

SANTA MARIA MIDDLE

Campus Improvement Plan

2024/2025

Excellence Everyday, That's the Cougar Way



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SANTA MARIA MIDDLE

Mission

Santa Maria Middle School empowers students to achieve academic excellence, develop critical thinking, and prepare for college, careers, and 21st-century living in a supportive and inclusive environment.

Vision

At SMMS, students strive to be C.O.U.G.A.R.S.: Cultivating readiness for college and careers, Owning their learning, Upholding 21st-century skills, Growing in character, Aspiring to excellence, Respecting diversity, and Succeeding in every endeavor.

Nondiscrimination Notice

SANTA MARIA MIDDLE 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 MIDDLE Site Base

Name	Position
Viera, Jay	Principal
Marroquin, Lizette	Facilitator
Moreno, Mary	Counselor
Caballero, Norma	Parent
Barreiro, Anthony	Teacher
Alonso, Efrain	Teacher
Rosales, Joanna	Teacher
Ortiz, Olga	Parental Involvement Liaison
Salinas, Frances	Teacher

Comprehensive Needs Assessment

Demographics

Demographics Strengths

The faculty and staff at Santa Maria Middle School regularly analyze disaggregated data during campus-level PLCs to identify trends in student demographics and address areas of need. The school maintains an ideal student-teacher ratio, fostering effective grouping, meaningful discussions, and an optimal learning environment. To support its diverse student population, including a significant number of Emergent Bilinguals, the campus ensures targeted instruction is delivered by a certified teacher. Santa Maria Middle School remains committed to meeting the varied needs of its community through collaborative efforts and data-driven practices.

Demographics Weaknesses

Santa Maria Middle School would benefit from increased diversity within its staff culture, fostering a broader range of perspectives and experiences. Expanding advertising efforts for open enrollment could attract a more diverse student population and enhance campus engagement. The school prioritizes accountability for special populations, including LEP, SPED, At-Risk, GT, and Migrant students, ensuring their unique needs are addressed. A significant portion of the student body comes from economically disadvantaged backgrounds, presenting both challenges and opportunities for support. Additionally, students in special populations face difficulties in meeting regular academic performance standards and achieving growth in Lexile levels, highlighting the need for targeted interventions.

Demographics Needs

Santa Maria Middle School (SMMS) must prioritize improving STAAR state assessment scores for all students, with a targeted focus on LEP/TELPAS, Special Education, and Migrant populations. The school is committed to preparing students for future academic success by expanding opportunities to earn high school credit and fostering college readiness. SMMS continues to invest in professional development to enhance teacher growth and instructional effectiveness. Additionally, the school recognizes the need to analyze and discuss data on student participation in special academic programs and extracurricular activities, ensuring equitable access and comprehensive support for all learners.

Demographics Summary

Santa Maria Independent School District is situated in Cameron County, Texas. Santa Maria Middle School (SMMS) is located in the small town of Santa Maria and serves the communities of Santa Maria, Bluetown, and Iglesia Antigua. Positioned near the U.S./Mexico border, the campus has faced unique academic challenges and facility adjustments over the past few years.

SMMS serves students in grades 6 through 8. During the 2023-2024 school year, the student population totaled 121.

Enrollment increased slightly to 125 students for the 2024-2025 school year, with 35 students in 6th grade, 43 in 7th grade, and 46 in 8th grade.

Comprehensive Needs Assessment

Demographics Summary (Continued)

According to the 2023-2024 PEIMS records, SMMS employed 14 educators, with some staff shared with the high school, including the art and band teachers.

The campus enrollment is 100% Hispanic, with 100% of students classified as Economically Disadvantaged. Other key demographics include 13.2% of students receiving Special Education services and 45.7% identified as Emergent Bilinguals.

Student Achievement

Student Achievement Strengths

Santa Maria Middle School (SMMS) utilizes various online tools, including DMAC, I-Station, Renaissance Learning, and Mathia, to analyze and track student data effectively. Progress monitoring efforts include analyzing failure reports, identifying At-Risk students, implementing MTSS strategies, tracking course failure trends, and reviewing tutoring and program data. These processes are systematically organized through the PLC calendar and documented in DMAC for accountability and transparency.

Progress monitoring also incorporates Fall and Spring benchmark assessments, as well as individualized tracking of student growth. To support these initiatives, SMMS provides ongoing professional development opportunities, reinforcing teachers' commitment to the district's mission and fostering continuous instructional improvement.

Student Achievement Weaknesses

Santa Maria Middle School (SMMS) faces challenges in building a comprehensive and consistent system for disaggregating formative and summative student performance data by special populations, including Emergent Bilinguals, Special Education, and At-Risk students. This gap limits the campus's ability to fully identify and address achievement trends and instructional needs across diverse student groups. Additionally, a significant portion of the teaching staff is relatively new to the profession, with the majority having less than three years of experience. While this brings fresh perspectives and enthusiasm, it also underscores the critical need for targeted, high-quality professional development and mentorship programs. By equipping staff with the skills to analyze and apply data effectively, SMMS can enhance instructional strategies, close achievement gaps, and better meet the needs of all students.

Student Achievement Needs

Implementing a 90-60-30 model to periodically disaggregate formative and summative student performance data would significantly enhance the ability to identify and address students' academic needs. This approach allows teachers to tailor and differentiate instruction more effectively, ensuring alignment with individual learning goals. To support this initiative, slow-paced, targeted technology training is essential for teachers to master various digital tools and platforms, enabling them to deliver high-quality, tech-integrated instruction. Achieving increased student performance across all subjects remains a priority, with specific goals set at 90% for Approaches, 60% for Meets, and 30% for Masters.

Comprehensive Needs Assessment

Student Achievement Needs (Continued)

These benchmarks will guide instructional efforts and foster a culture of academic excellence.

Student Achievement Summary

5th Grade 2023-2024 School Year (Approaches – Goal of 90%)	Current 6th graders in 2024-2025
Reading 53%-Campus 78%-State	
Mathematics..... 47%-Campus 76%-State	
Science.....19%-Campus 57%-State	

6th Grade 2023-2024 School Year (Approaches – Goal of 90%)	Current 7th graders in 2024-2025
Reading 63%-Campus 75%-State	
Mathematics..... 68%-Campus 69%-State	

7th Grade 2023-2024 School Year (Approaches – Goal of 90%)	Current 8th graders in 2024-2025
Reading 69%-Campus 72%-State	
Mathematics..... 42%-Campus 53%-State	

8th Grade 2023-2024 School Year (Approaches – Goal of 90%)	Current 9th graders in 2024-2025
Reading 69%-Campus 79%-State	
Mathematics..... 75%-Campus 70%-State	
Science.....47%-Campus 68%-State	
Social Studies..... 48%-Campus 57%-State	

School Culture and Climate

School Culture and Climate Strengths

Student Engagement and Recognition

Student Mentor/Mentee campus program for new students
Daily teacher-student greetings to foster positive relationships
Students recognized for achievements via hallway monitors, social media platforms or weekly newsletters
Recognition of "Students of the Six Weeks"
Celebratory birthday announcements

Comprehensive Needs Assessment

School Culture and Climate Strengths (Continued)

Student leadership opportunities, including the creation of a Student Council
Academic growth tracking through individual student growth charts

Teacher Support and Morale

Periodic service to celebrate and support teachers
Staff potlucks to build camaraderie
Recognition of staff birthdays and other milestones
Continuous communication through tools like ClassDojo, Weekly Overviews, Professional Learning Communities and Staff meetings

Family and Community Involvement

ACE community programs
Family engagement events, such as grandparent's day, or literacy nights

Instructional Practices

Classroom walkthroughs focused on teacher-student interaction and ensuring bell-to-bell instruction
Consistent use of student progress monitoring tools and data-driven instruction
Ongoing professional development opportunities tailored to campus needs

Student Voice and Leadership

Opportunities for student panel discussions to give students a voice in campus decisions
Peer tutoring or student-led academic support programs
Leadership roles in clubs, athletics, and extracurricular activities

Positive Campus Culture

Focus on inclusivity and belonging through counseling classes
Visual displays celebrating student and staff accomplishments
Positive referrals

