

SANTA ROSA H S
Campus Improvement Plan
2024/2025



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SANTA ROSA H S

Mission

The Mission of our school is to provide a safe and enriching learning environment where the whole student is nurtured and developed. Our teachers and administrators pledge to support the academic and emotional wellbeing of each and every student. Students will leave our school prepared with skills and knowledge that will give them advantages throughout their future educational and life experiences. Our rigorous standards challenge all students to rise to their full potential and become the best global citizens they can be.

Nondiscrimination Notice

SANTA ROSA H S 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 ROSA H S Site Base

Name	Position
Montemayor, Adrian	Principal
Loya, Andrea	Counselor
Cuevas, Marcy	Dean of Instruction
Hinojosa, Aislinn	Gear-Up Coordinator
Morales, Velma	English Dept. Representative
Ortega, Fene	Math Dept. Representative
Diaz, Maria	District Representative
Lopez, Manuel	CTE Dept. Representative

SANTA ROSA H S

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 1. (HB 3-STUDENT OUTCOME GOAL READING CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former or current), English learners (current, monitored) will demonstrate a 4% increase in student achievement by 2025.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. We will provide supplemental reading resources, materials, and professional development for all teachers and classrooms based on all student data and students in special programs, such as EL, SPED, 504, GT AND MIGRANT. (Title I SW Elements: 1.1,2,2.2,6) (Target Group: All,ECD,ESL,Migrant,EB,SPED,GT,AtRisk,Dys s.504) (Strategic Priorities: 2,4)</p>	<p>After School Program Director, Dean(s) of Instruction, Director of Curriculum and Instruction, Principal</p>	<p>Ongoing</p>	<p>(F)(212) Title I Part C: MIGRANT, (F)(255) Title II Part A:SUPPORTING EFFECTIVE INST., (F)(263)Title III, Part A: Bilingual / ESL, (L)(199) Local District</p>	<p>Criteria: Improvement in student STAAR and other campus based assessment scores in ELAR</p>
<p>2. We will promote literacy through our libraries by creating a well-balanced and diverse library collection in both printed and electronic books and provide multiple platforms such as Accelerated Reader, MyOn, MacksenVIA, Brain POP in all grade levels to provide options for leveled reading for struggling students. (Title I SW Elements: 1.1,2,2.2,5,2.6) (Target Group: ECD,ESL,Migrant,EB,SPED,GT,AtRisk,Dys.5 04) (Strategic Priorities: 2,4)</p>	<p>After School Program Director, Dean(s) of Instruction, Director of Curriculum and Instruction, Principal</p>	<p>Ongoing</p>	<p>(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(212)Title I Part C: MIGRANT, (F)(266) ESSER I, (F)(352) 21st Century Comm ACE After School Program, (F)Gear Up, (L)(199) Local District</p>	<p>Criteria: Improvement in student STAAR and other campus based assessment scores in ELAR</p>
<p>3. We will provide extended learning opportunities beyond the regular school day for students that are not demonstrating curriculum mastery through classroom extensions such as blitzes, academies, and tutorials. (Title I SW Elements: 1.1,2,2.2,5) (Target Group: All) (Strategic Priorities: 2,4)</p>	<p>After School Program Director, Dean(s) of Instruction, Director of Curriculum and Instruction, Principal, Student Support Services Coordinator</p>	<p>Ongoing</p>	<p>(F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(352) 21st Century Comm ACE After School Program</p>	<p>Criteria: Improved scores in student reading assessments.</p>
<p>4. SRHS will integrate the ACE program to extend and enrich student learning such as but not limited to experimental learning activities at Austin State Capital, NASA in Houston, Texas State Aquarium, Pirates' Landing Pier, World Birding Centers, Gladys Porter Zoo, Border Patrol, Texas State Wildlife Parks, archery instructions and competitions, Greenpower USA electric car activities and competitions,</p>	<p>After School Program Director</p>	<p>Ongoing</p>	<p>(F)(352) 21st Century Comm ACE After School Program</p>	<p>Criteria: Improved scores in student assessments.</p>

