

SANTA MARIA ISD

District Improvement Plan

2024/2025



SMISD Central Administration Office

11119 Military Rd.

Santa Maria, TX 78592

956-565-6308 Ext 1000

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
Flores, Yadira	SMHS Principal
Viera, Jay	SMMS Principal
Camacho, Jacob	TGE Principal
Moreno, Mary	SMMS Counselor
Vega, Ana	Family and Community Engagement
Davila, Claudia	Teacher
Saldivar, Maria	Special Ed Teacher
Salinas, Maria	Community Business
Rodriguez, Maria	Teacher
Chavez, Maria	Parent
Rivera, Ana	Parent
Aguirre, Lydia	Parent
Cardenas, Karla	Parent
Salinas, Rene	Director of Student Services
Rivera-Munoz, Doralee	District Project Manager
Stenhouse, Elizabeth	HR Supervisor
Hinojosa, Jr., Arturo	Technology Coordinator
Castillo, Baudelio	Chief of Police

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 training in instructional applications utilizing up-to-date technology equipment to meet the needs of students, educators, and administrators.

Goal 4 - SMISD will continue to provide parents with access to academic information and campus stakeholders to work collaboratively as partners in the overall education of students.

Goal 5 - SMISD will provide modern facilities with an emphasis on school safety and security, support services, and maintain a safe and drug-free environment for students and employees.

Disclaimer: Santa Maria ISD will continue to follow the recommendations and guidelines provided by the Centers for Disease Control and Prevention (CDC), the Texas Education Agency (TEA), Texas State Safety Center, and state and local health officials.

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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 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	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)429 LASO Grant	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), Technology Department	2024-2025 School Year	(S)429 LASO Grant	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), Technology Department	2024-2025 School Year	(F)429 LASO Grant	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 Multi-Tiered System Supports (MTSS)/Response to Intervention (RTI) process. (Target Group: AtRisk)	Academic Intervention Specialist, Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	Summative - RTI Summary of Meeting Results Schedule of RTI Meetings Lesson Plans Progress Monitoring Forms
5. SMISD will provide instructional technology tools 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	2024-2025 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), Technology Department	2024-2025 School Year	(S)429 LASO Grant	Summative - Lesson Plans Walkthrough Documentation STAAR/EOC Assessment Results

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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 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: EB) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s), Technology Department	2024-2025 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)	Academic Intervention Specialist, Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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, etc.) (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2024-2025 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 reading comprehension skills through a variety of programs and instructional strategies, such as Rosetta Stone and the Educational Service Center. (Target Group: EB,AtRisk) (Strategic Priorities: 2)	Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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)	2024-2025 School Year	(F)429 LASO Grant	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets

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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 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
Priorities: 2)				
12. SMISD will use EL instructional strategies to address the Reading and Writing needs of the EL and At-Risk learner. (Target Group: EB,AtRisk)	Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
13. SMISD will utilize common instructional time for planning to implement and monitor a standardized aligned ELA curriculum, and use lesson internalization. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2024-2025 School Year	(S)429 LASO Grant	Summative - Schedule of Meetings Meeting Agenda Sign In Sheets Lesson Plans
14. 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), Technology Department	2024-2025 School Year		Summative - Lesson Plans Walkthrough Documentation Assessment Results
15. 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	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Online Program Reports Walkthrough Documentation
16. 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	2024-2025 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 - Staff Development Plan DMAC Student Data
17. 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	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)287 TIF/RISE Grant, (L)199 General Fund	Summative - Meeting Agenda Sign In Sheets

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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 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
18. 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)	2024-2025 School Year	(L)199 General Fund	Summative - List of Identified Students Lesson Plans Student Performance Projects
19. SMISD will develop and implement a intervention plans following the State guidelines from HB 1416 Accelerated Learning Committee to provide instructional interventions to students who did not meet the standard on the STAAR and EOC state assessments. (Target Group: 3rd,4th,5th,6th,7th ,8th,9th,10th,11th,12th) (Strategic Priorities: 2)	Academic Intervention Specialist, Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2024-2025 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)429 LASO Grant, (L)199 General Fund	Summative - SSI Plan Student Roster of Identified Students Attendance Roster
20. 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, intervention class throughout the day etc. (Target Group: AtRisk) (Strategic Priorities: 2)	Academic Intervention Specialist, Campus Leadership Team, Principal, Teacher(s)	2024-2025 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)429 LASO Grant, (L)199 General Fund	Summative - Student Rosters List of Accelerated Instruction Programs Attendance Rosters All Assessment Results Lesson Planning
21. 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,EB,SPED,AtRisk,Dys,504) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Lesson Plans Administrative Walkthrough Documentation
22. All campuses will monitor student progress and student attendance in all accelerated instruction programs. (Target Group: All)	Campus Leadership Team, Principal, Teacher(s), Truancy Officer	2024-2025 School Year	(F)429 LASO Grant	Summative - Student Portfolios Student Individual Plans Attendance Rosters

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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 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
23. SMISD teachers will use rigorous and grade level content and language objectives. (Target Group: All) (Strategic Priorities: 2)	Campus Leadership Team, Principal, Teacher(s)	2024-2025 School Year		Summative - Lesson Plans Walkthrough Documentation
24. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in ELAR as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project and U.I.L. Academics. (Target Group: All)	Campus Leadership Team	2024-2025 School Year	(F)429 LASO Grant	Criteria: Sign-In Sheets

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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	2024-2025 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)	2024-2025 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)	Academic Intervention Specialist, Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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), Technology Department	2024-2025 School Year	(F)429 LASO Grant	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)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)429 LASO Grant, (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)	2024-2025 School Year	(S)429 LASO Grant	Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets

