans

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 5.** SMISD will provide counseling and academic/career guidance for all students to be college and career ready.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
multi-type assessments such as, project and performance based assessments. (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	School Year		Assessment Results
19. SMMS and SMHS will include Pre-AP and AP style questions in the CBA's and 6 weeks exams to prepare students for higher level thinking at all secondary campuses. (Target Group: All,GT) (Strategic Priorities: 4)	Campus Leadership Team, Instructional Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans CBA and Six Weeks Exams Assessment Results
20. All campuses will expose students to career clusters to help foster awareness of different careers. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Gear Up Facilitator, Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Program Agenda Sign In Sheets Schedule of Events
21. The district will provide needed instructional classroom supplies, materials, textbooks, equipment, certifications, licenses, technology and software for CTE students in CTE courses/classrooms. (Target Group: All) (Strategic Priorities: 1,4)	Business Manager, Campus Leadership Team, Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Summative - Master Schedule Purchase Orders
22. The district will provide opportunities for CTE staff to attend professional staff development to improve instructional practices and instruction and obtain current business and industry requirements. (Target Group: All) (Strategic Priorities: 1)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Professional Development Schedule Meeting Agendas Sign In Sheets
23. SMMS and SMHS will disseminate and explain results of Career Assessments/Aptitude Tests to students. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), CTE Instructors, Gear Up Facilitator, Principal	2019-2020 School Year		Summative - Schedule of Meetings Meeting Agenda Sign In Sheets
24. SMHS will provide opportunities for college faculty/recruiters to make school visits and for students to visit colleges/universities to meet	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2019-2020 School Year	(F)274 Gear Up, (L)199 General Fund	Summative - Schedule of College/University Visits Meeting Agendas

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 5.** SMISD will provide counseling and academic/career guidance for all students to be college and career ready.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
with faculty/instructors and tour classrooms, labs, and other campus areas. (Target Group: All) (Strategic Priorities: 3)				Sign In Sheets
25. Each campus will provide an opportunity for incoming students to familiarize themselves with their new campus for the following school year. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2019-2020 School Year		02/25/20 - Pending
26. The district will provide opportunities for students to visit different colleges to gain insight to college experiences. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Gear Up Facilitator, Principal	2019-2020 School Year	(F)274 Gear Up, (L)199 General Fund	02/25/20 - Pending (S)
27. Santa Maria High School will provide opportunities that prepares special ed students for school-to-work connections such as Job Shadowing. (Target Group: SPED) (Strategic Priorities: 3,4)	Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	02/25/20 - Pending (S)



# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMHS will provide career counseling for job readiness. (Target Group: 8th,9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Principal, Counselor(s), CTE Instructors, Principal, Teacher(s)	2019-2020 School Year		Summative - Schedule of Trainings Training Agendas Sign In Sheets Student Rosters
2. The district will continue to monitor and evaluate the procedures for identification and placement of at-risk students. (Target Group: AtRisk)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - RTI Manual PEIMS Coding At Risk Identification Criteria
3. All campus principals will recommend placement of students in alternative programs after exhausting all campus strategies to modify at-risk behavior. (Target Group: AtRisk) (Strategic Priorities: 4)	Campus Leadership Team, Principal	2019-2020 School Year	(L)199 General Fund	Summative - At-Risk Student Report Behavior Referrals
4. SMHS will identify students who are at risk of dropping out and/or failed to accrue credits required for promotion. (Target Group: 7th,8th,9th,10th,11th,12th) (Strategic Priorities: 4)	Counselor(s), Principal, Teacher(s)	2019-2020 School Year		Summative - Student GPCs List of Identified Students
5. The district will provide a system to facilitate the transition for students from DAEP/JJAEP program to the regular campus. (Target Group: AtRisk) (Strategic Priorities: 4)	Counselor(s), Principal	2019-2020 School Year		Summative - Student Rosters Student Referrals to DAEP/JJAEP
6. TGE will implement a Character Education program for all grade levels. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Climate Committee, Counselor(s), Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Counselor Calendar Sign In Sheets
7. All campuses will provide Advanced Academic programs with challenging learning opportunities such as UIL, Pre-AP/AP courses, DUAL Enrollment, and online courses. (Target Group: All) (Strategic	Counselor(s), Principal, Teacher(s)	2019-2020 School Year		Summative - Lesson Plans Master Schedule Student Rosters Student Enrollment in AA Programs

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Priorities: 4)				
8. The district and campuses will ensure the quality of Advance Academic services by communicating expectations with all stakeholders, providing staff development for certification of all teachers providing Pre-AP, AP and GT services (Target Group: GT,K,1st,2nd,3rd,4th,5th,6th,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 4)	Counselor(s), Principal, Teacher(s)	2019-2020 School Year		Summative - Schedule of Staff Development List of GT, Pre-AP and AP Teachers Training Certificates
9. All campuses will ensure the appropriate identification, evaluation, and IEP implementation of students for Special Education. (Target Group: SPED) (Strategic Priorities: 4)	Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year		Summative - Student Referrals List of Identified Special Ed. Students Student IEPs
10. The district and Mercedes COOP will conduct Child Find activities to identify students in need of special services and provide a list of pre-school options for educational placements for students with special needs. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Child Find Plan Brochures/Announcements List of Pre-School Options Head Start list
11. The district and Mercedes COOP will provide staff development to special education and regular education teachers and administrators on RTI, Inclusion, Accommodations/Modifications, IEP development and implementation and the ARD process. (Target Group: SPED) (Strategic Priorities: 1,4)	Mercedes COOP, Principal	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Staff Development Meeting Agenda Sign In Sheets
12. The district and Mercedes COOP will provide support for new special education teachers on IEP development/implementation/evaluation and special education procedures. (Target Group:	Mercedes COOP, Principal	2019-2020 School Year	(L)199 General Fund	Summative - Meeting Agendas Sign In Sheets