School Culture and Climate Weaknesses

Parent and Community Engagement

Limited parent involvement, with challenges in increasing engagement and participation in school events
Difficulty reaching a broader segment of the community for support and involvement
Low attendance at parent-teacher conferences and school meetings

Student Participation and Extracurricular Activities

Minimal extracurricular activities or clubs for students to engage in outside of the classroom

Comprehensive Needs Assessment

School Culture and Climate Weaknesses (Continued)

Lack of opportunities for students to participate in competitive academic events, sports, or arts programs
Limited access to enrichment activities that could enhance student development

Facilities and Infrastructure

Ongoing maintenance and repair needs, including roof leaks that disrupt normal school operations
Outdated or insufficient furniture and equipment
Limited classroom space or inadequate facilities for special programs (e.g., woodshop lab, science labs, or arts programs)

Instructional Support and Resources

Inconsistent implementation of disaggregating student data by special populations to inform instruction
Inconsistent implementation of differentiated instruction to meet the diverse needs of all students

Staffing and Retention

High turnover rate or lack of experienced teachers, particularly in critical subject areas
Lack of sufficient support staff to meet the diverse needs of students (e.g., paraprofessionals)

Student Performance and Academic Achievement

Struggling student performance in key academic areas, particularly for special populations (e.g., LEP, SPED, At-Risk)
Low engagement and academic growth rates for some students, especially in areas such as literacy and math
Gaps in students' readiness for high school and college due to a lack of targeted interventions

Communication and Outreach

Ineffective or inconsistent communication between school and home, limiting parent awareness of student progress and school events
Challenges in effectively utilizing digital communication tools for outreach to families and the community

School Culture and Climate Needs

Student Engagement and Motivation

Opportunities for rewarding students with meaningful activities, such as field trips, special events, or recognition programs
Creation of external opportunities that extend classroom learning, such as community service projects
Programs to encourage students to set high standards for themselves, including goal-setting initiatives

Extracurricular and Enrichment Opportunities

Expanded extracurricular activities, including clubs, sports teams, and academic competitions to engage students beyond the classroom.
Enrichment programs, such as, arts, or career-focused initiatives, to allow students to explore new interests

Academic Support and Interventions

Targeted academic interventions for students who need extra support in core subjects, particularly in literacy, math, and science

Comprehensive Needs Assessment

School Culture and Climate Needs (Continued)

More differentiated instruction practices to meet the needs of diverse learners, including special populations like Emergent Bilinguals, SPED, and At-Risk students
Tools and training for teachers to effectively disaggregate and analyze student performance data for improved instruction

Professional Development and Collaboration

Ongoing professional development focused on data-driven decision-making, differentiated instruction, and effective classroom management
Increased opportunities for teacher collaboration and planning time to align instructional strategies and share best practices
Mentorship programs for new teachers to support retention and foster professional growth

Facilities and Resources

Repairs and upgrades to facilities, including addressing roof leaks and ensuring classrooms are equipped with functional technology and learning tools
Expansion of classroom space or redesign of facilities to better support specialized programs (e.g., science labs, arts programs, or woodshop classes)

Family and Community Engagement

Increased efforts to engage parents and families through regular communication, workshops, and involvement in school events
Strengthened community partnerships to provide external learning opportunities and resources for students
Programs to foster a stronger sense of connection between the school and local community, including cultural or service-based initiatives

Student Well-Being and Social-Emotional Support

Enhanced support systems for student well-being, including counseling services and social-emotional learning programs
Initiatives to promote positive school culture, such as anti-bullying programs, conflict resolution training, and activities that encourage inclusion and respect
Resources to support students' mental health, especially for those facing challenges related to economic disadvantage or family stress

School Culture and Climate Summary

Santa Maria Middle School (SMMS) fosters a positive, inclusive culture that prioritizes student well-being and community engagement. The school emphasizes a holistic approach to learning, focusing on the academic, social, and emotional growth of each student. The counseling department supports this by promoting socio-emotional intelligence, which helps minimize behavioral issues. A strong culture of professional development and relationship building contributes to ongoing teacher growth and empowerment.

However, SMMS faces challenges related to limited parent involvement, minimal extracurricular opportunities, and outdated facilities in need of repair. Additionally, the school is working to strengthen its data analysis systems for student performance, particularly for special populations, and to improve instructional practices across the campus.

To address these challenges, the school needs to expand opportunities for student engagement, provide targeted academic interventions, and enhance professional development. Investment in facilities, increased parent and community involvement, and more extracurricular activities will also help support student growth and achievement.

Staff Quality, Recruitment and Retention

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Strengths

Santa Maria Independent School District (SMISD) is committed to attracting and retaining high-quality, certified personnel through targeted recruitment efforts and competitive compensation. The district ensures compliance with TEA certification requirements, regularly disseminating and reporting necessary information. To support educators, stipend structures are continuously reviewed and adjusted to ensure fair and competitive pay. Additionally, extra duty pay is offered for after-school tutorials and the ACE program, allowing educators to further support student success while being fairly compensated.

As part of its commitment to excellence, SMISD actively participates in the Teacher Incentive Allotment (TIA) program, rewarding highly effective teachers based on their impact on student achievement. This initiative provides additional financial incentives to recognize and retain exceptional educators, aligning with the district's mission to maintain a high standard of instruction.

Staff Quality, Recruitment and Retention Weaknesses

Limited Culturally Diverse Personnel: The staff lacks diversity, which may limit the range of perspectives and cultural understanding within the school community.

Competitive Salary: The current salary base may not be competitive enough to retain high-quality educators, especially in comparison to neighboring districts or regions.

High Teacher Turnover: Despite recruitment efforts, there is a challenge in retaining experienced teachers, particularly those in specialized fields or subject areas.

Limited Professional Development Opportunities: While professional development is offered, there may be insufficient opportunities for growth in specific areas, such as leadership training or specialized instruction.

Insufficient Support for New Teachers: New teachers may not receive enough mentorship or support, potentially leading to early burnout or dissatisfaction with the teaching profession.

Limited Career Advancement Opportunities: There may be a lack of clear pathways for teachers to advance in their careers, such as leadership roles or opportunities for specialization.

Staff Quality, Recruitment and Retention Needs

Improved SBDM Meeting Systems: Establish a more effective system for SBDM (Site-Based Decision-Making) meetings to provide a platform for staff to voice concerns, offer suggestions, and engage in meaningful dialogue regarding district decisions, such as annual calendar planning and other key policies.

Enhanced Professional Development Feedback Mechanism: Create a more robust system for gathering feedback on the quality and relevance of professional development opportunities provided by the district. This will ensure that training is aligned with teachers' needs, professional growth, and the evolving demands of the classroom.

Structured Support for New Teachers: Implement a formalized mentorship program to better support new teachers, ensuring they have the resources, guidance, and

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Needs (Continued)

emotional support needed to succeed in the early stages of their careers.

Clear Career Advancement Pathways: Develop clear pathways for professional growth and career advancement within the district, including opportunities for leadership roles, specialized certifications, and further education, to help retain experienced educators.

Competitive Compensation and Benefits: Review and adjust the district's compensation structure to ensure competitive salaries, benefits, and incentives to retain high-quality educators and attract talent from outside the district.

Staff Quality, Recruitment and Retention Summary

Santa Maria Middle School prioritizes hiring and retaining highly skilled and effective personnel, ensuring that 100% of its teachers are highly qualified and certified. The school emphasizes providing targeted, high-quality professional development tailored to the needs of its staff. By utilizing the Teachers Incentive Allotment as a retention tool, the school fosters a culture of continuous improvement, encouraging educators to pursue SBEC certification and specialized training. Professional development topics are identified through careful analysis of campus and district needs, ensuring that the focus remains aligned with areas that will drive student success.

The school actively recruits top-tier educators through various platforms, including the SMISD website, Region 1 ESC, job fairs, and university partnerships. Special attention is given to recruiting bilingual-certified teachers to maintain flexibility in the master schedule and support student growth.