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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
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: EB,AtRisk) (Strategic Priorities: 2,4)	Academic Intervention Specialist, Principal, Special Ed Teacher, Teacher(s), Technology Department	2024-2025 School Year	(F)429 LASO Grant	Summative - Lesson Plans Program Student Progress Reports
8. All campuses will implement EL instructional strategies to address the mathematic instructional needs of the EL and At-Risk learner. (Target Group: EB,AtRisk) (Strategic Priorities: 2,4)	Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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)	2024-2025 School Year	(S)429 LASO Grant	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	2024-2025 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	2024-2025 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)	2024-2025 School Year	(L)199 General Fund	Summative - Lesson Plans Student Rosters Performance Projects

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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
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 HB 1416 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)	Academic Intervention Specialist, Campus Leadership Team, Principal, Teacher(s)	2024-2025 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)	Academic Intervention Specialist, Campus Leadership Team, Principal, Teacher(s)	2024-2025 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 HQIM Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations. (Target Group: All,Migrant,EB,SPED) (Strategic Priorities: 2,4)	Academic Intervention Specialist, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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)	Academic Intervention Specialist, Counselor(s), Principal, Teacher(s), Truancy Officer	2024-2025 School Year	(F)429 LASO Grant	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	2024-2025 School Year	(F)429 LASO Grant	Summative - DMAC Assessment Data Lesson Plans Assessment Results
18. All campuses will use a HQIM math	Campus Leadership Team,	2024-2025	(F)429 LASO Grant	Summative - Lesson Plans

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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
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)	Principal, Teacher(s)	School Year		Walkthrough Documentation Assessment Results
19. SMMS and SMHS will use graphing calculators (TI-Nspire) for math conceptual development. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s), Technology Department	2024-2025 School Year	(L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
20. SMISD teachers will use rigorous HQIM grade level specific content and language objectives. (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, Principal, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	Summative - Lesson Plans Walkthrough Documentation
21. All campuses will provide opportunities that allow students to develop proficiency in the use of grade level Math TEKS specified tools. (Target Group: All)	Campus Leadership Team	2024-2025 School Year	(F)429 LASO Grant	
22. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Math 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	2024-2025 School Year	(F)429 LASO Grant	

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)	2024-2025 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), Technology Department	2024-2025 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, etc.) (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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,EB,SPED,AtRisk) (Strategic Priorities: 4)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year		Summative - Lesson Plans Program Student Progress Reports
5. All campuses will implement various instructional strategies to address the science instructional needs of the EL and At-Risk learner. (Target Group: All,ESL,EB,SPED,AtRisk) (Strategic Priorities: 4)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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 curriculum. (Target Group: All,AtRisk)	Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year		Summative - Schedule of Meetings Meeting Agendas and Sign In Sheets

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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
(Strategic Priorities: 2,4)				
7. All campuses will provide instructional technology tools to support teachers' delivery of Science lessons and assessments through the use of various software programs. (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s), Technology Coordinator	2024-2025 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	2024-2025 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)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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. 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)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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)	Academic Intervention Specialist, Counselor(s), Instructional Facilitator, Principal, Teacher(s), Truancy Officer	2024-2025 School Year		Summative - Student Portfolios Student Individual Plans Attendance Rosters
12. All campuses will provide science intervention as needed to support and guide student success at the campus level. (Target	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed	2024-2025 School Year	(F)429 LASO Grant	Summative - Lesson Plans Sign In Sheets CBA Results

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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 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
Group: All,AtRisk) (Strategic Priorities: 4)	Teacher, Teacher(s)			
13. All campuses will implement and monitor a standardized Science curriculum. (Target Group: All) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year	(L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation
14. All campuses will review and adjust class curriculum, lesson internalization, 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)	2024-2025 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	2024-2025 School Year	(L)199 General Fund	Summative - DMAC Data Lesson Plans CBA Results
16. All campuses will provide planning time (PLC) 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)	2024-2025 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). (Target Group: All,ESL,EB) (Strategic Priorities: 4)	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year		Summative - Lesson Plans Walkthrough Documentation
18. SMISD teachers will use rigorous grade level content and language objectives. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Principal, Teacher(s)	2024-2025 School Year	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
19. All campuses will provide opportunities that allow students to develop proficiency in the	Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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 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
use of grade level Science TEKS specified tools. (Target Group: All,AtRisk) (Strategic Priorities: 4)				
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. Academics. (Target Group: All,GT) (Strategic Priorities: 2,4)	Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year	(L)199 General Fund	Summative - Lesson Plans Performance Standards Project

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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 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)	2024-2025 School Year	(F)429 LASO Grant	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)	Instructional Facilitator, Principal, Teacher(s), Technology Department	2024-2025 School Year	(F)429 LASO Grant	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, etc.) (Target Group: All,AtRisk) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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,EB,AtRisk) (Strategic Priorities: 4)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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,EB,AtRisk) (Strategic Priorities: 4)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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)	2024-2025 School Year	(L)199 General Fund	Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets

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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 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)	Instructional Facilitator, Principal, Teacher(s), Technology Department	2024-2025 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	2024-2025 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)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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)	Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	2024-2025 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)	Academic Intervention Specialist, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year		Summative - Student Individual Plans Attendance Rosters
12. SMISD teachers will use rigorous grade level content and language objectives. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Principal, Teacher(s)	2024-2025 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 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)	2024-2025 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)	2024-2025 School Year	(S)429 LASO Grant	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	2024-2025 School Year	(L)199 General Fund	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	2024-2025 School Year	(F)429 LASO Grant	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)	2024-2025 School Year		Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
18. SMISD will deliver Social Studies instruction in the student's primary language as needed (recent immigrant students). (Target Group: ESL,EB) (Strategic Priorities: 4)	Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year	(S)429 LASO Grant	Summative - Lesson Plans TELPAS Results 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 5. SMISD will provide counseling and academic/career guidance for all students to be college, career and military 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) (Strategic Priorities: 3)	Counselor(s), Principal	2024-2025 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	2024-2025 School Year	(S)429 LASO Grant	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 TSC to offer classes both at SMISD and TSTC/STC/TSC campuses. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), CTE Instructors, Principal	2024-2025 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 Texas Southmost College in Brownsville and South Texas Training Valley wide Certified Programs. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal	2024-2025 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, PSAT, and SAT by providing fee waivers for eligible students. All 9th-12th grade students will receive three fee waivers: one for SAT and two for ACT. SMHS will provide free of charge TSI 2.0 and AP Tests. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal	2024-2025 School Year	(L)199 General Fund	Summative - Student Roster for Assessments Schedule of Assessments Waiver Eligibility List
6. SMISD will continue to provide	Campus Leadership Team,	2024-2025	(L)199 General Fund	Summative - Schedule of Field

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

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
opportunities for students to tour valley, state and out-of-state university/college campuses. (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal	School Year		Trips 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 an ApplyTexas, and a FAFSA(TAFSA) application. (Target Group: 12th) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal	2024-2025 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), Principal, Teacher(s)	2024-2025 School Year	(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 in reference to local and national scholarships opportunities and the application requirements. (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal	2024-2025 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 no cost to current SMISD students. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal, Transportation Department	2024-2025 School Year	(L)199 General Fund	Summative - Master Schedule Dual Enrollment Student Rosters Sign In Sheets
11. SMISD will provide Career Day (virtual) 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)	2024-2025 School Year	(L)199 General Fund	Summative - Schedule of Events Sign In Sheets
12. SMHS will monitor and promote for students to take the AP and assist/prepare	AP Teachers, Campus Leadership Team, Counselor(s),	2024-2025 School Year	(L)199 General Fund	Summative - List of Students Taking AP Tests

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

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
students for the assessment. (Target Group: All) (Strategic Priorities: 3)	Principal			AP Test Results
13. SMHS will provide 9th-12th grade students with the opportunity of earning a minimum of 15 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	2024-2025 School Year	(L)199 General Fund, (S)429 LASO Grant	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)	2024-2025 School Year	(L)199 General Fund, (S)429 LASO Grant	Summative - Lesson Plans Walkthrough Documentation
15. Santa Maria High School 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	2024-2025 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. All campuses will promote the utilization of multi-type assessments such as, project and performance based assessments. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Instructional Facilitator, Principal, Teacher(s)	2024-2025 School Year	(S)429 LASO Grant	Summative - Lesson Plans Assessment Results
17. SMMS and SMHS will include Honor and AP style questions in the CBA's and/or 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)	2024-2025 School Year	(F)429 LASO Grant	Summative - Lesson Plans CBA and Six Weeks Exams Assessment Results
18. 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)	2024-2025 School Year	(S)429 LASO Grant	Summative - Lesson Plans Program Agenda Sign In Sheets Schedule of Events

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, career and military ready.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
19. 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	2024-2025 School Year	(L)199 General Fund, (S)429 LASO Grant	Summative - Master Schedule Purchase Orders
20. 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)	2024-2025 School Year	(L)199 General Fund	Summative - Professional Development Schedule Meeting Agendas Sign In Sheets
21. SMMS 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	2024-2025 School Year	(F)429 LASO Grant	Summative - Schedule of Meetings Meeting Agenda Sign In Sheets
22. SMHS will provide (virtual) opportunities for college faculty/recruiters to make school visits and for students to visit colleges/universities to meet with faculty/instructors and tour classrooms, labs, and other campus areas. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Counselor(s), Principal, Teacher(s)	2024-2025 School Year	(L)199 General Fund	Summative - Schedule of College/University Visits Meeting Agendas Sign In Sheets
23. 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)	2024-2025 School Year	(L)199 General Fund	
24. The district will provide in-person and virtual opportunities for students to visit different colleges to gain insight to college experiences. (Target Group: All) (Strategic	Campus Leadership Team, Counselor(s), Gear Up Facilitator, Principal	2024-2025 School Year	(L)199 General Fund	

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

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Priorities: 3)				
25. Santa Maria High School will provide opportunities that prepares Special Education students for school-to-work connections such as job shadowing with South Texas ISD and Texas Workforce Commission. (Target Group: SPED) (Strategic Priorities: 3,4)	Principal, Special Ed Teacher	2024-2025 School Year	(L)199 General Fund	

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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 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. The District will provide career counseling for job readiness. (Target Group: 8th,9th,10th,11th,12th) (Strategic Priorities: 3)	Assistant Principal, Counselor(s), CTE Instructors, Gear Up Facilitator, Principal, Teacher(s)	2024-2025 School Year	(L)199 General Fund	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)	Academic Intervention Specialist, Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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)	Academic Intervention Specialist, Campus Leadership Team, Principal	2024-2025 School Year	(F)265 ACE, (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)	Academic Intervention Specialist, Counselor(s), Principal, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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)	Academic Intervention Specialist, Counselor(s), Principal	2024-2025 School Year	(F)429 LASO Grant	Summative - Student Rosters Student Referrals to DAEP/JJAEP
6. The district will implement a Character Education program for all grade levels. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Counselor(s), Culture and Climate Committee, Principal, Teacher(s)	2024-2025 School Year	(F)265 ACE, (L)199 General Fund	Summative - Lesson Plans Counselor Calendar Sign In Sheets
7. All campuses will provide Advanced Academic programs with challenging learning opportunities such as UIL, GT, Pre-AP/AP courses, DUAL Enrollment, and online courses. (Target Group: All) (Strategic	Counselor(s), Principal, Teacher(s)	2024-2025 School Year	(L)199 General Fund	Summative - Lesson Plans Master Schedule Student Rosters Student Enrollment in AA Programs