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
SPED) (Strategic Priorities: 1,4)				
13. The district will provide assistive technology devices and supplementary aids and services to promote access to the general education curriculum, address student individual needs and ensure a safe and orderly environment. (Target Group: SPED) (Strategic Priorities: 4)	Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - IEPs Purchase Orders
14. The district and Mercedes COOP will conduct staffing and/or ARD meetings to monitor progress of students with disabilities who are at risk of failing/retention and to revise IEPs as appropriate. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Staffing Documentation ARD Meeting Schedules ARD/IEP Documents Report Cards
15. The district and Mercedes COOP will provide continuous training to campus teams and individuals responsible for implementing behavior strategies and techniques. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Trainings Meeting Agendas Sign In Sheets
16. All campuses will monitor services for students with disabilities in disciplinary placements to ensure continued implementation of IEPs. (Target Group: SPED) (Strategic Priorities: 4)	Principal, Special Ed Teacher	2019-2020 School Year		Summative - IEPs Discipline Referrals
17. The district will provide the opportunity to participate in Special Olympics for eligible students with disabilities. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Special Olympic Event List of Eligible Students
18. The district and Mercedes COOP will monitor and analyze the effectiveness of the web-based software (e-Sped) and provide on-going training and technical assistance on e-	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Administrative Reports Meeting Agendas Sign In Sheets

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Sped to Special Education personnel. (Target Group: SPED) (Strategic Priorities: 4)				
19. The district and Mercedes COOP will update the SPED web page to enhance communication of special education issues and related topics to all stakeholders. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - District Web Page Mercedes COOP Newsletter
20. The district and Mercedes COOP will conduct SPED specialty team meetings to enhance communication and consistent implementation of policies, procedures and practices. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Meeting Agendas Sign In Sheets Schedule of Meetings
21. The district and Mercedes COOP will coordinate and facilitate wheelchair and adaptive equipment clinics/trainings. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Trainings Training Agenda Sign In Sheets
22. The district and Mercedes COOP will provide opportunities for parent training on at least three of the following: Disability Awareness, Systems of Support, Parent Participation at ARD Meetings, Instructional/Behavior Interventions and Assistive Technology. (Target Group: SPED) (Strategic Priorities: 4)	Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Trainings Training Agendas Sign In Sheets
23. The district and Mercedes COOP will conduct a needs assessment to determine staffing patterns and the sufficiency of special education units/classrooms at each campus. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Needs Assessment Results
24. The district and Mercedes COOP will provide continuous training on Federal/State mandates, accountability systems, local	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Trainings Training Agendas

# SANTA MARIA ISD

- Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.
- Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
policies, procedures and operating guidelines, and the development, implementation, and evaluation of TEKS-based IEP annual goals and objectives. (Target Group: SPED) (Strategic Priorities: 4)				Sign In Sheets
25. All campuses will monitor ARD committee documents for compliance and appropriateness of decisions regarding IEP goals and objectives, placement, and participation in state assessments and maintain updated annual and evaluation status reports on a monthly basis. (Target Group: SPED) (Strategic Priorities: 4)	Mercedes COOP, Principal, Special Ed Teacher	2019-2020 School Year		Summative - ARD Committee Document Review Forms Monthly Status Reports
26. All campuses will provide training and monitoring of required RTI documentation for SPED referrals for suspected learning disabilities. (Target Group: SPED) (Strategic Priorities: 4)	Counselor(s), Principal, Special Ed Teacher	2019-2020 School Year	(F)287 TIF/RISE Grant, (L)199 General Fund	Summative - Schedule of RTI Meetings Sign In Sheets
27. All campuses will provide training on ARD/LPAC collaboration and decision making process to key ARD/LPAC members and monitor ARD/LPAC meeting documentation to ensure appropriateness of decisions to address the needs of students coded SPED and LEP. (Target Group: SPED) (Strategic Priorities: 4)	Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2019-2020 School Year	(F)287 TIF/RISE Grant, (L)199 General Fund	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
28. The district Migrant department will ensure to identify and recruit migrant children and youth, including conducting annual residency verification and other Identification and Recruitment (ID&R) activities according to specific timelines as outlined in the TX Manual for the Identification and Recruitment of Migrant Students. (Target Group: Migrant) (Strategic Priorities: 4)	Director of Federal Programs, Principal, Social Worker	2019-2020 School Year	(F)212 Migrant	Summative - List of Identified Migrant Students Log of Home Visits
29. The district Migrant department will be on	Director of Federal Programs,	2019-2020	(F)212 Migrant	Summative - NGS Monthly

# SANTA MARIA ISD

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**Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
time and error free in encoding all required data into the New Generation System (NGS) and conduct all required activities as outlined in the NGS Implementation Guidelines. (Target Group: Migrant) (Strategic Priorities: 4)	Principal	School Year		Reports
30. The district Migrant department will coordinate services to ensure that all migrant students receive the following: 1)Instructional support services based on individual needs, 2)Receive available resources including referrals to address specific needs such as tutoring, drop-out prevention programs, 3)monitor and document student progress, 4)Coordinate with school staff and TX Migrant Interstate Program (TMIP) to ensure that migrant students who have failed STAAR/EOC content areas are able to access local, intrastate, and interstate opportunities available for summer STAAR/EOC remediation and retesting. (Target Group: Migrant)	Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant	Summative - STAAR/EOC Assessment Results
31. The district Migrant department will ensure that Migrant secondary students receive services that will provide opportunities for them to earn required credits for promotion and/or graduation through make up course work, tutoring and homework assistance, and the other resources needed to ensure on-time graduation. (Target Group: Migrant)	Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant	Summative - Student PGPs List of Identified Migrant Students Class Schedules
32. The district Migrant department will determine individual student needs and coordinate with campuses to provide services for identified migrant children within the first 60 days of school. (Target Group: Migrant) (Strategic Priorities: 4)	Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant	Summative - Monthly NGS Reports of Services Rendered
33. The district and Migrant department will continue with a Migrant Parent Advisory	Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant	Summative - NGS Priority for Services Reports