In addition, the district evaluates and proposes revisions to instructional stipends annually, focusing on special populations such as Special Education, Advanced Academics, GT, and Bilingual Education. To maintain competitiveness, stipends are also provided to teachers with advanced degrees or those teaching in high-demand areas like secondary science, math, and dual enrollment courses. The district remains committed to recognizing the achievements of its educators through programs like Teacher of the Year, Service Awards, and Board Recognition.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

Santa Maria Middle School implements a structured, data-driven approach to curriculum and instruction, leveraging the TEKS Resource System to ensure alignment with state standards. Teachers engage in backward planning through the Year at a Glance (YAG), ensuring that all TEKS are taught before the Spring Benchmark. The school also emphasizes re-teaching and mastery of critical TEKS through a 20-day plan, using tools like DMAC for progress monitoring and targeted interventions. Teachers regularly adjust their curriculum based on ongoing assessments, tailoring instruction to meet the needs of both individual students and the class as a whole.

Collaboration is a cornerstone of the school's instructional model. Teachers participate in weekly Professional Learning Communities (PLCs) to share strategies, discuss student progress, and brainstorm effective instructional methods. A mentoring program is also in place to support students with areas of weakness, offering additional guidance and

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Strengths (Continued)

reinforcement.

To support teacher growth, professional development is offered during planning periods and on Saturdays, ensuring continuous learning and improvement. Teachers use high-level questioning techniques that progress from basic to complex, promoting critical thinking and student engagement. Students are regularly assessed, with a minimum of one weekly assessment to reinforce learning, and assessments are reviewed with parents through face-to-face meetings or daily social media updates.

Some resources are available to support teachers, including the TEKS Resource System, Lowman Education, Lead4ward, and DMAC. Instructional support is also provided by the principal and instructional facilitator. Additionally, the ACE after-school program further strengthens instructional opportunities for students. This comprehensive approach ensures that teachers have the tools, collaboration, and support they need to deliver high-quality instruction and drive student success.

Curriculum, Instruction and Assessment Weaknesses

While Santa Maria Middle School implements a structured curriculum and data-driven approach, several challenges remain:

Inconsistent Differentiation: Although teachers are encouraged to adjust curriculum based on student progress, there is a need for more consistent differentiation across all subjects. Not all students, especially those who are significantly below or above grade level, receive the personalized attention or challenge they require.

Curriculum Integration Gaps: Despite having access to resources such as Lead4ward, DMAC, and the Texas Curriculum Management Program Cooperative, the integration of these tools into daily classroom instruction remains inconsistent. Additional teacher training is needed to effectively utilize these resources alongside traditional teaching methods, ensuring they enhance instruction and support student learning outcomes.

Limited Depth in Professional Development: While professional development is provided, it could benefit from being more focused and targeted. There is a need for training specifically addressing instructional strategies for special populations (e.g., students with disabilities, ELLs, gifted students) and how to use data to inform instructional practices more effectively.

Assessment Practices: While assessments are regularly given, there is room for improvement in the use of formative assessments to drive instruction. Teachers should more consistently use real-time data from these assessments to adapt lessons, provide interventions, and differentiate instruction for students at varying levels of need.

Student Engagement and Rigor: Although high-level questioning techniques are used, there may be a lack of sufficient strategies to engage all students actively. Some students may still be disengaged or struggling to reach the rigor expected for their grade level.

These weaknesses point to areas that require improvement to enhance the overall instructional quality and ensure that all students, regardless of background or ability, have the opportunity to succeed academically.

Curriculum, Instruction and Assessment Needs

Comprehensive Needs Assessment

Targeted Professional Development: Focused professional development is needed in areas such as differentiated instruction, strategies for supporting special populations, and using data to drive instruction.

Collaborative Support for Special Populations: A structured approach to involving all campus employees in supporting special populations is essential. This includes integrating support services into a fixed schedule and ensuring that all staff have a clear understanding of their roles in helping students with unique needs.

Curriculum Enhancement: The curriculum needs to be further differentiated to better support a wider range of learners, including students who need additional challenges or more support.

Increased Use of Technology: There is a need for additional training and resources to increase the integration of technology into daily instruction, helping students engage with content in more interactive and personalized ways.

Consistent Assessment Practices: A more consistent and structured approach to formative and summative assessments should be implemented to ensure that teachers are regularly collecting and using data to inform instruction and interventions.

Alignment of Instruction with Standards: Teachers need ongoing support to ensure that their instruction is fully aligned with state standards and reflects the academic rigor required for student success on assessments like STAAR.

Curriculum, Instruction and Assessment Summary

Effective planning and delivery of staff development, both at the start of the school year and throughout, are key to enhancing instructional quality. By scheduling additional professional development opportunities during designated times throughout the school year—specifically during regular school hours when students are not present—staff can engage in meaningful training without disrupting classroom instruction. However, there are areas that require improvement, such as further curriculum differentiation, enhanced integration of technology in lessons, and more consistent assessment practices. To better support diverse learners, focused professional development on differentiated instruction, data utilization, and technology integration is essential. Moving forward, Santa Maria Middle School must prioritize these needs to strengthen its instructional practices, maximize student growth, and ensure academic success for all students. This approach will support continuous teacher growth and ensure that all educators are well-equipped to meet the diverse needs of their students.

Family and Community Involvement

Family and Community Involvement Strengths

Santa Maria Middle School actively engages parents and the community through various activities and resources aimed at fostering stronger connections. The school sends student attendance notices in both English and Spanish to ensure clear communication with all families. Additionally, the Parental Liaison plays a vital role in assisting with attendance concerns, facilitating parent meetings, and supporting parents in accessing the Parent Portal.

Comprehensive Needs Assessment

Family and Community Involvement Strengths (Continued)

The school also leverages the power of technology to enhance communication with families. The campus maintains a Remind app, managed by administration, which provides timely updates and information to parents and guardians. This tool helps keep families informed and involved in their child's academic journey, further strengthening the school-community relationship.

Family and Community Involvement Weaknesses

There is a need for increased community involvement that directly supports instruction and the delivery of quality education. Engaging parents as volunteers in the classroom, assisting with tasks such as making copies or organizing instructional materials, is crucial for easing the workload of teachers and enhancing the learning environment. Parental involvement should be more focused on supporting instruction, with input from teachers to guide these efforts.

Additionally, while the Parental Involvement Department offers valuable programs, such as English language classes, there is a need for more student-centered activities that foster deeper engagement. These initiatives, driven by teacher input, would be more impactful in strengthening the link between parents and students' academic success.

Family and Community Involvement Needs

PTO (Parent-Teacher Organization): Establishing or strengthening a Parent-Teacher Organization (PTO) will foster greater collaboration between parents and staff, creating a structured way for families to engage in their children's education and support school initiatives.

Booster Clubs: The development of booster clubs for various school programs, such as athletics and arts, will provide additional avenues for parental involvement and community support, helping to fund and promote student activities.

Student Engagement Activities: More student-focused engagement activities, such as events, clubs, or service learning projects, are needed to increase student participation and strengthen the connection between families, students, and the school community. These activities will promote a sense of belonging and support students' academic and social development.

Family and Community Involvement Summary

Santa Maria Middle School provides a wealth of information and opportunities for parental involvement through various activities organized by the campus and Parental Liaisons. However, low participation remains a challenge, with a limited group of parents regularly involved, which prevents broader community engagement in these initiatives. Expanding and diversifying the pool of involved parents will help maximize the positive impact of these initiatives on student success and strengthen the school-community relationship.

Comprehensive Needs Assessment

School Context and Organization

School Context and Organization Strengths

Collaborative Committees and Departments: Committees and content-level departments were established to foster collaboration and contribute to campus improvement efforts, ensuring a unified approach to educational excellence.

New Intervention Schedules: New intervention schedules were successfully implemented to maximize instructional time and provide targeted support for students, enhancing their learning outcomes.

Ongoing Monitoring of the Improvement Plan: The campus improvement plan has been actively monitored by administration to ensure continuous progress and alignment with the school's goals.

Weekly PLC Meetings: Weekly Professional Learning Community (PLC) meetings provide a platform for teachers and administration to collaborate, share best practices, and discuss effective teaching strategies that benefit student learning.