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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 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)	2024-2025 School Year	(L)199 General Fund	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)	Academic Intervention Specialist, Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(F)265 ACE, (L)199 General Fund	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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Mercedes COOP, Principal	2024-2025 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:	Academic Intervention Specialist, Mercedes COOP, Principal	2024-2025 School Year	(L)199 General Fund	Summative - Meeting Agendas Sign In Sheets

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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 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)	Academic Intervention Specialist, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Principal, Special Ed Teacher	2024-2025 School Year	(L)199 General Fund	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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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 (Success Ed) and provide on-going training and technical assistance on	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 School Year	(L)199 General Fund	Summative - Administrative Reports Meeting Agendas Sign In Sheets

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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 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
e-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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Parental Department, Principal, Special Ed Teacher	2024-2025 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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 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	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 School Year	(L)199 General Fund	Summative - Schedule of Trainings Training Agendas

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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)	Academic Intervention Specialist, Mercedes COOP, Principal, Special Ed Teacher	2024-2025 School Year	(F)429 LASO Grant	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)	Academic Intervention Specialist, Counselor(s), Principal, Special Ed Teacher	2024-2025 School Year	(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)	Academic Intervention Specialist, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	2024-2025 School Year	(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, Migrant Department, Principal, Social Worker	2024-2025 School Year	(F)212 Migrant, (F)265 ACE	Summative - List of Identified Migrant Students Texas NGS Report
29. The district Migrant department will be on	Director of Federal Programs,	2024-2025	(F)212 Migrant	Summative - NGS Monthly

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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, Migrant Department, Principal	2024-2025 School Year	(F)212 Migrant, (F)265 ACE	Criteria: Migrant List of Services 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, Migrant Department, Principal	2024-2025 School Year	(F)212 Migrant, (F)265 ACE	Criteria: Migrant List of Services 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, Migrant Department, Principal	2024-2025 School Year	(F)212 Migrant	Criteria: Migrant List of Services Summative - Monthly NGS Reports of Services Rendered
33. The district and Migrant department will continue with a Migrant Parent Advisory	Director of Federal Programs, Family Engagement Specialist,	2024-2025 School Year	(F)212 Migrant	Criteria: Migrant local parental needs assessment survey

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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 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
Committee to consult in the planning, implementation and evaluation of the district Migrant Program. (Target Group: Migrant) (Strategic Priorities: 4)	Migrant Department, Principal			TEA MEP Evaluation Survey Summative - NGS Priority for Services Reports
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, Migrant Department, Principal	2024-2025 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 including accelerated graduation and recovery for Migrant students. (Target Group: Migrant) (Strategic Priorities: 4)	Counselor(s), Director of Federal Programs, Migrant Department, Principal	2024-2025 School Year	(F)212 Migrant	Criteria: Graduation Plans 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, Migrant Department, Principal, Teacher(s)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (F)265 ACE	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. (Target Group: Migrant) (Strategic Priorities: 4)	Director of Federal Programs, Family Engagement Specialist, Migrant Department, Principal, Social Worker	2024-2025 School Year	(F)212 Migrant	Criteria: Parent Request Form Summative - PFS Reports Contact Logs
38. The district Migrant department will provide support for summer academic enrichment programs for migrant students in grades K-12th designed to develop reading, math, science and thinking skills and promote	Director of Federal Programs, Migrant Department, Principal	2024-2025 School Year	(F)212 Migrant, (L)199 General Fund	Summative - Summer School Attendance Rosters

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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
social development. In addition, the migrant department will provide support to students in need of credit recovery and/or dual enrollment programs. (Target Group: Migrant) (Strategic Priorities: 4)				
39. SMISD will promote college awareness activities through academic advisory period and/or provide post secondary education opportunities. (Target Group: All,Migrant) (Strategic Priorities: 4)	Counselor(s), Director of Federal Programs, Principal, Teacher(s)	2024-2025 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, Parental Department, Principal, Social Worker	2024-2025 School Year	(F)265 ACE, (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)	2024-2025 School Year	(F)429 LASO Grant	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, Parental Department, Principal, Social Worker, Teacher(s)	2024-2025 School Year	(F)429 LASO Grant	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	2024-2025 School Year	(L)199 General Fund	Summative - Schedule of Trainings Training Agendas Sign In Sheets

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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 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
44. SMHS will provide recovered dropouts with alternative scheduling options to allow the students to complete the graduation requirements. (Target Group: AtRisk,9th,10th,11th,12th) (Strategic Priorities: 4)	Counselor(s), Principal	2024-2025 School Year	(F)429 LASO Grant	Summative - Student Schedules Attendance Rosters

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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	2024-2025 School Year	(L)199 General Fund	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	2024-2025 School Year	(L)199 General Fund	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 which encompasses valley and state opportunity levels. The district also welcomes emailed and paper applications located on the district website and the Human Resource department. The district also participates at job fairs at the local level. (Strategic Priorities: 1)	Campus Leadership Team, Human Resource Department, Principal, Superintendent	2024-2025 School Year	(L)199 General Fund	Job Fair participation Job Opportunity postings on the Region One App 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 and sanction requirements are met before submitting to the campus and department administrators for interviewing and selection of recommendations. (Strategic Priorities: 1)	Human Resource Department, Principal	2024-2025 School Year	(L)199 General Fund	Job opportunity applications available in person and email via PDF Job opportunity at the Region One App 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