# SANTA MARIA ISD

**Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.

**Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Council to consult in the planning, implementation and evaluation of the district Migrant Program. (Target Group: Migrant) (Strategic Priorities: 4)				
34. The district and Migrant department will run a monthly NGS Priority for Services (PFS) report to identify migrant students who require PFS services and to develop a PFS Plan which clearly articulates criteria for defining student success. (Target Group: Migrant) (Strategic Priorities: 4)	Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant	Summative - Monthly PFS Reports PFS Plans
35. SMHS will provide graduation plan support and offer a variety of alternative methods for credit accrual and recovery for Migrant students. (Target Group: Migrant) (Strategic Priorities: 4)	Counselor(s), Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant	Summative - Student PGPs Class Schedules
36. All campuses will provide supplemental instruction to Migrant students in need of assistance through after school tutoring, imbedded tutorial classes, Saturday Academies, flexible scheduling, etc. (Target Group: Migrant) (Strategic Priorities: 4)	Counselor(s), Director of Federal Programs, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant	Summative - Student Rosters for Supplemental Instruction Programs Attendance Rosters
37. The district Migrant department will provide academic and non-academic support services to all Migrant students such as the following: clothing, school supplies, support services to facilitate involvement of Migrant parents to school activities, registration for state/national workshops and conferences, and inform parents of dropout recovery programs. (Target Group: Migrant) (Strategic Priorities: 4)	Director of Federal Programs, Principal, Social Worker	2019-2020 School Year	(F)212 Migrant	Summative - PFS Reports Contact Logs
38. The district Migrant department will provide summer academic enrichment programs for migrant students in grades K-12th designed to develop reading, math, science and thinking skills and promote social	Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant, (L)199 General Fund	Summative - Summer School Attendance Rosters

# SANTA MARIA ISD

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
development. (Target Group: Migrant) (Strategic Priorities: 4)				
39. SMISD will promote college awareness activities and/or provide post secondary education opportunities. (Target Group: All,Migrant) (Strategic Priorities: 4)	Counselor(s), Director of Federal Programs, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Activities
40. The district will develop and implement parental enrichment activities that will be advertised through brochures, flyers, web page, etc. and recruit parent participation in these after school activities/programs. (ESL courses, Rosetta Stone, etc.) (Target Group: Migrant) (Strategic Priorities: 4)	Counselor(s), Director of Federal Programs, Principal, Social Worker	2019-2020 School Year	(L)199 General Fund	Summative - List of Parental Activities Meeting Agendas Sign In Sheets
41. SMHS will provide teachers with historical data of all at-risk students who failed STAAR/EOC and/or lacks credits to work on a plan of interventions to ensure they complete their graduation plan. (Target Group: AtRisk) (Strategic Priorities: 4)	Counselor(s), Director of Federal Programs, Principal, Teacher(s)	2019-2020 School Year		Summative - List of Identified Students Intervention Plans
42. SMMS and SMHS will provide a campus based committee that will be responsible to recover students who dropped out through phone calls and home visits. (Target Group: AtRisk) (Strategic Priorities: 4)	Director of Federal Programs, Principal, Social Worker, Teacher(s)	2019-2020 School Year		Summative - Log of Phone Calls Log of Home Visits List of Identified Students
43. The district will ensure the quality and integrity of dropout and completion rate data by providing all staff members with training on data input responsibilities, coding and supporting documentation, leaver codes, the process of auditing leaver codes, data integrity and dropout recovery. (Target Group: AtRisk) (Strategic Priorities: 4)	Counselor(s), Principal	2019-2020 School Year	(L)199 General Fund	Summative - Schedule of Trainings Training Agendas Sign In Sheets
44. SMHS will provide recovered dropouts with alternative scheduling options to allow the students to complete the regular curriculum.	Counselor(s), Principal	2019-2020 School Year		Summative - Student Schedules Attendance Rosters



# SANTA MARIA ISD

- Goal 1.** SMISD will encourage and challenge students to reach their full educational potential to meet College & Career Readiness Standards and Graduate from High School.
- Objective 6.** SMISD will implement effective supplementary instructional programs for all at-risk students to meet performance standards in all areas and reduce the drop-out rate to improve student graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Target Group: AtRisk,9th,10th,11th,12th) (Strategic Priorities: 4)				
45. The district will provide a web-based curriculum for DAEP (Credit Recovery). (Target Group: All,AtRisk) (Strategic Priorities: 4)	Counselor(s), Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	02/25/20 - Pending (S)

# SANTA MARIA ISD

**Goal 2.** SMISD will provide for the recruitment, development, support and retention of qualified staff.

**Objective 1.** SMISD will recruit and retain highly effective staff including administrators, teachers, and paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will apply a staffing plan through enrolled students to identify filling the vacancy of staff in accordance with TEC 11.1513 and attach appropriate job descriptions to the certification requirements from the State Board of Educator Certification. (Strategic Priorities: 1)	Business Manager, Human Resource Department, Superintendent	2019-2020 School Year		Staffing Plan Student Enrollment Job Descriptions by TASB/SBEC requirements
2. The Human Resource Department will provide current certification of all highly effective educators and staff to the campus administrators via the SBEC certification transfer file in the fall and spring of each school year and on an individual basis as requested. (Strategic Priorities: 1)	Campus Leadership Team, Human Resource Department, Principal	2019-2020 School Year		SBEC transfer file via the Texas Education Agency website Highly Effective educators and staff district email communication
3. The district will recruit, retain, train, and sustain highly effective personnel by posting job vacancies at the Region One App website and Troops to Teachers website which encompasses valley, state, and at national level opportunities. The district also welcomes paper applications located on the district website and the Human Resource department. The district also participates at job fairs at the local and state level. (Strategic Priorities: 1)	Campus Leadership Team, Human Resource Department, Principal, Superintendent	2019-2020 School Year	(F)287 TIF/RISE Grant, (L)199 General Fund	Job Fair participation Job Opportunity postings on the Region One App website Troops to Teachers website District level paper applications
4. The Human Resource department will pre-screen all highly effective educator and staff applications for each job posting to verify certification requirements are met before submitting to the campus administrators for interviewing and selection of recommendations. (Strategic Priorities: 1)	Human Resource Department, Principal	2019-2020 School Year		Job opportunity applications via in person Job opportunity at the Region One App website and Troops to Teachers website SBEC verification on the Texas Education Agency website Sanction check via the Texas Education Agency website Criminal background checks via the Department of Public Safety website