Common Planning Periods: The master schedule includes dedicated common planning periods for departments, promoting focused content discussions, collaboration, and the sharing of instructional strategies.

Paraprofessional Support: Paraprofessionals play a vital role in instructional planning and the implementation of special programs, ensuring additional support for both teachers and students.

Early Integration of Intervention Schedules: Intervention schedules were integrated into the master schedule at the start of the school year, allowing for seamless and timely support for students in need.

School Context and Organization Weaknesses

Technology Adaptation Variability: Teachers varied in their ability to quickly adapt to technology, which led to uneven integration of digital tools in instruction. While the district provided separate accounts for each teacher and instructional extensions were helpful, not all teachers progressed at the same pace, making it challenging to ensure consistent and efficient use of technology across classrooms.

Instructional Material Deficiencies: The absence of High-Quality Instructional Materials (HQIM) for science and social studies further hinders effective instructional delivery. Teachers often spend valuable planning time curating and developing their own materials, which may lack the alignment, rigor, and consistency provided by HQIM. This not only increases the workload for educators but also impacts students' learning experiences, as the materials may not fully meet the curriculum standards or support diverse learning needs. Addressing this gap is essential to ensure equitable, high-quality instruction across all subject areas.

Comprehensive Needs Assessment

School Context and Organization Needs

Parental Support for Behavior Intervention Plans: Behavior Intervention Plans (BIPs) require greater parental involvement, especially as some parents may be reluctant to acknowledge their children's disruptive behavior. Engaging parents in the process is essential for the success of these plans.

School Context and Organization Summary

Improvement strategies and initiatives at Santa Maria Middle School are aligned with comprehensive, coherent improvement plans that are guided by teamwork and collaboration. Through regular PLC meetings, teacher discussions, and district-level meetings, the campus leadership team closely monitors and supports the progress of these plans. Committees and groups were established to contribute to and share in the development of the campus improvement plan. New intervention schedules were introduced to maximize instructional time and better meet students' needs. Weekly PLC meetings allowed teachers and administrators to collaborate, exchange ideas, and refine teaching strategies for increased effectiveness.

Administration and staff actively participated in decision-making processes that directly impact school improvement and student success, ensuring a collective effort toward achieving shared goals. Areas of need include the further development of the discipline program, particularly through the implementation of Character First, which emphasizes respect, responsibility, and accountability among students. With continued discussions and open communication, educators can further strengthen organizational systems and refine strategies to ensure ongoing student success and a positive school culture.

Technology

Technology Strengths

Technology-Rich Environment: Santa Maria Middle School is on track to offer a robust technology environment with access to various online resources that enhance learning, including IXL, Renaissance Learning, I-Station, Mathia and Zearn. These tools support student engagement and personalized learning.

Technology Resources and Infrastructure: The school has invested in the necessary technology infrastructure, providing Chromebooks and computer carts for students. Projectors and document cameras are available in all classrooms to facilitate interactive and dynamic lessons.

Digital Learning Platforms: Teachers and students utilize Google Classroom and Google Drive to streamline communication, assignments, and collaboration. These platforms help keep students organized and foster a more efficient learning environment.

Technology Weaknesses

Limited Technology Resources in the Library: The school library lacks sufficient technology resources to support research, digital literacy, and virtual reading for students.

Comprehensive Needs Assessment

Technology Weaknesses (Continued)

Inconsistent Teacher Proficiency with Technology: Not all teachers are equally proficient in using technology tools and platforms, which can limit the effectiveness of technology integration in the classroom.

Bandwidth Limitations: The internet bandwidth may not always meet the demand of simultaneous use by a large number of devices, leading to slower speeds and interruptions during instruction.

Technology Needs

Comprehensive Technology Training: Provide ongoing professional development for teachers and staff on new software and tools to monitor student usage, enhance instruction delivery, and integrate technology effectively into the curriculum.

Upgraded Library Technology: Equip the library with digital tools to support research and digital literacy for students.

Improved Bandwidth and Connectivity: Upgrade internet infrastructure to ensure sufficient bandwidth for simultaneous use of multiple devices, minimizing disruptions during instruction.

Access to Emerging Technology: Invest in cutting-edge technologies to create immersive learning experiences and engage students more effectively.

Parent Technology Orientation: Provide sessions for parents to learn about the technology tools their children use, including platforms for assignments, communication, and monitoring academic progress.

Technology Summary

Santa Maria Middle School has successfully integrated technology into all core subject areas, with a particular focus on reading, math, science, and social studies. Each classroom is equipped with Chromebooks and Smart TVs ensuring all students have access to technology throughout the school day. Laptops and desktops have been issued to teachers, enabling them to deliver lessons, access digital resources, and monitor student progress effectively.

Additionally, the campus provides a variety of digital learning platforms, such as, IXL, Renaissance Learning, MackinVIA, Mathia and Istation which enhance student engagement and academic growth. Classrooms are equipped with interactive TVs, document cameras, and other instructional tools to support dynamic and interactive teaching.

Despite these advancements, there is a need to further integrate technology into library services, provide professional development on emerging software tools, and improve monitoring systems to ensure technology is used responsibly. Upgrading bandwidth, expanding technical support, and offering parent and student training sessions on technology usage will further enhance the campus's ability to deliver a 21st-century education.

SANTA MARIA MIDDLE

- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 1.** Santa Maria Middle School will implement a standardized Reading/Writing 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will implement Computer Based Programs for reading instruction and intervention purposes. (e.g. I-Station, IXL, Renaissance Learning) (Target Group: All) (Strategic Priorities: 2,4)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Program Student Progress Reports Student Rosters Program Usage Reports
2. Santa Maria Middle School will utilize DMAC data reports to monitor results and make provisions for assessments that measure performance in reading and writing with an emphasis on the understanding and mastering of the grade level ELAR TEKs. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Weekly CBA Assessment Results Six Weeks Assessment Results District Benchmark Assessment Results DMAC
3. Santa Maria Middle School will address the reading and writing instructional needs of all At- Risk students with dyslexic tendencies and/or Students identified with Dyslexia through pull outs by a certified teacher. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - List of Identified At Risk Students List of Identified Students with Dyslexia Assessment Results for Determining At Risk and/or Dyslexia-Mind Play monitoring
4. Santa Maria Middle School will provide reading interventions and strategies by following the Multi-Tiered System of Support (MTSS). (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative -Summary of Meeting Results Schedule of MTSS Meetings Sign In Sheets Individual MTSS plans
5. Santa Maria Middle School will utilize a variety of technology and instructional materials to involve students in reading/language arts experiences. (IStation,	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Administrative Walkthrough Documentation

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 1.** Santa Maria Middle School will implement a standardized Reading/Writing 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
IXL, MackinVIA, Google Extensions, etc.) (Target Group: All)				
6. Santa Maria Middle School will implement and monitor the ELAR TEKS, English Language Proficiency Standards (ELPS) and the Career and College Readiness Standards (CCRS) knowledge and skills. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Administrative Walkthrough Documentation STAAR/EOC Assessment Results
7. Santa Maria Middle School will offer targeted reading training to support effective reading instruction and address student needs. This training will include strategies to assist struggling readers and provide intervention for students who did not meet STAAR standards in the previous year. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Scheduled Meetings Meeting Agendas and Sign In Sheets All Assessment Results
8. Santa Maria Middle School will emphasize and teach reading/writing academic vocabulary development and provide an 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - Lesson Plans Administrative Walk through with immediate feedback Documentation All Assessment Results
9. Santa Maria Middle School will provide instructional support to EB and At- Risk students to develop language acquisition and reading comprehension skills through a variety of programs and instructional strategies. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - Class Schedules Class Rosters Lesson Plans Program Student Progress Reports
10. Santa Maria Middle School inclusion staff will meet periodically with ELA teachers to address the needs of special education students. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - Schedule of Meetings Meeting Agendas Sign In Sheets