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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 follows the AC program and district requirements. (Strategic Priorities: 1)	Human Resource Department	2024-2025 School Year	(L)199 General Fund	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 ACP 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	2024-2025 School Year	(L)199 General Fund, (S)429 LASO Grant	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	2024-2025 School Year	(L)199 General Fund	Campus administration recommendation of stipends Review of state and local budget allowances Board approved stipends in August
8. The Human Resource Department will provide the Mentor Program as approved by the Superintendent of Schools to provide monthly development training for New Educators and their assigned mentors. A mentor stipend as approved by the SMISD School Board will be an incentive for participation. (Strategic Priorities: 1)	Assistant Principal, Human Resource Department, Principal, Superintendent, Teacher(s)	2024-2025 School Year	(S)429 LASO Grant	List of New Teachers and Their Mentors Approved stipend will be added to the annual salary pay sheet or one payment at the end of the school year (if teacher is a late hire).
9. The district will promote opportunities for	Principal, Superintendent	2024-2025	(L)199 General Fund	List of Staff Enrolled in

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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
staff to continue their professional growth through post-secondary/graduate studies. (Strategic Priorities: 1)		School Year		Secondary/Graduate Studies
10. Educators that receive a Master degree in 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)	Business Manager, Human Resource Department, Principal, Superintendent	2024-2025 School Year	(L)199 General Fund	Annual pay sheets of educators 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. In addition, the district will continue to review and propose a salary schedule that will remain competitive with comparable rural school districts. (Strategic Priorities: 1)	Business Manager, Human Resource Department, Principal, Superintendent	2024-2025 School Year	(L)199 General Fund	Spring schedule of events Awarded and earned list of educators and staff
12. To retain our teachers, for the school year SMISD will start with the designation process for the Teacher Incentive Allotment (TIA). Teachers will be able to receive the additional stipend during the 2024-2025 school year if designated. (Strategic Priorities: 1,4) (ESF: 2,2.1)	Campus Leadership Team, Human Resource Department	2024-2025 School Year		

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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 provided by Region One Service Center, Consultants and SMISD Staff. (Strategic Priorities: 1)	Principal, Superintendent, Technology Department	2024-2025 School Year	(L)199 General Fund, (S)429 LASO Grant	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	2024-2025 School Year	(L)199 General Fund, (S)429 LASO Grant	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	2024-2025 School Year	(S)429 LASO Grant	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	2024-2025 School Year	(L)199 General Fund	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	2024-2025 School Year	(S)429 LASO Grant	Meeting Agendas Sign In Sheets

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Goal 3. SMISD will provide training in instructional applications utilizing up-to-date technology equipment 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)	2024-2025 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)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Grade Book Grading Report
3. SMISD libraries will utilize the library automation system (Destiny).	Learning Resource Center, Principal	2024-2025 School Year	(L)199 General Fund	Usage Reports
4. SMISD will provide training, basic technology/software support for campus educators. (Strategic Priorities: 4)	Campus Leadership Team, Principal, Technology Department	2024-2025 School Year	(L)199 General Fund	

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- Goal 3.** SMISD will provide training in instructional applications utilizing up-to-date technology equipment 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. (Target Group: All)	Campus Leadership Team, Principal, Technology Department	2024-2025 School Year	(F)429 LASO Grant	Purchase Orders Inventory of Equipment
2. SMISD will provide teachers with a document camera as needed for instructional use. (Target Group: All)	Principal, Technology Department	2024-2025 School Year	(F)429 LASO Grant	Inventory of Digital Cameras Available
3. SMISD will allocate resources to provide students with technology at a ratio of 1:1 by providing additional devices, such as Chromebooks/iPADs, as necessary for classroom instruction. (Target Group: All)	Principal, Technology Department	2024-2025 School Year	(F)429 LASO Grant	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	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (L)199 General Fund	

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Goal 3. SMISD will provide training in instructional applications utilizing up-to-date technology equipment 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 device (chromebook/iPADs) ratio of 1:1 for students. (Target Group: All)	Principal, Technology Department	2024-2025 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 users. (Target Group: All)	Director of Finance, Superintendent, Technology Department	2024-2025 School Year	(L)199 General Fund	Repair and Bandwidth Reports
3. SMISD will maintain a 1:1 computer/laptop to staff ratio. (Target Group: All)	Principal, Technology Department	2024-2025 School Year	(L)199 General Fund	Computer Check Out Inventory Monthly Inventory and Repair Reports
4. SMISD will continue to monitor and maintain a CSME fiber wide area network (WAN). (Target Group: All)	Director of Finance, Superintendent, Technology Department	2024-2025 School Year	(L)199 General Fund	Annual Budget Plan
5. SMISD will maintain a voice over IP (VOIP) telecommunications system.	Director of Finance, Superintendent, Technology Department	2024-2025 School Year	(L)199 General Fund	Usage and Repair Reports
6. The District Technology Department will provide assistance and support to campuses and departments regarding technology issues and concerns.	Principal, Staff, Technology Department	2024-2025 School Year	(L)199 General Fund	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	2024-2025 School Year	(L)199 General Fund	Inventory Report Usage Report
8. SMISD will maintain a four - six year computer replacement plan to ensure effective systems.	Director of Finance, Principal, Technology Department	2024-2025 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	2024-2025 School Year	(L)199 General Fund	Usage Report List of Substitutes