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Objective 1. (HB 3-STUDENT OUTCOME GOAL READING CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former or current), English learners (current, monitored) will demonstrate a 4% increase in student achievement by 2025.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
and other after-school enrichment activities. (Title I SW Elements: 2.1,2.5,3.1) (Target Group: All) (Strategic Priorities: 4)				
5. SRHS will establish a learning lab to support migrant students in closing academic gaps. (Title I SW Elements: 2.5) (Target Group: Migrant) (Strategic Priorities: 2, 4)	Dean(s) of Instruction, Principal	Ongoing	(F)(212) Title I Part C: MIGRANT	Criteria: Improved Scores
6. We will provide supplemental Reading resources, materials and professional development for all teachers and classrooms to support HB 4545 Accelerated Learning. (Title I SW Elements: 2.5) (Target Group: All, ECD, ESL, Migrant, EB, SPED, GT, AtRisk, Dys, 504) (Strategic Priorities: 2, 4)	Dean(s) of Instruction, Principal	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(255) Title II Part A:SUPPORTING EFFECTIVE INST., (F)(281) ESSER II, (F)(282) ESSER III ARP, (L)(199) Local District	Criteria: Criteria: STAAR/EOC English, Science, and Reading scores CBAs Benchmarks. Interim Assessments
7. We will integrate supplemental instruction technology into the curriculum to enhance classroom instruction and learning for special populations. (Title I SW Elements: 2.5) (Target Group: ECD, ESL, Migrant, EB, SPED, GT, AtRisk, Dys, 504) (Strategic Priorities: 2, 4)	Dean(s) of Instruction, Director of Curriculum and Instruction, Principal, Superintendent(s)	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(212) Title I Part C: MIGRANT, (F)(244) 2020-2021 Perkins V:CTE for 21st Century, (F)(251) CTE Perkins Reserve Grant (La Ferial), (F)(255) Title II Part A:SUPPORTING EFFECTIVE INST., (F)(263) Title III, Part A: Bilingual / ESL, (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(289) Title IV, Part A, Subpart 1, (F)(352) 21st Century Comm ACE After School Program, (F)(410) EMAT Instructional Allotment, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT, (F)(429) School Safety and Security Grant, (F)(Gear Up, (L)(199) Local District, (S)(429) Texas	Criteria: Student data Progress Reports Six Week Reports Attendance

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Objective 1. (HB 3-STUDENT OUTCOME GOAL READING CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former or current), English learners (current; monitored) will demonstrate a 4% increase in student achievement by 2025.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
			Parks and Wildlife Grant	

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Objective 2. (HB 3 - STUDENT OUTCOME GOAL MATH CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former, current) English Learners (current, monitored) will demonstrate a 4% increase in student achievement by 2025 and students will meet the expected outcomes for meets and masters in Algebra 1.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. We will provide supplemental Math resources, materials and professional development for all teachers and classrooms based on all student data and students in special programs, such as EL, SPED, 504, GT AND MIGRANT. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All, ECD, ESL, Migrant, EB, SPED, GT, AtRisk, Dys, 504) (Strategic Priorities: 1,2,4)</p>	<p>After School Program Director, Dean(s) of Instruction, Principal</p>	<p>Ongoing</p>	<p>(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(212) Title I Part C: MIGRANT, (F)(263) Title III, Part A: Bilingual / ESL, (F)(266) ESSER I, (F)(281) ESSER II, (L)(199) Local District</p>	<p>Criteria: Improved scores in math assessments, Math PD certificates.</p>
<p>2. SRHS will provide supplemental Math resources, materials and professional development for all teacher and classrooms to support HB 4545 Accelerated Learning. (Title I SW Elements: 2.5) (Target Group: All, ESL, Migrant, EB, SPED, GT, AtRisk, Dys, 504) (Strategic Priorities: 2,4)</p>	<p>Dean(s) of Instruction, Principal</p>	<p>Ongoing</p>	<p>(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(255) Title II Part A: SUPPORTING EFFECTIVE INST., (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (L)(199) Local District</p>	<p>Criteria: Criteria: STAAR/EOC Math, Science, and Reading scores CBAs Benchmarks, Interim Assessments</p>