SANTA MARIA MIDDLE

- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 1.** Santa Maria Middle School will implement a standardized Reading/Writing 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Santa Maria Middle School teachers will implement instructional strategies to address the Reading and Writing needs of the EB and At-Risk learner. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
12. Santa Maria Middle School ELA teachers meet periodically during their common planning time to implement and monitor a standardized aligned ELA curriculum, review student academic achievement, instructional planning and monitor student progress. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Meeting Agenda Sign In Sheets Lesson Plans
13. Santa Maria Middle School will provide independent reading opportunities for students and engage students in literary discussions through Read Aloud, Sustained Silent Reading, Shared Reading, etc. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
14. Santa Maria Middle School will provide technology resources to support teachers' delivery of Reading/ELA lessons and assessments through the use of various software platforms (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative-Lesson Plans Online Program Reports Walkthrough Documentation
15. Santa Maria Middle School will develop a strategic plan to address staff development needs in the areas of Reading using DMAC student performance data results. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - Staff Development Plan DMAC Student Data
16. Santa Maria Middle School will continue to provide professional development opportunities, resources, and support for District Initiatives, such as: ELPS, Advanced Academics, Differentiated Instruction, Sheltered Instruction, LPAC, TELPAS,	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Professional Development Schedule Meeting Agenda Sign In Sheets Purchase Orders

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 1.** Santa Maria Middle School will implement a standardized Reading/Writing 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Inclusion, Technology (training for new teachers and refresher courses for returning teachers on computer programs used in district), MTSS Process, STAAR, etc. (Target Group: All)				
17. Santa Maria Middle School 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. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative List of Identified Students Lesson Plans Student Performance Projects
18. Santa Maria Middle School will provide accelerated instruction interventions in the area of reading to all students that are failing or at risk of failing through embedded accelerated instruction classes, after school tutoring, and flexible scheduling. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - Student Rosters List of Accelerated Instruction Programs Attendance Rosters All Assessment Results Lesson Planning
19. Santa Maria Middle School ELA teachers will use students' data to conduct meetings with parents to review and explain their content and progress achieved. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - Summer School Schedule Class Rosters

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

Objective 2. Santa Maria Middle School will implement a standardized Math 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will utilize DMAC data to monitor results and make provisions for assessments that measure performance in math with an emphasis on the understanding and mastering of the grade level Math. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - All Assessment Results Lesson Plans
2. Santa Maria Middle School will utilize a variety of technology and instructional materials to involve students in math instruction and experiences. (Brain Pop, TEKS Resource, Google Classroom, I-station, IXL, Youtube, Kahoot, etc.) (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Administrative Walkthrough Documentation
3. Santa Maria Middle School math teachers will emphasize and teach math 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, foldables, content and language objectives. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Administrative Walkthrough documentation with feedback documentation
4. Santa Maria Middle School teachers will implement EL Model instructional strategies to address the math instructional needs of the ELL and At-Risk learner. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
5. Santa Maria Middle School will provide instructional technology to support teachers' delivery of Math lessons and assessments through the use of various software programs (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative-Schedule of Meetings Meeting Agenda and Sign-in Sheets
6. Santa Maria Middle School math teachers will utilize common planning time to meet weekly for planning to implement and monitor a	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Meeting Agendas and Sign In

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 2.** Santa Maria Middle School will implement a standardized Math 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
standardized aligned Math curriculum, develop instructional lessons, and discuss instructional practices and resources to maximize bell to bell instruction and student learning. (Target Group: All)				Sheets
7. Santa Maria Middle School will develop a strategic plan to address staff development needs in the area of math by using DMAC student performance data results. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - DMAC Student Data Schedule of Professional Development
8. Santa Maria Middle School will provide accelerated instruction interventions in the area of math to all students that are failing or at risk of failing through embedded accelerated instruction classes, after school tutoring, and flexible scheduling for students who failed STAAR the previous year. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results
9. Santa Maria Middle School math teachers will implement RBIS in all four major content areas to provide academic support to all special populations. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Administrative Walkthrough Documentation with immediate feedback Documentation
10. Santa Maria Middle School math teachers will develop individual student portfolios to monitor student progress, student attendance in all accelerated instruction programs, make informed instructional decisions, develop and implement Student Improvement plans. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Student Portfolios Student Individual Plans Attendance Rosters
11. Santa Maria Middle School math teachers will implement journal writing and designate a location to display/highlight student work.	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Student Work on Display Administrative Walkthrough

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

Objective 2. Santa Maria Middle School will implement a standardized Math 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Target Group: All)				Documentation
12. Santa Maria Middle School inclusion staff will meet periodically every six weeks to plan with Math teachers to improve instruction for all special education students. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Meeting Agenda Sign In Sheets CBA Results
13. Santa Maria Middle School 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, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Performance Standards Project
14. Santa Maria Middle School will provide math interventions and strategies by following the Response to Intervention (RTI) process. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative - RTI Meeting Schedule RTI Meeting Minutes
15. Santa Maria Middle School math teachers will implement formative assessment to assess student's lesson comprehension. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summative-Skills Check System List

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

Objective 3. Santa Maria Middle School will implement a standardized Science 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - All Assessment Results Lesson Plans
2. Santa Maria Middle School will utilize a variety of technology and instructional materials to involve students in science experiences. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Administrative Walkthrough Documentation
3. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Administrative Walkthrough Documentation
4. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Program Student Progress Reports
5. Santa Maria Middle School will implement various instructional strategies to address the science instructional needs of the EL and At-Risk learner. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans All Assessment Results Walkthrough Documentation
6. Santa Maria Middle School will utilize common instructional time for planning to implement and monitor a standardized aligned Science curriculum. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Meeting Agendas and Sign In Sheets

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 3.** Santa Maria Middle School will implement a standardized Science 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Santa Maria Middle School will provide instructional technology tools to support teachers' delivery of Science lessons and assessments through the use of various software programs. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - CBA Program Usage Reports Program Student Progress Reports Student Rosters
8. Santa Maria Middle School will monitor and provide staff development as needed in the area of Science using DMAC student performance data results. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - DMAC Student Data Staff Development
9. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results
10. Santa Maria Middle School will monitor student progress and student attendance in all accelerated instruction programs. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Student Portfolios Student Individual Plans Attendance Rosters
11. Santa Maria Middle School will provide science intervention as needed to support and guide student success at the campus level. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Sign In Sheets CBA Results
12. Santa Maria Middle School will implement and monitor a standardized Science curriculum. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation
13. Santa Maria Middle School will review and adjust class curriculum and lesson plans to	Campus Leadership Team, FTE (Instructional Coach),	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough

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

Objective 3. Santa Maria Middle School will implement a standardized Science 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
reflect required laboratory and field investigation time allocations as per the Science TEKS. (Target Group: All)	Teacher(s)			Documentation
14. Santa Maria Middle School will utilize DMAC and other assessments for data-driven decision making to improve the science instruction and delivery. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - DMAC Data Lesson Plans CBA Results
15. Santa Maria Middle School will provide planning time for inclusion staff to plan with Science teachers to develop capacity and increase collaboration to improve instruction for all special education students. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Meeting Agenda Sign In Sheets CBA Results
16. Santa Maria Middle School will provide opportunities that allow students to develop proficiency in the use of grade level Science TEKS specified tools. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 4.** Santa Maria Middle School will implement a standardized Social Studies 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - All Assessment Results Lesson Plans
2. Santa Maria Middle School will utilize a variety of technology and instructional materials to involve students in social studies experiences. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation
3. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation
4. Santa Maria Middle School 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: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Program Student Progress Reports
5. Santa Maria Middle School will provide instructional time for planning to implement and monitor a standardized aligned social studies curriculum. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets
6. Santa Maria Middle School will provide instructional technology to support teachers' delivery of social studies lessons and assessments through the use of various software programs. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - CBA Program Usage Reports Program Student Progress Reports Student Rosters

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 4.** Santa Maria Middle School will implement a standardized Social Studies 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Santa Maria Middle School will monitor and provide staff development as needed in the area of Social Studies using DMAC student performance data results. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Student DMAC Results Schedule of Staff Development
8. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results
9. Santa Maria Middle School will will use student friendly content and language objectives. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation
10. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation Performance Standard Project
11. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation Social Studies Curriculum Frameworks

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 4.** Santa Maria Middle School will implement a standardized Social Studies 6-8 curriculum to ensure that all students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Santa Maria Middle School will use DMAC and other assessments for data-driven decision making to improve instruction in Social Studies for all students. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - DMAC Data Lesson Plans CBA Results
13. Santa Maria Middle School will provide cross-curricular opportunities for students to use technology to develop performance-based projects. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Performance Based Projects
14. Santa Maria Middle School 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)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: 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 potential to meet College & Career Readiness Standards and graduate from High School.