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- Goal 4.** SMISD will continue to provide parents with access to academic information and campus stakeholders to work collaboratively 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, Family Engagement Specialist, Principal	2024-2025 School Year	(L)199 General Fund	Calendar of Events Agendas Sign In Sheets
2. The district will provide parent training in 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, Family Engagement Specialist, Principal	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (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), Family Engagement Specialist, Principal, Teacher(s)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (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, Family Engagement Specialist, Principal, Teacher(s)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (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)	Family Engagement Specialist, PEIMS, Principal, Technology Department	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (L)199 General Fund	Website Parent Portal
6. All campuses will provide support for school transitions from elementary to middle school and middle school to high school and high school to post-secondary. (Target Group: All) (Strategic Priorities: 3,4)	Campus Leadership Team, Counselor(s), Family Engagement Specialist, Principal, Teacher(s)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (L)199 General Fund	Schedule of Events Sign In Sheets Meeting Agendas Graduation/Promotions
7. The district and all campuses will increase regular two-way communications between	Campus Leadership Team, Family Engagement Specialist,	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant,	Campus Website Updates Announcements

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Goal 4. SMISD will continue to provide parents with access to academic information and campus stakeholders to work collaboratively 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)	Principal, Teacher(s)		(L)199 General Fund	Flyers to Parents Newsletters
8. The district will provide trainings 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, Family Engagement Specialist, Principal	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (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), Family Engagement Specialist, Principal, Teacher(s)	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (L)199 General Fund	Copy of School-Parent Compact Yearly Registration Packet
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, Family Engagement Specialist, Principal	2024-2025 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, Family Engagement Specialist, Principal	2024-2025 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, Family Engagement Specialist, Principal	2024-2025 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	Campus Leadership Team, Counselor(s), Family Engagement Specialist, Outside Agencies, Principal, School Nurse, Social Worker	2024-2025 School Year	(L)199 General Fund	List of Students Receiving Assistance

SANTA MARIA ISD

Goal 4. SMISD will continue to provide parents with access to academic information and campus stakeholders to work collaboratively 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
Group: All) (Strategic Priorities: 4)				
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, Family Engagement Specialist, Principal	2024-2025 School Year	(F)212 Migrant	Criteria: Parent Advisory Committee (PAC) Meetings 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, Family Engagement Specialist, Principal, Technology Department	2024-2025 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), Family Engagement Specialist, Principal, Teacher(s)	2024-2025 School Year	(L)199 General Fund	Schedule of Events Sign In Sheets
17. Each campus will provide parent with information 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), Family Engagement Specialist, Principal, Teacher(s)	2024-2025 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), Family Engagement Specialist, Principal	2024-2025 School Year	(L)199 General Fund	Schedule of Meetings Sign In Sheets Meeting Agendas

SANTA MARIA ISD

- Goal 4.** SMISD will continue to provide parents with access to academic information and campus stakeholders to work collaboratively 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)	Family Engagement Specialist, Principal	2024-2025 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), Family Engagement Specialist, Principal	2024-2025 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, Family Engagement Specialist, Principal	2024-2025 School Year	(F)211 ESEA, Title I, Part A, (F)212 Migrant, (L)199 General Fund	Copy of Written Policy Found in SMISD Website

SANTA MARIA ISD

Goal 4. SMISD will continue to provide parents with access to academic information and campus stakeholders to work collaboratively 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, Facebook and X (formerly known as Twitter), Class Dojo and Remind 101 in English and Spanish. (Target Group: All) (Strategic Priorities: 4)	Family Engagement Specialist, Principal, Technology Department	2024-2025 School Year	(L)199 General Fund	Copies of Websites
2. The district Migrant department and campuses will provide support to parents in the use of computers as needed and/or requested. (Target Group: All) (Strategic Priorities: 4)	Campus Leadership Team, Family Engagement Specialist, Principal, Technology Department	2024-2025 School Year	(F)212 Migrant	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), Family Engagement Specialist, Principal, Technology Department	2024-2025 School Year	(L)199 General Fund	List of Parents Registered Copies of Emails

SANTA MARIA ISD

Goal 5. SMISD will provide modern facilities with an emphasis on school safety and security, support services and maintain a safe and drug-free environment for students and employees.

Objective 1. SMISD will provide modern facilities with an emphasis on school safety and security, support services and maintain a safe and drug-free environment for students and employees.

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. Effective September 1, 2023, Texas law HB114 requires a mandatory placement/DAEP for any student caught vaping or in possession of any tobacco or THC product. (Target Group: All) (Strategic Priorities: 4)	Chief of Police, Counselor(s), Principal, School Nurse, Teacher(s)	2024-2025 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)	2024-2025 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	2024-2025 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, Chief of Police, Counselor(s), Parental Department, Principal, Truancy Officer	2024-2025 School Year	(L)199 General Fund	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	2024-2025 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	2024-2025 School Year	(L)199 General Fund	PEIMS Reports

SANTA MARIA ISD

Goal 5. SMISD will provide modern facilities with an emphasis on school safety and security, support services and maintain a safe and drug-free environment for students and employees.

Objective 1. SMISD will provide modern facilities with an emphasis on school safety and security, support services and maintain a safe and drug-free environment for students and employees.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
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	2024-2025 School Year	(L)199 General Fund	
8. SMISD will continue to provide a safe learning environment by having a police officer at each campus (Elementary, Middle School, and High School). In addition, SMISD will provide 2-3 additional contractual security armed officers. The armed officers will also be present at school games and other functions/activities as requested. Effective September 1, 2023, Texas Law HB3 Code Section 37.0814 requires each campus has a security officer or armed officer. (Target Group: All) (Strategic Priorities: 1,4)	Campus Leadership Team, Chief of Police, Director of Finance, Human Resource Department, Parental Department, Principal	2024-2025 School Year	(L)199 General Fund	
9. SMISD will provide a safe learning environment by having security officers stationed at high-impact areas in the district and provide additional security through perimeter fencing and secured entrances. More measures that include safety through CellGate RDF card inquiry at gates, proper identification of visitors, metal detectors and rekeying of the interior and exterior doors provide tighter security. Weekly Door Sweeps, classroom NightLoc devices and additional security cameras ensure student safety. Documentation in the Texas State Security Emergency Operation Plan provides process and procedures for shelter in place, fire drills, etc. Panic Buttons in each classroom are in place as stipulated by HB669 and SB838. (Target Group: All)	Campus Leadership Team, Chief of Police, Director of Federal Programs, Director of Finance, Outside Agencies, Parental Department, PEIMS, Principal, Technology Department, Transportation Department	2024-2025 School Year	(L)199 General Fund	Criteria: Schedule of Meetings Meeting Agendas Training Agendas Sign-In Sheets PEIMS reports