# SANTA MARIA ISD

**Goal 2.** SMISD will provide for the recruitment, development, support and retention of qualified staff.

**Objective 1.** SMISD will recruit and retain highly effective staff including administrators, teachers, and paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. The Human Resource department will be the mediator between the alternative certification (AC) program and the educator on certification requirements, procedures, and processes to verify each educator is in compliance with the AC program and district requirements. (Strategic Priorities: 1)	Human Resource Department	2019-2020 School Year		Maintain current list of staff at AC programs for email and verbal communication Maintain email and verbal communication with educators on status updates regarding AC programs
6. The district will recruit, retain, train, and sustain certified Bilingual and multi-certified elementary and secondary educators through traditional or AC program certification to stay in compliance with the Texas Education Agency requirements as set forth by the Every Student Succeeds Act (ESSA) of 2015 as approved by Mr. President Obama. (Strategic Priorities: 1)	Human Resource Department, Principal, Superintendent	2019-2020 School Year	(F)287 TIF/RISE Grant, (L)199 General Fund	SBEC verification on the Texas Education Agency website Maintain current list of staff at AC programs for email and verbal communication
7. Recommendations for instructional stipends that include all student populations of the district will be revised and considered for Board approval each August. This will include the examination of the state and local funds that will be issued to the district for distribution. (Strategic Priorities: 1)	Business Manager, Human Resource Department, Superintendent	2019-2020 School Year	(L)199 General Fund	Campus administration recommendation of stipends Review of state and local budget allowances Board approved stipends in August
8. Each campus will provide new teachers with a support system, which includes TxBESS mentor teachers. (Strategic Priorities: 1)	Assistant Principal, Principal, Superintendent, Teacher(s)	2019-2020 School Year	(F)287 TIF/RISE Grant	List of New Teachers and Their Mentors
9. The district will promote opportunities for staff to continue their professional growth through post secondary/graduate studies. (Strategic Priorities: 1)	Principal, Superintendent	2019-2020 School Year	(F)287 TIF/RISE Grant, (L)199 General Fund	List of Staff Enrolled in Secondary/Graduate Studies
10. Educators that receive a Master degree in	Business Manager, Human	2019-2020	(L)199 General Fund	Annual pay sheets of educators

# SANTA MARIA ISD

**Goal 2.** SMISD will provide for the recruitment, development, support and retention of qualified staff.

**Objective 1.** SMISD will recruit and retain highly effective staff including administrators, teachers, and paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
their content or educational leadership will continue to receive a Master degree stipend as approved by the Board. Educators who teach in the field of secondary content and dual enrollment will continue to receive a stipend as approved by the Board each August. (Strategic Priorities: 1)	Resource Department, Principal, Superintendent	School Year		containing content stipends Stipend recommendations by campus administrators Stipend requests by educators and campus administrators
11. The district will continue employee recognition programs such as Teacher of the Year, retirement, and service awards. (Strategic Priorities: 1)	Business Manager, Human Resource Department, Principal, Superintendent	2019-2020 School Year	(L)199 General Fund	Spring schedule of events Awarded and earned list of educators and staff

# SANTA MARIA ISD

**Goal 2.** SMISD will provide for the recruitment, development, support and retention of qualified staff.

**Objective 2.** SMISD will provide all staff with professional development opportunities based on District, Campus, and individual needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide professional development options, such as online instruction, Saturday and after hours training. (Strategic Priorities: 1)	Principal, Superintendent, Technology Department	2019-2020 School Year	(F)287 TIF/RISE Grant, (L)199 General Fund	Schedule of Trainings Training Agendas Sign In Sheets
2. The district will continue to use the Region One Professional Development website to track employee's professional development at the district level. Campus and district administrators are able to input training and educators and staff are able to register and track their professional development via the website. (Strategic Priorities: 1)	Business Manager, Campus Leadership Team, Human Resource Department, Principal	2019-2020 School Year	(F)287 TIF/RISE Grant, (L)199 General Fund	Region One Professional Development website
3. The district will evaluate all staff development training as to the effectiveness towards improving teacher and student performance. (Strategic Priorities: 1)	Principal, Superintendent	2019-2020 School Year		Walkthrough Documentation Assessment Results Six Weeks Grades
4. Each educator is responsible for the upkeep of their certification. As renewal time occurs, the district issues an email communication to the educator at least two months in advance. This is to track the certification between the district and the educator so both entities remain in compliance. (Strategic Priorities: 1)	Campus Leadership Team, Human Resource Department, Principal, Superintendent	2019-2020 School Year		Email and verbal communication
5. Each campus will establish Campus Learning Communities/Professional Learning Communities (PLC) for sharing information, research, and book studies. (Strategic Priorities: 1)	Campus Leadership Team, Principal, Superintendent	2019-2020 School Year		Meeting Agendas Sign In Sheets

# SANTA MARIA ISD

**Goal 3.** SMISD will provide up-to-date technology equipment and applications and provide training to meet the needs of students, educators, and administrators.

**Objective 1.** SMISD will provide technology-based professional development for use of district productivity systems.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Each campus will provide staff development of DMAC reports to adjust instructional strategies. (Strategic Priorities: 4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	DMAC Assessment Reports
2. SMISD will provide training to staff and the use of TXEIS Grade Book to maintain student records. (Strategic Priorities: 4)	Counselor(s), Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Grade Book Grading Report
3. Each campus will provide parents with training as requested in technology and the ability to monitor student performance via the web using Family Access. (Strategic Priorities: 4)	Counselor(s), Parental Department, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Usage Logs
4. SMISD libraries will utilize the library automation system.	Learning Resource Center, Principal	2019-2020 School Year	(L)199 General Fund	Usage Reports
5. SMISD will provide training, basic tech support and in-classroom assistance for teachers and staff in technology integration for campus educators. (Strategic Priorities: 4)	Campus Leadership Team, Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	02/27/20 - Pending

# SANTA MARIA ISD

**Goal 3.** SMISD will provide up-to-date technology equipment and applications and provide training to meet the needs of students, educators, and administrators.