Objective 5. Santa Maria Middle School will implement activities to increase College and Career Readiness awareness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will administer career interest and aptitude tests to secondary students by assisting students by selecting a career pathway and following a coherent sequence of courses. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Aptitude Assessment Results Schedule of Assessments
2. Santa Maria Middle School will provide increased opportunities for students to tour valley university/college campuses. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Visits Student Rosters
3. Santa Maria Middle School will provide College Day Fairs for all district 6th-8th grade students for post-secondary career information. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Events
4. Santa Maria Middle School will provide Career Day presentations/activities/fairs for all students utilizing local business leaders, employers and CTE Student Organizations. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Career Days List of Presenters
5. Santa Maria Middle School 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)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans
6. Santa Maria Middle School teachers will receive staff development on the College and Career Readiness Standards. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Training Agenda Sign In Sheets
7. Santa Maria Middle School will promote the utilization of multi-type assessments such as project and performance based assessments. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lists of Assessments
8. Santa Maria Middle School will expose	Campus Leadership Team,	2024- 2025		Criteria: Summative - Schedule of

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- Goal 1.** SMISD will encourage and challenge students to reach their full potential to meet College & Career Readiness Standards and graduate from High School.
- Objective 5.** Santa Maria Middle School will implement activities to increase College and Career Readiness awareness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
students to career clusters at all grade levels to help foster awareness of different careers. (Target Group: All)	Teacher(s)	School Year		Meetings Sign In Sheets
9. Santa Maria Middle School STEM teachers will be provided opportunities to attend professional staff development to improve instructional practices and instruction. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Staff Development
10. Santa Maria Middle School will disseminate and explain results of Career Assessments/Aptitude Tests to parents and students. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Parent Meetings Sign In Sheets
11. Santa Maria Middle School will develop a course requirements catalog for all courses currently offered. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Completed Course Catalog
12. Santa Maria Middle School will develop and implement college awareness activities to create an awareness in post-secondary education opportunities. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Activities Lesson Plans
13. Santa Maria Middle School will provide field trip opportunities to students to experience real-life world experiences such as trips to the TSTC NASA Challenger trip, South TX Museum, etc. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Trips Rosters of Students Attending
14. Santa Maria Middle School will coordinate with TSTC to conduct Talent Search for all 6th-8th grade students. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Talent Search Students Schedule of Meetings Sign In Sheets

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

Objective 5. Santa Maria Middle School will implement activities to increase College and Career Readiness awareness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation

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

Objective 6. Santa Maria Middle School will implement a standardized curriculum to ensure Emergent Bilingual students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School 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. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Parental Activities Meeting Agendas Sign In Sheets
2. Santa Maria Middle School will emphasize and teach reading/writing 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)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation
3. Santa Maria Middle School will provide instructional support to EB students to develop language acquisition and reading comprehension skills through a variety of programs and instructional strategies. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation Computer Program Reports
4. Santa Maria Middle School teachers will implement ESL instructional strategies to address the Reading, Writing, Math, Science and Social Studies academic needs of the EB learner. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation
5. Santa Maria Middle School will continue to provide professional development opportunities, resources, and support for District Initiatives, such as: ELPS, Differentiated Instruction, Sheltered Instruction, LPAC, TELPAS, RTI Process, Texas Performance Standards Project, Guided Reading, STAAR/EOC, Bilingual/ESL program etc. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Trainings Meeting Agendas Sign In Sheets
6. Santa Maria Middle School will provide	Campus Leadership Team,	2024- 2025		Criteria: Summative - Schedule of

SANTA MARIA MIDDLE

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

Objective 6. Santa Maria Middle School will implement a standardized curriculum to ensure Emergent Bilingual students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
accelerated instruction interventions in the area of reading, math, science and social studies to all EB students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, and Reading consultant services. (Target Group: All)	Teacher(s)	School Year		Interventions Student Rosters Sign In Sheets
7. Santa Maria Middle School core area teachers will develop individual student portfolios to monitor LEP student progress and student attendance in all accelerated instruction programs. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Student Portfolios

SANTA MARIA MIDDLE

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

Objective 7. Santa Maria Middle School will implement a standardized curriculum to ensure At- Risk students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will establish procedures for identification, placement, evaluation and monitoring of at-risk students. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Written Procedures
2. Santa Maria Middle School principal will recommend placement of students in alternative programs after exhausting all campus strategies to modify at-risk behavior. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Students in Alternative Placements
3. Santa Maria Middle School will provide a system to facilitate the transition for students from DAEP/JJAEP program to the regular campus. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Students
4. Santa Maria Middle School will implement the Character First Education program for all students in grades 6th-8th. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Character Education Program
5. Santa Maria Middle School will ensure the quality and integrity of dropout and completion rate data by providing designated 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: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - PEIMS Reports
6. Santa Maria Middle School will provide accelerated instruction interventions in the area of reading, math, science and social studies to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Interventions Sign In Sheets Student Rosters
7. Santa Maria Middle School will provide on-going student monitoring by administration on	Campus Leadership Team	2024- 2025 School Year		Criteria: Summative - Attendance Reports and State data.

SANTA MARIA MIDDLE

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

Objective 7. Santa Maria Middle School will implement a standardized curriculum to ensure At- Risk students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
a weekly basis (Target Group: All)				
8. Santa Maria Middle School will ensure that Accelerated Instruction is being conducted by teaching staff and monitored by campus and district administration (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative – HB 4545 Lesson Plans Walkthrough Documentation
9. Santa Maria Middle School will hold PLCs provide teachers with classroom strategies to improve student performance. (Target Group: All)	Campus Leadership Team, FTE (Instructional Coach), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans Walkthrough Documentation

SANTA MARIA MIDDLE

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

Objective 8. Santa Maria Middle School will implement a standardized curriculum to ensure Special Education students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School Special Education staff will ensure that kids with special needs are identified, evaluated, and have an IEP in place (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Special Ed. Student IEP's
2. Santa Maria Middle School and Mercedes COOP will provide staff development to special education and regular education teachers and administrators on MTSS, Inclusion, Accommodations/Modifications, IEP development and implementation and the ARD process. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Staff Development Meeting Agendas Sign In Sheets
3. The Mercedes COOP will provide support for new special education teachers on IEP development/implementation/evaluation and special education procedures. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Meeting Agendas Sign In Sheets
4. Santa Maria Middle School 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: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Devices and Supplementary Aides
5. Santa Maria Middle School 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: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Meeting Agendas Sign In Sheets
6. Santa Maria Middle School will implement a formal system to monitor, track, and communicate discipline assignments of special education students to special education personnel and will document, track and analyze this discipline with emphasis on comparison of SPED discipline placement	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Discipline Reports

SANTA MARIA MIDDLE

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

Objective 8. Santa Maria Middle School will implement a standardized curriculum to ensure Special Education students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
ration to total discipline placement ratio. (Target Group: All)				
7. Santa Maria Middle School Special Education teachers will monitor services for students with disabilities in disciplinary placements to ensure continued implementation of IEPs. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Student IEPs
8. The Mercedes COOP will monitor and analyze the effectiveness of the web-based software (SuccessED) and provide on-going training and technical assistance on e-Sped to Special Education personnel. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - ESPED Reports
9. Santa Maria Middle School will increase career awareness and opportunities and ensure that necessary training is available to special education students in grades 6-8. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Events Student Rosters
10. The Mercedes COOP will update the SPED web page to enhance communication of special education issues and related topics to all stakeholders. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Copy of Web Page
11. . Santa Maria Middle School 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: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings/Trainings Agendas Sign In Sheets
12. The Mercedes COOP will provide continuous training on Federal/State mandates, accountability systems, local policies, procedures and operating guidelines, and the development, implementation, and evaluation	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Training Agendas Sign In Sheets