Comprehensive Needs Assessment

Demographics

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 2023-2024 PEIMS Fall Submission, Santa Maria Independent School District had 538 students and employed 159 staff. The student population was 99.26% Hispanic and 98.3% Economically Disadvantaged. Other demographic information includes students in Special Education (12.2%), At-Risk (66.3%), Migrant (7.2%), Bilingual/ESL (20.19%), and Gifted and Talented (8.5%).

During the 2023-2024 School Year, Santa Maria ISD teachers had an average of 11.2 years of experience and an average of 4.1 years with the district compared to 11.0 years of teaching experience and 6.9 in the district at the state level. The teacher turnover rate is 34.6% at SMISD compared to 21.4% for the state. The class size for teachers (9.5) is below the state rate (14.8). 90% of the teachers in Santa Maria ISD are Hispanic.

The attendance rate for the district for 2023-2024 School Year was 94%. The district dropout rate for the 2021-2022 school year was 3.4% which is slightly higher than the state dropout rate of 2.2%. Official records for 2022-2023 have not been released as of October 2024. Data released from TEA is always reported two years behind our current school year. SMISD's graduation rate for the Class of 2022 was 94.4% (4 year), and for the class of 2021 was 94% (5 Year) for all students. The state rate was 90% (4 year) and 92.2% (5 year) for all students. The district dropout rate and graduation rate is based on the TAPR report for the 2022-2023 school year.

Campus Culture Summary:

- Continue to monitor the 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

Goal 1 - Student Achievement

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)

Student Achievement Summary

Goal 1 - Student Achievement

Based on the District Report Card for 2021-2022 School Year (A-F Accountability System).

SMISD received an overall B rating with a “C” 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 “B” rating, Santa Maria Middle School received an overall “C” rating, Santa Maria High School received an overall “B” rating, and Santa Maria Academic Academy (Options) received an overall “Not Rated” rating.

TEA has not released ratings for schools and districts for the 2022-2023 and 2023-2024 School Years.

Comprehensive Needs Assessment

Goal 1 - Student Achievement Summary (Continued)

3rd Grade 2022-2023 School Year			3rd Grade 2023-2024 School Year		
Approaches	Meets	Masters	Approaches	Meets	Masters
Reading District 81%	46%	4%	Reading District 78%	54%	17%
Math District 65%	46%	27%	Math District 80%	43%	18%
4th Grade 2022-2023 School Year			4th Grade 2023-2024 School Year		
Approaches	Meets	Masters	Approaches	Meets	Masters
Reading District 74%	32%	9%	Reading District 81%	54%	19%
Math District 79%	35%	9%	Math District 65%	50%	31%
5th Grade 2022-2023 School Year			5th Grade 2023-2024 School Year		
Approaches	Meets	Masters	Approaches	Meets	Masters
Reading District 71%	34%	13%	Reading District 53%	23%	7%
Math District 73%	41%	8%	Math District 47%	17%	3%
Science District 61%	29%	8%	Science District 19%	7%	4%

Comprehensive Needs Assessment

6th Grade 2022-2023 School Year			6th Grade 2023-2024 School Year		
Approaches	Meets	Masters	Approaches	Meets	Masters
Reading District 63%	22%	2%	Reading District 63%	41%	12%
Math District 72%	7%	4%	Math District 68%	27%	2%
7th Grade 2022-2023 School Year			7th Grade 2023-2024 School Year		
Approaches	Meets	Masters	Approaches	Meets	Masters
Reading District 71%	29%	10%	Reading District 69%	36%	9%
Math District 45%	6%	3%	Math District 42%	27%	2%
8th Grade 2022-2023 School Year			8th Grade 2023-2024 School Year		
Approaches	Meets	Masters	Approaches	Meets	Masters
Reading District 73%	37%	14%	Reading District 69%	28%	0%
Math District 58%	30%	8%	Math District 75%	31%	0%
Science District 51%	16%	2%	Science District 47%	19%	0%
Social Studies District 39%	16%	2%	Soc. Studies District 48%	3%	0%
End of Course 2022-2023 School Year			End of Course 2023-2024 School Year		
Approaches	Meets	Masters	Approaches	Meets	Masters
English I District 54%	37%	4%	English I District 61%	43%	5%
English II District 57%	38%	2%	English II District 61%	37%	2%
Algebra I District 67%	12%	0%	Algebra I District 75%	23%	9%
Biology I District 81%	30%	0%	Biology I District 77%	40%	2%
US History District 92%	45%	21%	US History District 98%	58%	15%

Comprehensive Needs Assessment

Goal 1 - Student Achievement Summary (Continued)

College Ready Graduates 2020-2021	College Ready Graduates 2021-2022
District 37%	District 44.4%
TSI (Both) Graduates 2020-2021 School Year	TSI (Both) Graduates 2021-2022
District 28.3%	District 38.9%
SAT/ACT Graduates (2020-2021)	SAT/ACT Graduates 2021-2022
District 15.2%	District 36.1%
Career or Military Ready Annual Graduates Career	Military Annual Graduates 2021-2022
2020-2021 -26.1%	2021-2022 - 41.7%
Approved Industry Based Certification 2020-2021	Approved Industry Based Certification 2020-2021
2020-2021 - 19.6%	2021-2022 - 41.7%
Graduates Enrolled in Higher Education	Graduates Enrolled in Higher Education 2021-2022
2020-2021 - 40.3%	2021-2022 - 47.8%

Comprehensive Needs Assessment

Goal 2 - Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

Santa Maria ISD is currently in the fourth year of the Mentor Academy. The mentors were trained as one group from August 12, 2024 - August 25, 2024, as an introduction to the Mentor Academy.