**Objective 2.** SMISD will provide technology-based solutions which promote and support the instructional needs of teachers and students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMISD will provide necessary technology equipment, consumables and services to ensure efficient day to day instructional operations.	Campus Leadership Team, Principal, Technology Department	2019-2020 School Year		Purchase Orders Inventory of Equipment
2. SMISD will increase digital camera availability to all campuses.	Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Inventory of Digital Cameras Available
3. SMISD will increase the student to technology ratio by providing Additional devices as necessary for classroom instruction.	Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Inventory of Devices per Classroom Purchase Orders
4. SMISD will use Financial software and web based applications to enhance overall effectiveness and to maintain records. (Target Group: All)	Campus Leadership Team, Principal, Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	

# SANTA MARIA ISD

**Goal 3.** SMISD will provide up-to-date technology equipment and applications and provide training to meet the needs of students, educators, and administrators.

**Objective 3.** SMISD will establish and maintain a technology infrastructure that promotes and supports instructional technology and communication for students, staff, and the community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMISD will maintain a student to computer ratio of 3:1, working towards a goal of 1:1.	Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Inventory of Computers Available Purchase Orders
2. SMISD will maintain wide area and local area networks (WAN and LAN) to meet the needs of district and community users.	Director of Finance, Superintendent, Technology Department	2019-2020 School Year		Repair and Bandwidth Reports
3. SMISD will maintain a 1 to 1 computer to staff ratio.	Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Computer Check Out Inventory Monthly Inventory and Repair Reports
4. SMISD will maintain a CSME fiber wide area network (WAN).	Director of Finance, Superintendent, Technology Department	2019-2020 School Year		Annual Budget Plan
5. SMISD will maintain a voice over IP (VOIP) telecommunications system.	Director of Finance, Superintendent, Technology Department	2019-2020 School Year		Usage and Repair Reports
6. The district Technology department will provide assistance to campuses and departments on technology related purchases.	Director of Finance, Principal, Technology Department	2019-2020 School Year		Campus Budget Plans Funding Quotes
7. SMISD will ensure a reliable electronic infrastructure is available for data, voice and video communications.	Director of Finance, Superintendent, Technology Department	2019-2020 School Year		Inventory Report Usage Report
8. SMISD will maintain a four year computer replacement plan to ensure effective systems.	Director of Finance, Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Computer Inventory Reports Repair/Replacement Reports
9. SMISD will use an online Substitute management system through Region One partnership (SubHub).	Human Resource Department, Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Usage Report List of Substitutes



# SANTA MARIA ISD

**Goal 4.** SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 1.** SMISD will provide Parent and Community involvement opportunities in schools to promote academic achievement and College and Career readiness as measured by the annual survey of parental involvement opportunities and participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide parents with information regarding college and other post-high school opportunities for students. (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Director of Federal Programs, Parental Department, Principal	2019-2020 School Year	(L)199 General Fund	Calendar of Events Agendas Sign In Sheets
2. The district will provide parent training in ESL, nutrition and wellness, how to develop entrepreneurial skills, school safety procedures and how to assist their children academically at home. (Target Group: All) (Strategic Priorities: 3,4)	Counselor(s), Director of Federal Programs, Parental Department, Principal	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up, (L)199 General Fund	Calendar of Events Meeting Agendas Sign In Sheets Parent Notices
3. Each campus will provide Parents information regarding curriculum requirements in the four core areas of Reading/ELA, Math, Science, and Social Studies as requested. (Target Group: All) (Strategic Priorities: 3,4)	Campus Leadership Team, Counselor(s), Parental Department, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up, (L)199 General Fund	Schedule of Meetings Meeting Agendas Sign In Sheets
4. The district will provide a Parents information regarding the Fine Arts Program to support development of the "whole child" by promoting a global perspective of instructional strategies. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Parental Department, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up, (L)199 General Fund	Schedule of Meetings Meeting Agenda Sign In Sheets
5. The district will provide the information on the Santa Maria ISD website and/or Parent Portal to keep parents informed with students' attendance and grades. (Target Group: All) (Strategic Priorities: 4)	Principal, Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up, (L)199 General Fund	Website Parent Portal
6. All campuses will provide parent support for school transitions from community to pre-kindergarten/kindergarten, elementary to middle school, middle school to high school and high school to post-secondary. (Target Group: All) (Strategic Priorities: 3,4)	Campus Leadership Team, Counselor(s), Principal, Social Worker, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up, (L)199 General Fund	Schedule of Event Sign In Sheets Meeting Agendas
7. The district and all campuses will increase regular two-way communications between	Campus Leadership Team, Parental Department, Principal,	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up,	Campus Website Updates Announcements

# SANTA MARIA ISD

**Goal 4.** SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 1.** SMISD will provide Parent and Community involvement opportunities in schools to promote academic achievement and College and Career readiness as measured by the annual survey of parental involvement opportunities and participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
home, school and the community to develop and promote a variety of opportunities to improve academic achievement for all students. (Target Group: All) (Strategic Priorities: 4)	Teacher(s)		(L)199 General Fund	Flyers to Parents Newsletters
8. The district will provide training and activities related to parent involvement for parents, volunteers, and district personnel. (Target Group: All) (Strategic Priorities: 3,4)	Campus Leadership Team, Counselor(s), Director of Federal Programs, Parental Department, Principal	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up, (L)199 General Fund	Schedule of Events/Meetings Meeting Agendas Sign In Sheets
9. All campuses will provide opportunities for parents, school staff, and students to share responsibility for improved student achievement and building a positive partnership with the school. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Parental Department, Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)274 Gear Up, (L)199 General Fund	Copy of School-Parent Compact
10. The district Migrant department will provide Parental Involvement programs that target the needs of the migrant families and students. (Target Group: Migrant) (Strategic Priorities: 4)	Campus Leadership Team, Director of Federal Programs, Parental Department, Principal	2019-2020 School Year	(F)212 Migrant	Schedule of Meetings Meeting Agendas Sign In Sheets
11. The district Migrant department will provide the opportunity for migrant parents to participate in leadership seminars. (Target Group: Migrant) (Strategic Priorities: 4)	Campus Leadership Team, Director of Federal Programs, Parental Department, Principal	2019-2020 School Year	(F)212 Migrant	Schedule of Leadership Seminars Sign In Sheets
12. The district will conduct a Parental Involvement survey and evaluate then to measure program effectiveness. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Director of Federal Programs, Director of Technology, Parental Department, Principal	2019-2020 School Year	(L)199 General Fund	Copy of Survey Evaluation/Survey Results
13. The district will provide guidance and individual counseling to parents and students to improve school attendance, increase graduation rates, and enhance parenting skills for students who are pregnant or are parents and at-risk of dropping out of school. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Parental Department, Principal, Social Worker	2019-2020 School Year	(L)199 General Fund	List of Students Receiving Assistance