SANTA MARIA MIDDLE

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

Objective 8. Santa Maria Middle School will implement a standardized curriculum to ensure Special Education students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
of TEKS-based IEP annual goals and objectives. (Target Group: All)				
13. Santa Maria Middle School Special Education teachers 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: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - ARD Committee Meeting Minutes
14. Santa Maria Middle School will provide training and monitoring of required MTSS documentation for SPED referrals for suspected learning disabilities. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of RTI Meetings RTI Meeting Minutes
15. Santa Maria Middle School 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: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Sign In Sheets
16. Santa Maria Middle School inclusion staff will meet twice a month with all core area teachers to address the needs of the special education students. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Sign In Sheets
17. Santa Maria Middle School will provide accelerated instruction interventions in the area of reading, math, science, and social studies to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, and Reading consultant services. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Interventions Student Rosters

SANTA MARIA MIDDLE

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

Objective 9. Santa Maria Middle School will implement a standardized curriculum to ensure Migrant students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will coordinate with 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, WIC, 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 content areas are able to access local, intrastate, and interstate opportunities available for summer STAAR remediation and retesting. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Services Provided List of Migrant Students
2. Santa Maria Middle School and the district Migrant department will ensure that all secondary students receive services that will provide opportunities for them to receive tutoring and homework assistance and the resources needed to ensure academic success. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Services Provided Student Rosters
3. Santa Maria Middle School and Migrant department will create a Migrant Parent Advisory Council to consult in the planning, implementation and evaluation of the district Migrant Program. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Migrant Parent Advisory Council Schedule of Meetings Sign In Sheets
4. The 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 and share that information with all stakeholders at the campus level. (Target	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Priority for Services Plans

SANTA MARIA MIDDLE

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

Objective 9. Santa Maria Middle School will implement a standardized curriculum to ensure Migrant students meet Texas Standards and be successful on STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Group: All)				
5. Santa Maria Middle School will provide supplemental instruction to Migrant students in need of assistance through after school tutoring, Saturday Academies, flexible scheduling, etc. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Interventions Student Rosters
6. The district Migrant department will provide academic and non-academic support services to all Migrant students such as the following: clothing, school supplies, support services to facilitate involvement of Migrant parents to school activities, registration for state/national workshops and conferences, and inform parents of dropout recovery programs. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Services Provided List of Students
7. The district Migrant department will provide summer academic enrichment programs for migrant students in grades 6th-8th designed to develop reading, math, science and thinking skills and promote social development. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Summer Migrant Camp Schedule List of Students
8. Santa Maria Middle School will provide accelerated instruction interventions in the area of reading and writing to all migrant students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, and Reading consultant services. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Interventions Sign In Sheets

SANTA MARIA MIDDLE

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

Objective 1. Santa Maria Middle School will coordinate with the Human Resources Department to recruit and retain highly effective staff including administrators, teachers and paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School Principal will contact the HR for applying a staffing plan of any vacancies in accordance with TEC 11.1513 and link to respective job descriptions so that education/certification criteria are available. (Target Group: All)	Campus Leadership Team, Human Resource Department	2024- 2025 School Year		Criteria: Summative - Copy of Plan Copies of Posting of Vacancies
2. Santa Maria Middle School Principal will coordinate with the Human Resources Department regarding instructional stipends that include all student populations. (Target Group: All)	Campus Leadership Team, Human Resource Department	2024- 2025 School Year		Criteria: Summative - Meeting Agenda Sign In Sheets
3. Santa Maria Middle School will assist the HR Department with current employee recognition programs such as Teacher of the Year, Retiree receptions, Perfect Attendance awards, and Service Awards receptions. (Target Group: All)	Campus Leadership Team, Human Resource Department, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Events List of Personnel Receiving Awards

SANTA MARIA MIDDLE

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

Objective 2. Santa Maria Middle School will provide all staff with professional development opportunities on campus and individual needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will conduct a needs survey for professional development. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Survey Results On-Line Survey
2. Santa Maria Middle School will provide professional development options, some to include Region One Professional Development, such as online instruction, Saturday and after hours training. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Trainings PD 360 Reports Training Agendas Sign In Sheets
3. Santa Maria Middle School will implement a Trainer of Trainers model for professional development in which teachers will return from staff development sessions and conduct a TOT with campus personnel. (Title I SW: 3,9) (Target Group: All) (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Staff Development Logs Training Agendas Sign In Sheets
4. Santa Maria Middle School will implement a system to track all staff development and professional development attendance for all campus personnel to keep both entities in compliance. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - POs Training Certificates Schedule of Professional Development Trainings
5. Santa Maria Middle School will conduct administrative walkthroughs to evaluate all staff development training as to the effectiveness towards improving teacher and student performance. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Walkthrough Documentation Assessment Results Six Weeks Grades
6. Santa Maria Middle School will coordinate with the District to conduct staff development for mentor teachers, substitutes and paraprofessionals. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Staff Development Training Agendas Sign In Sheets

SANTA MARIA MIDDLE

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

Objective 2. Santa Maria Middle School will provide all staff with professional development opportunities on campus and individual needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Santa Maria Middle School will establish Campus Learning Communities/Professional Learning Communities (PLC) for sharing information, research, and book studies. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Meeting Agendas Sign In Sheets
8. Santa Maria Middle School teachers in the 4 core content areas will meet weekly to discuss student data and plan accordingly to provide HQ instruction to all students. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Meeting Agendas Sign In Sheets

SANTA MARIA MIDDLE

Goal 3. SMISD will provide training in instructional applications utilizing up-to-date technology equipment to meet the needs of students.

Objective 1. Santa Maria Middle School will incorporate the latest available technology into all curriculum areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School teachers will incorporate the latest technology available into their lesson plans and every day instructional lessons. (Chromebooks, Computers, Smart TVs, projectors, internet, etc.) (Target Group: All)	Campus Leadership Team, Teacher(s), Technology Coordinator, Technology Department	2024- 2025 School Year		Criteria: Summative - Lesson Plans Inventory of Technology Available
2. Santa Maria Middle School teachers will use DMAC reports to adjust lesson plans and instructional strategies. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Lesson Plans DMAC Reports
3. Santa Maria Middle School teachers will utilize Grade Book to maintain student records. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Grade Reports
4. Santa Maria Middle School library will utilize the library automation system. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Library Automation System

SANTA MARIA MIDDLE

Goal 3. SMISD will provide training in instructional applications utilizing up-to-date technology equipment to meet the needs of students.

Objective 2. The Santa Maria ISD Technology department will provide support to all classroom teachers, office staff, administration and community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will provide parents with the capability to monitor student performance via the web using the Ascender parent portal and or provide a hard copy to parents when requested. (Target Group: All)	Campus Leadership Team, Parental Department, Teacher(s), Technology Department	2024- 2025 School Year		Criteria: Summative - Usage Logs
2. The Technology department will provide staff with access to personal absence, payroll and related information using the web-based Employee Access account. (Target Group: All)	Campus Leadership Team, Human Resource Department, Technology Department	2024- 2025 School Year		Criteria: Summative - Usage Logs
3. The district Technology department will allocate resources to provide students with technology at a ratio of 1:1 by providing additional devices (Chromebooks) as necessary for instruction and testing. (Target Group: All)	Campus Leadership Team, Technology Coordinator, Technology Department	2024- 2025 School Year		Criteria: Summative - Technology Plan Meeting Agenda Sign In Sheets

SANTA MARIA MIDDLE

- 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.** Santa Maria Middle School 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. Santa Maria Middle School will provide parents with information regarding college and other post-high school opportunities for students. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Calendar of Events Meeting Agendas Sign In Sheets Parent Notices
2. Santa Maria Middle School provide parent training in ESL, nutrition and wellness, how to develop entrepreneurial skills, school safety procedures and how to assist their children academically at home (All students) (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Calendar of Events Meeting Agendas Sign In Sheets Parent Notices
3. Santa Maria Middle School will provide parent support for school transitions from elementary to middle school and middle school to high school. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Event Sign In Sheets Meeting Agendas
4. Santa Maria Middle School will increase regular two-way communications between home, school and the community to develop and promote a variety of opportunities to improve academic achievement for all students by utilizing the following: trainings by Parent Liaisons, campus websites, newsletters, calendar of events, school/parent trainings, and 'mass blast' system to send out information to parents, etc. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Campus Website Updates Announcements Flyers to Parents Newsletters
5. Santa Maria Middle School will implement school-parent compacts that outline how the parents, school staff, and students share responsibility for improved student achievement and building a positive partnership with the school. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Copy of School- Parent Compact