Each month until December 2024, the Mentor Academy will have the new educator training for different induction courses. The Mentor Academy is also the foundation for induction training for new and current educators.

Teacher to student ratio 11.8 to 1 (State 15.1 to 1)

Teacher and student population are similar in demographics (Hispanics Teachers - 90% to Students - 98%)

Staff Quality, Recruitment and Retention Needs

Teacher experience (5.2 years & 1.5 with district)

Teacher retention (District 34.6% to state 21.4%)

Santa Maria ISD will continue to monitor and evaluate different options to recruit and retain teachers/educators.

Comprehensive Needs Assessment

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, social studies, 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

Goal 3 - 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: Newline Q-Series 4K UHD interactive multi-touch LED display or a high lumen LCD projector (wall or ceiling mount), document camera/visualizer, and high speed workgroup.
- District users are 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 includes: Family access (provides parent access to student grades, attendance, etc.), school to parent messaging with the use of Blackboard Online Communication Services system for emergency and relevant information (phone call, text and email), district website, social media (Facebook).
- Purchase additional school owned devices (Chromebooks) to provide more classrooms technology rich content and learning opportunities.
- Purchased 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

- SMISD will continue to provide continuous technology integration, professional development, and support in all software programs adopted by the district.
- Technology Equipment for Network Infrastructure should be repaired as needed, maintained yearly, and replaced as needed.
- End user devices should be replaced every 4-6 years.

Comprehensive Needs Assessment

Goal 3 - 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 a Newline Q-Series 4K UHD interactive multi-touch LED display or LCD projector, a high resolution visualizer (document camera), camera, and high speed access to the Internet. All campuses are equipped with Chromebook carts and are at a 1:1 student ratio. 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 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

Goal 4 - Family and Community Involvement

Family and Community Involvement Needs

Increase parent participation in school meetings such as Open House, Meet the Teacher Night. Continue to provide additional opportunities for parents to visit the schools and participate in the education of their children.

Strengths:

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

SMISD provides various activities for parent's involvement such as ESL, sewing classes, socio-emotional classes, Nutritional classes, etc...

SMISD Family Engagement Specialist has constant communication with parents through various forms of communication such as face to face, phone, text, school website, ZOOM meetings, home visits, Facebook, parent portal, etc...

SMISD continuous to provide additional opportunities for parents to visit the schools and participate in the education of their children.

Comprehensive Needs Assessment

Goal 5 - Modern Facilities and Safe & Secure Learning Environment

Strengths:

Providing modern facilities.... The entire school district including the 3 campuses and the Options Academy have upgraded the camera system to provide a safe and secure learning environment to all students and staff. The Intercom and bell system for TGE, Cafeteria, and Middle School Gym was replaced during the summer 2024. During the Fall semester, the intercom and bell system for the Middle School will be replaced and connected to the Cafeteria and Middle School Gym too.

Santa Maria ISD continues to provide a safe-learning environment to all students and staff by having a Police Officer in every campus (Elementary, Middle and High School). Th Police Officers are present at campus events and activities as needed such as games, School events, Open House, etc... In addition, SMISD will further provide security by hiring a security company that provides two additional armed security guards. The security guards are stationed at the entrance gate of TGE elementary and assist with monitoring during lunch periods.

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 visitor is mandated to wear a visitor's badge upon campus or district approval.

Each campus front door is locked and secure at all times. Campus Officers are stationed at the front door for added security. Any student, staff member, or visitor must clear the metal detectors upon the one-point entry into the campuses.

An MOU was initiated with "I Love You Foundation" to document the emergency system used for threats such as Fire/Hazards, Secure, Lockdown, Hold, Evacuate, and Shelter under the Standard Response Protocol.

An MOU was initiated with the City of La Feria as a reunification plan at the Safety Dome in La Feria in case of a need to evacuate the School District.

Comprehensive Needs Assessment

Goal 5 - Modern Facilities and Safe & Secure Learning Environment Strengths:

SMISD also utilizes the software system Securly which notifies campus administrators of flags such as: self-harm, sexual & physical abuse, bullying, bomb threats or violent behavior, and any inappropriate behavior.

Fencing has been installed to secure the perimeter of all campuses. During the Summer of 2024, the fence on the south side was installed. In addition, fence between the High School, High School Gym and Middle School was installed during the beginning of the school year. Motorized gates through Cellgate and identification kiosk provide additional security through secure access or denial. Each staff member was issued an RDF card that is assigned to their campus and is timestamped with photo access.

The district invested in additional security by rekeying every classroom and exterior doors and included installation of Night Lock devices for each classroom. Outside law enforcement took a tour of campuses and buildings to familiarize themselves with SMISD. Additional information was provided in the Emergency Operations Plan with the assistance of the Safety and Security Committee members.

The security cameras on school buses need to be replaced and/or updated. Additional training on "The Whole Child" is needed to include mental health.