# SANTA MARIA ISD

**Goal 4.** SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 1.** SMISD will provide Parent and Community involvement opportunities in schools to promote academic achievement and College and Career readiness as measured by the annual survey of parental involvement opportunities and participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. The district Migrant department will ensure that migrant parents have a thorough understanding of the criteria for Priority for Services students have, such as grade recovery, tutoring, and special programs. (Target Group: Migrant) (Strategic Priorities: 4)	Assistant Principal, Director of Federal Programs, Principal	2019-2020 School Year	(F)212 Migrant	Schedule of Meetings Sign In Sheets
15. The district will create, disseminate and post on the web site a District Parental Involvement Calendar each school year. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Director of Technology, Parental Department, Principal	2019-2020 School Year	(L)199 General Fund	Copy of Calendar Website
16. SMISD will provide parents and community members the opportunity to attend school activities such as Back to School Night (Meet the Teacher Night) and Open House and be active participants in their child's education. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Parental Department, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	Schedule of Events Sign In Sheets
17. Each campus will provide parent with information on the Student Success Initiatives to increase awareness of district-wide academic requirements and developmental initiatives and resources. (Target Group: All,AtRisk) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Schedule of Meetings Meeting Agendas Sign In Sheets
18. Each campus will provide training and counseling for parents on how to prevent unwanted physical or verbal aggression, sexual harassment and other forms of bullying as requested. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Parental Department, Principal	2019-2020 School Year	(L)199 General Fund	Schedule of Meetings Sign In Sheets Meeting Agendas

# SANTA MARIA ISD

**Goal 4.** SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 2.** SMISD will provide Parental involvement opportunities to support student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will facilitate and provide parents with opportunities to be partners in students education and be part of different committees such as Parent Advisory Council-PAC, Migrant PAC, School Health Advisory Council-SHAC, SBDM. (Target Group: All) (Strategic Priorities: 4)	Parental Department, Principal	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (L)199 General Fund	Meeting Agendas Sign In Sheets
2. All campuses will promote inclusion of parent participation on the Campus Improvement Committee/Campus Site Based Decision Making Committee (SBDM) and parent input on significant issues relevant to the campus and district. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Parental Department, Principal	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (L)199 General Fund	List of Committee Members Schedule of Meetings Meeting Agendas Sign In Sheets
3. Each campus will review and update the written Parent Involvement Policy in meetings in conjunction with parents. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Parental Department, Principal, Technology Department	2019-2020 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (L)199 General Fund	Copy of Written Policy

# SANTA MARIA ISD

**Goal 4.** SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

**Objective 3.** SMISD will provide Community Involvement and communication through the use of the District's technology resources.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will provide communications of district and campus events on the Santa Maria ISD website and facebook in English and Spanish. (Target Group: All) (Strategic Priorities: 4)	Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	Copies of Websites
2. The district Migrant department and campuses will provide parent trainings in the use of computers as needed and/or requested. (Target Group: Migrant) (Strategic Priorities: 4)	Campus Leadership Team, Principal, Technology Department	2019-2020 School Year	(F)212 Migrant	Schedule of Trainings Training Agendas Sign In Sheets
3. The district will provide opportunities for students to register for remind 101 to receive college information and scholarships alerts regarding deadlines. (Target Group: 11th, 12th) (Strategic Priorities: 3)	Counselor(s), Parental Department, Principal, Technology Department	2019-2020 School Year	(L)199 General Fund	List of Parents Registered Copies of Emails

# SANTA MARIA ISD

**Goal 5.** SMISD will provide modern facilities and a safe & secure learning environment for students and staff.

**Objective 1.** SMISD will provide modern facilities and a safe learning environment to all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will increase the awareness and knowledge regarding the dangers of alcohol, tobacco and other drugs to provide drug-free campuses to our students. (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Principal, Teacher(s), Truancy Officer	2019-2020 School Year	(L)199 General Fund	Schedule of Events Sign In Sheets
2. All campuses will follow the Student Code of Conduct to address disruptive behavior incidents, out of school suspensions, and follow legal requirements (HB 283) regarding bullying, harassment, and hit lists. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Principal, Teacher(s)	2019-2020 School Year	(L)199 General Fund	List of Student Referrals Schedule of Events Sign In Sheets
3. All campuses will promote student involvement in schools by providing opportunities for students to participate in extra-curricular activities and school organizations. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Principal	2019-2020 School Year	(L)199 General Fund	Clubs/Organizations Extra-Curricular Activities
4. SMISD will provide parental and community involvement opportunities to address prevention of alcohol, tobacco, and other drugs. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Parental Department, Principal, Truancy Officer	2019-2020 School Year		Schedule of Meetings Meeting Agendas Sign In Sheets
5. The district will provide training for administrators and staff regarding the tracking and documentation of discipline data including special education discipline. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Mercedes COOP, Principal	2019-2020 School Year	(L)199 General Fund	Schedule of Training Training Agendas Sign In Sheets
6. The district will provide training opportunities to ensure correct entry and submission of PEIMS discipline data. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Principal	2019-2020 School Year		PEIMS Reports
7. The district will continue to evaluate the facility needs to address projected student growth, instructional program needs, and grade level configuration of schools. (Target Group: All) (Strategic Priorities: 4)	Director of Finance, Principal, Superintendent	2019-2020 School Year	(L)199 General Fund	

# SANTA MARIA ISD

**Goal 5.** SMISD will provide modern facilities and a safe & secure learning environment for students and staff.

**Objective 1.** SMISD will provide modern facilities and a safe learning environment to all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>8. SMISD will continue to provide a safe learning environment by having a police officer at each campus (Elementary, Middle School, and High School). The police officers will also be present at school games and other functions/activities as requested. (Target Group: All) (Strategic Priorities: 1,4)</p>	<p>Campus Leadership Team, Director of Finance, Human Resource Department, Parental Department, Principal</p>	<p>2019-2020 School Year</p>	<p>(L)199 General Fund</p>	

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

#### Comprehensive Needs Assessment

#### Demographics Summary:

Santa Maria Independent School District is located in Cameron County. SMISD has a traditional high school serving grades 9-12 (Santa Maria High School), a middle school serving grades 6-8 (Santa Maria Middle School), and an elementary school serving grades PK(3)-5 (Tony Gonzalez Elementary).