SANTA MARIA MIDDLE

- 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.** Santa Maria Middle School 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
6. Santa Maria Middle School will conduct a Parental Involvement survey and evaluation to measure program effectiveness. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Copy of Survey Evaluation/Survey Results
7. Santa Maria Middle School will disseminate and discuss the Bilingual/ESL Program Design with parents and community members through campus Parent/PTO/Migrant meetings. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Bilingual/ESL Flyer Schedule of Meetings Meeting Agendas Sign In Sheets
8. Santa Maria Middle School will coordinate with the Migrant department to 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: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Sign In Sheets
9. Santa Maria Middle School will create, disseminate and post on the campus web site a Campus Parental Involvement Calendar at the beginning of each school year. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Copy of Calendar Website
10. Santa Maria Middle School will provide parental informational sessions on the campus discipline plan and rules, campus safety procedures and how to assist their child academically at home. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Sign In Sheets

SANTA MARIA MIDDLE

- 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.** Santa Maria Middle School will provide parental involvement opportunities to support student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will facilitate and coordinate communication among Santa Maria ISD parent groups for systematic input on emergent critical issues. (Migrant PAC, School Health Advisory Council-SHAC, SBDM) (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Meeting Agendas Sign In Sheets
2. Santa Maria Middle School 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)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Committee Members Schedule of Meetings Meeting Agendas Sign In Sheets
3. Santa Maria Middle School will develop a written Parent Involvement Policy that will be developed jointly with and agreed upon by and distributed to parents of participating students. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Copy of Written Policy
4. Santa Maria Middle School will provide communications of district and campus events on the Santa Maria ISD and campus websites in English and Spanish. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Copy of Websites
5. Santa Maria Middle School will coordinate with the Migrant department to provide parent trainings in the use of computers. (Target Group: All)	Campus Leadership Team, Migrant Department, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Trainings Sign In Sheets
6. Santa Maria Middle School will provide trainings and activities related to parent involvement for parents, volunteers, and district personnel including information about: effective communication techniques, effective parent-teacher conferences, and college and career readiness. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings/Trainings Sign In Sheets

SANTA MARIA MIDDLE

- 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.** Santa Maria Middle School will provide parental involvement opportunities to support student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Santa Maria Middle School will coordinate with the Migrant department to provide Parental Involvement programs that target unique community needs values and strengths of the migrant parent population. (Target Group: All)	Campus Leadership Team, Migrant Department	2024- 2025 School Year		Criteria: Summative - Schedule of Programs Sign In Sheets
8. Santa Maria Middle School will assist the Migrant department will in providing the opportunity for migrant parents to participate in leadership seminars. (Target Group: All)	Campus Leadership Team, Migrant Department	2024- 2025 School Year		Criteria: Summative - Schedule of Seminars Sign In Sheets
9. Santa Maria Middle School will provide Parent trainings/meetings/Open Houses to support student learning and their active participation in their child's college and career readiness twice during the academic school year (Fall & Spring). (Target Group: All)	Campus Leadership Team, Parental Department, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Trainings/Open Houses Sign In Sheets

SANTA MARIA MIDDLE

Goal 5. SMISD will provide modern facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 1. Santa Maria Middle School will provide modern facilities and a safe learning environment to all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will invite speakers and presenters to present to all students to help increase the awareness and knowledge regarding the dangers of alcohol, tobacco and other drugs. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Events Sign In Sheets
2. Santa Maria Middle School will increase student involvement in schools by increasing participation in positive alternatives such as extra-curricular activities and school organizations. (such as: UIL sports or academics, band, field trips, attendance raffles, etc.) (Target Group: All)	Campus Leadership Team, Counselor(s)	2024- 2025 School Year		Criteria: Summative - List of Clubs/Organizations List of Extra-Curricular Activities Calendar of Events

SANTA MARIA MIDDLE

Goal 5. SMISD will provide modern facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 2. Santa Maria Middle School will provide school transitions and campus initiatives to create a successful learning climate for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will invite all students and their families to visit their respective campuses and attend school activities such as Back to School Night and Meet the Teacher Night (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Events Sign In Sheets
2. Santa Maria Middle School will conduct field trips for incoming 5th grade students to visit their new campus for the following school year. (Target Group: All)	Campus Leadership Team, Counselor(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Fieldtrips Student Rosters
3. Santa Maria Middle School will coordinate with the district to conduct College Days and/or college visits to enable students to gain insight to college experiences. (Target Group: All)	Campus Leadership Team, Counselor(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Events Sign In Sheets List of Colleges Participating
4. Santa Maria Middle School will provide homework assistance after school for students needing assistance. (Ace Program) (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Student Sign In Sheets
5. Santa Maria Middle School will provide teachers with the time to conduct instructional rounds to observe, share and implement good teaching practices within their content area. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Instructional Rounds Schedule Walkthrough Observation Form
6. Santa Maria Middle School will implement student and teacher recognition/awards programs such as: Honor Roll, Perfect Attendance, Student of the Week, etc. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Events List of Awards Student/Teacher Lists
7. Santa Maria Middle School will increase parental and community involvement by promoting prevention and educational	Campus Leadership Team, Counselor(s), Parental Department	2024- 2025 School Year		Criteria: Summative - Schedule of Meetings Meeting Agendas

SANTA MARIA MIDDLE

Goal 5. SMISD will provide modern facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 2. Santa Maria Middle School will provide school transitions and campus initiatives to create a successful learning climate for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
programs for families and communities regarding alcohol, tobacco, and other drugs. (Target Group: All)				Sign In Sheets

SANTA MARIA MIDDLE

Goal 5. SMISD will provide modern facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 3. Santa Maria Middle School will implement discipline initiatives to enforce positive behavior in all areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Santa Maria Middle School will reduce the number of criminal and violent incidents in schools by developing and enhancing skills addressing conflict in a non-confrontational manner as well as promoting Character Education. (Target Group: All)	Campus Leadership Team, Counselor(s)	2024- 2025 School Year		Criteria: Summative - Discipline Referral Reports
2. Santa Maria Middle School will reduce the number of disruptive behavior incidents and out of school suspensions by enforcing district Student Code of Conduct discipline policies and by enforcing legal requirements regarding bullying, harassment and hit lists. (Target Group: All)	Campus Leadership Team, Counselor(s)	2024- 2025 School Year		Criteria: Summative - Number of Discipline Referrals
3. Santa Maria Middle School campus administrators will receive training regarding the tracking and documentation of discipline data including special education discipline. (Target Group: All)	Campus Leadership Team, Teacher(s)	2024- 2025 School Year		Criteria: Summative - Training Agenda Sign In Sheets
4. Santa Maria Middle School counselor will conduct monthly group mentoring sessions with identified students to address conflict and resolution issues to help alleviate discipline issues. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Counselors Log Sign In Sheets
5. Santa Maria Middle School Discipline Committee will create a list of students requiring intervention for discipline and/or attendance and develop intervention plans. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Student Lists Intervention Plans
6. Santa Maria Middle School will offer classroom/campus incentives for good behavior. (Target Group: All)	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - List of Rewards/Incentives
7. Santa Maria Middle School administrators and teachers will conduct parent conferences with students who have 5 or more discipline	Campus Leadership Team, Counselor(s), Teacher(s)	2024- 2025 School Year		Criteria: Summative - Schedule of Parent Conferences

SANTA MARIA MIDDLE

Goal 5. SMISD will provide modern facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 3. Santa Maria Middle School will implement discipline initiatives to enforce positive behavior in all areas.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
referrals and/or attendance issues. (Target Group: All)				Student List