For the 2018-2019 PEIMS Fall Submission, Santa Maria Independent School District had 636 students and employed 129 staff. The student population was 98.5% Hispanic and 98.2% Economically Disadvantaged. Other demographic information includes students in Special Education (6.4%), CTE (46.8%), At-Risk (54.5%), Migrant (5.3%), Bilingual/ESL (30.3%), and Gifted and Talented (19.6%).

Santa Maria ISD teachers have an average of 3.2 years of experience and an average of 1.4 years with the district compared to 11.1 years of teaching experience and 3.2 in the district at the state level. The teacher turnover rate is 44.4% at SMISD compared to 16.5% for the state. The class size for teachers is below the state rate. There are 11.5 students per teacher in the district compared to 15.1 in the state. 96.8% of the teachers are Hispanic.

The attendance rate for the district for 2017-18 School Year was 96.2% (State 95.4%). The district dropout rate for the 2017-2018 school year was 2.5% which is slightly higher than the state dropout rate of 1.9%. Data released from TEA is always reported two years behind our current school year. SMISD's graduation rate for the Class of 2018 was 96.2% (4 year), and for the class of 2017 was 100% (5 Year) for all students. The state rate was 90.0% (4 year) and 92.0% (5 year) for all students. The district dropout rate and graduation rate is based on the TAPR report for the 2018-2019 school year.

#### Campus Culture Summary:

- Attendance rate for all students and sub-populations
- Continue to provide support for bilingual and migrant students
- Decrease the number of In-School Suspensions for ALL and Special Education Students.
- Decrease the number of Out-of-School Suspensions for ALL and Special Education Students.
- Continue monitoring the School-Wide Positive Behavior Intervention



# Comprehensive Needs Assessment

## Student Achievement Summary

### Goal 1 - Student Achievement

Based on the District Report Card for 2018-2019 School Year (A-F Accountability System). SMISD received an overall B rating with a "B" rating in Domain 1 Student Achievement, a "B" rating in Domain 2 Student Progress, and a "C" rating in Domain 3 Closing the Gaps. Tony Gonzalez Elementary received an overall "F" rating, Santa Maria Middle School received an overall "C" rating, Santa Maria Junior High received an overall "D" rating, Santa Maria High School received an overall "B" rating, and Santa Maria Academic Academy (Options) received an overall "B" rating.

### District by Subject 2018-19 School Year (Approaches)

Reading -----State 75%District 55%  
Math-----State 82%District 66%  
Writing -----State 68%District 43%  
Science-----State 81%District 64%  
Social Studies State 81%District 61%

### District by Subject 2018-19 School Year (Meets)

Reading-----State 48%District 26%  
Math -----State 52%District 28%  
Writing -----State 38%District 14%  
Science-----State 54%District 32%  
Social StudiesState 55%District 34%

### District by Subject 2018-19 School Year (Masters)

Reading -----State 21%District 7%  
Math -----State 26%District 8%  
Writing -----State 14%District 1%  
Science -----State 25%District 8%  
Social Studies State 33%District 14%

# Comprehensive Needs Assessment

## Student Achievement Summary (Continued)

### 3rd Grade 2018-19 School Year (Approaches)

Reading-----State 76% District 83%

Math -----State 79%District 88%

### 4th Grade 2018-19 School Year (Approaches)

Reading -----State 75%District 65%

Math -----State 75%District 52%

Writing -----State 67%District 51%

### 5th Grade 2018-19 School Year (Approaches)

Reading -----State 86%District 72%

Math-----State 90%District 69%

Science-----State 75%District 75%

### 6th Grade 2018-19 School Year (Approaches)

Reading-----State 68%District 68%

Math-----State 81%District 71%

### 7th Grade 2018-19 School Year (Approaches)

Reading-----State 76%District 49%

Math-----State 75%District 51%

Writing-----State 70%District 31%

### 8th Grade 2018-19 School Year (Approaches)

Reading-----State 86%District 38%

Math-----State 88%District 55%

Science-----State 81%District 28%

Social Studies State 69%District 31%

### End of Course 2018-19 School Year (Approaches)

English I ----State 68%District 48%

English II ----State 68%District 45%

Algebra I -----State 85%District 86%

Biology I ----- State 88%District 75%

US History----State 93%District 86%

# Comprehensive Needs Assessment

## Student Achievement Summary (Continued)

### College Ready Graduates 2017-18 School Year

State 50.0% District 41.5%

TSI (Reading) State 58.2% District 47.2%

### SAT/ACT Graduates (2017-18) Tested

State 74.6% District 54.7%

# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Strengths

3rd Grade Student Performance in both Reading and Math are above state average  
5th Grade Student Performance in Science is the same as the state average  
6th Grade Student Performance in Reading is the same as the state average  
Algebra I Student Performance is 1 point higher than state average

### Student Achievement Needs

Increase Student Performance in all subjects (Reading, Writing, Math, Science, Social Studies) for all students including Special Population groups (EL, Special Ed, Eco. Dis)

Increase Student Performance in all subjects in the Meets and Masters Level for all students

Increase Student Participation and Performance in College Ready Assessments (TSI, ACT, SAT)

# Comprehensive Needs Assessment

## Staff Quality, Recruitment and Retention Summary (Continued)

### Goal 2 - Staff Quality, Recruitment, and Retention

The district maintains highly-effective personnel and provides current information to district, campus administrators, and the public as required. The district actively recruits, retains, trains, and sustains highly-effective personnel by posting approved job vacancies in the Region One Application website and advertisement through State and Local job fairs. The district utilizes Alternative Certification (AC) Programs and traditional university certification programs to actively recruit highly-effective personnel to serve the students of the district. Based on updates to Chapter 89 (approved 7/15/2018), the district of Santa Maria will recruit bilingual/ESL certified educators and multi-certified educators to allow and accommodate ESL student growth.

Each year, the district studies and proposes revisions to the instructional stipends including those stipends that support the needs of the district in the areas of special populations (certified Special Education, Advanced Academics (GT), and Bilingual). The district will continue to provide stipends to educators who acquire a Master's Degree in the field they teach or an Educational Leadership degree. This includes educators who teach in the secondary science, math, and dual enrollment courses.

Santa Maria ISD promotes opportunities for educators and staff to continue their professional growth through Region One Professional Development and district training.

The district continues its current employee recognition programs: Teacher of the Year, Retirement, and Service Awards.

#### **Staff Quality, Recruitment, and Retention:**

The district of Santa Maria Human Resource Department actively recruits educators through job fairs, in person, and online.

The district of Santa Maria Human Resource Department formally trains new educators through New Teacher Orientation and Professional Development training

The district of Santa Maria Human Resource Department actively recruits and retains educators through stipends in secondary mathematics, science, ELAR, and Business Education.

The district of Santa Maria offers the retention bonus in November of each school year and perfect attendance stipend for all employees each Fall and Spring of each school year as approved by the School Board.

# Comprehensive Needs Assessment

## Staff Quality, Recruitment and Retention

### Staff Quality, Recruitment and Retention Strengths

Teacher to student ratio 11.5 to 1 (State 15.1 to 1)

Teacher and student population are similar in demographics (96.8% to 98.5%)

### Staff Quality, Recruitment and Retention Needs

The district of Santa Maria is in need of a strong mentor academy for new educators and current educators to transition to Master Educators. Root Cause: The district of Santa Maria does not have a mentor nor induction training for new and current educators.

Teacher experience (3.2 years & 1.4 with district)

Teacher retention (District 44.4% to state 16.5%)

# Comprehensive Needs Assessment

## Technology

### Technology Strengths

- Providing filtered high speed internet services to students, staff and visitors district wide.
- Every core content area classroom contains a media system comprised of: high lumen LCD projector (wall or ceiling mount), document camera/visualizer, and high speed workgroup.
- District users provided with web based enterprise level Gmail and Google Apps accounts with real time collaboration and document sharing through the use of Google Drive.
- Public information infrastructure include: Family access (provides parent access to student grades, attendance, etc.), school to parent messaging with use of Blackboard Online Communication Services system for emergency and relevant information (phone call, text and email), district website, social media (Facebook) , and a marquee.
- Purchase additional school owned devices (Chromebooks, Chromeboxes) to provide more classrooms technology rich content and learning opportunities.
- Additional Cisco managed access points to support bandwidth for additional devices (school owned and BYOD).
- Provide teachers/students resources for online textbooks and books to address literacy concerns (Myon and MackinVIA).
- Promote the use of e-learning, mobile technologies, and collaboration through Google Classroom.

### Technology Needs

- TGE needs Access Points throughout the campus
- Technology Equipment for Network Infrastructure should be repaired as needed, maintained yearly, and replaced as needed.
- End user devices should be replaced every 4 years.

### Technology Summary

Education, like many other fields, is rapidly transformed by new technologies. Smart personal devices, easy to navigate databases and ubiquitous connectivity are just a few of the relentless forces redefining the classroom and reshaping how students learn. The Texas Education Agency set forth the Technology Applications TEKS, a set of skills and guidelines, to assist schools in creating curriculum requirements for every course. Santa Maria ISD has established four core goals to support the campuses:

1. Provide technology-based solutions which promote and support the instructional needs of teachers and the learning needs of students.
2. Provide technology-based professional development for staff to enhance and increase effective use of technology tools.
3. Provide technology-based solutions and support to promote effective administrative use.
4. Establish and maintain a technology infrastructure that promotes communication and learning for students, staff and the community.

To meet the above goals, each PK-12 core content classroom is equipped with an LCD projector, a high resolution visualizer (document camera), three desktop computers (PK -2) and high speed access to the Internet. All campuses are equipped with chromebook carts that can be checked out. SMMS has been equipped with new Chromebook carts and are at a 1:1 ratio. TGE labs have been updated with Chromeboxes. HS labs have been outfitted with new Windows based PCs.

As part of its commitment for enhancement of student and staff achievement, a technology plan is maintained and updated yearly. An annual review ensures an accurate

# Comprehensive Needs Assessment

## Technology Summary (Continued)

analysis of district needs. Components of this review include:

1. Comprehensive online (technology related) instructional needs assessment for teachers (also based on Campus Improvement Plan feedback),
2. A yearly equipment inventory



# Comprehensive Needs Assessment

## Family and Community Involvement

### Goal 4 - Parental Involvement

#### Strengths:

SMISD provides transportation for parents who need to attend meetings and/or classes.

SMISD provides various activities for parents involvement such as ESL, sewing classes, ZUMBA classes, Nutritional classes, etc...

SMISD staff has constant communication with parents through various forms of communication such as face to face, phone, text, school website, facebook, parent portal, etc...

#### Need:

Increase parent participation in school meetings such as Open House, Meet the Teacher Night.

# Comprehensive Needs Assessment

## Goal 5 - Modern Facilities and Safe & Secure Learning Environment

### Strengths:

SMISD started the 2019-20 School Year with a new facility (building) for Santa Maria High School. In addition, the new Santa Maria Middle School (former High School building) is being remodeled.

An additional Police Officer was hired for the 2019-20 School Year. Each campus (Elementary, Middle, and High School) has a Police Officer. In addition, the Police Officers are at campus events and activities as needed such as games, School events, Open House, ect...

Hall Pass program is utilized district wide to monitor visitors and part-time employees (contractors) in order to make sure that every visitor has clearance to be on campus grounds.

Each campus front door is controlled magnetically and is locked and secure at all times.

### Needs:

A fence is needed to secure the perimeter of all campuses (Elementary and Middle School).

The security cameras at all 3 campuses and other buildings (cafeteria, fine arts, gym) need to be added and/or replaced.

The security cameras on school buses need to be replaced and/or updated.

Police Officers need the training to meet HB 3 requirements -  
HB-3 Emergency Operating Procedures – Active Shooter Emergency  
Police Officers must complete the training by August 31, 2020.