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Objective 3. (HB 3 - COLLEGE AND CAREER READINESS) The percentage of high school graduates that meet the criteria for Career and College Readiness in the Texas A-F accountability system will increase from 60% in the graduating Class of 2020 to 75% in the graduating Class of 2025.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide college-ready resources, materials, and professional development for all teachers and classrooms based on data and student needs. (Title I SW Elements: 1.1,2.5,2.6) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Dean(s) of Instruction, Director of Curriculum and Instruction, Principal	Ongoing	(F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT	Criteria: Improved scores in TSIA 2, ACT, SAT, PSAT, and certification exams. PD certificates.
2. We will use Gear Up activities and informational sessions to prepare students and parents about college and career (CTE) opportunities, scholarships and financial aid options, and admission requirements (Title I SW Elements: 2.1,2.3,3.1,3.2) (Target Group: 9th) (Strategic Priorities: 3,4)	Dean(s) of Instruction, Director of Curriculum and Instruction, Gear Up Facilitator, Principal	Ongoing	(F)(244) 2020-2021 Perkins V:CTE for 21st Century, (F)(251) CTE Perkins Reserve Grant (La Feria), (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT	Criteria: Meeting attendance and an increase in college and career awareness from GEAR-UP students and their parents.
3. We will use the ACE Afterschool program staff to support college readiness for students through enrichment activities and informational student and parent sessions focused on college and career opportunities. (Title I SW Elements: 1.1,2.1,2.3,2.6,3.1) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 2,3,4)	After School Program Director, Dean(s) of Instruction, Director of Curriculum and Instruction, Principal, Student Support Services Coordinator	Ongoing	(F)(352) 21st Century Comm ACE After School Program	Criteria: Meeting attendance, ACE attendance and an increase in college and career awareness from students and their parents.
4. We will use the ACE Afterschool program staff to support student achievement for students struggling in academics in all content areas through afterschool tutoring and assist in sustaining student engagement by providing enrichment activities. (Title I SW Elements: 1.1,2.2,2.5,2.6) (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 2,3,4)	After School Program Director, Dean(s) of Instruction, Director of Curriculum and Instruction, Principal, Student Support Services Coordinator	Ongoing	(F)(352) 21st Century Comm ACE After School Program	Criteria: ACE Program Attendance, improvement in student grades, passing rates and assessment scores.
5. SRHS will provide nominations, screening, and evaluations for those that are gifted and talented program and provide rigorous curriculum and enrichment opportunities within the classroom for those that are identified as gifted and talented. (Title I SW Elements: 2.5) (Target Group: All, GT)	Counselor(s), Director of Curriculum and Instruction, Principal	Ongoing	(L)(199) Local District	Criteria: GT evaluation scores, GT projects

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Strategic Priorities: 3,4) 6. We will promote CTE pathways and career opportunities and certifications. (Title I SW Elements: 1.1,2.5) (Target Group: CTE,9th,10th,11th,12th) (Strategic Priorities: 3,4)	Director of Curriculum and Instruction, Principal	Ongoing	(F)(244) 2020-2021 Perkins V:CTE for 21st Century, (F)(251) CTE Perkins Reserve Grant (La Feria), (F)(281) ESSER II, (F)(282) ESSER III ARP	Criteria: CTE course attendance, CTE certifications
7. We will provide a guidance program through the counseling department for college/career readiness and awareness. (Title I SW Elements: 1.1,2.6) (Target Group: CTE,9th,10th,11th,12th) (Strategic Priorities: 3,4)	Counselor(s), Director of Curriculum and Instruction, Principal	Ongoing	(F)(266) ESSER I, (F)Gear Up, (L)(199) Local District	Criteria: Individualized student college and career checklist.
8. We will provide a social-emotional curriculum and prevention programs for bullying, cyberbullying, tobacco and drug use, suicide prevention, character building, leadership, and mental health. (Title I SW Elements: 1.1,2.4,2.6) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 4)	After School Program Director, Counselor(s), Director of Curriculum and Instruction, Principal, Safety Coordinator/SRISD Chief of Police, School Nurse	Ongoing	(F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(289) Title IV, Part A, Subpart 1	Criteria: Character Strong lesson plans, Presentation attendance logs.
9. SRHS will bring in motivational speakers to enthruse ALL students on college and career ready opportunities. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 3,4)	Counselor(s), Gear Up Facilitator, Principal	Yearly	(F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT	Criteria: Student Surveys
10. We will provide curriculum, materials, resources, and professional development for honors and advanced placement courses. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,3,4)	Counselor(s), Dean(s) of Instruction, Director of Curriculum and Instruction, Principal	Each Semester	(F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT, (L)(199) Local District	Criteria: Student Enrollment Student Schedules
11. We will provide college board testing and practice testing opportunities for ALL students in ALL grade levels (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 3,4)		Ongoing	(F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT, (L)(199) Local District	Criteria: College Board test scores

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Objective 3. (HB 3 - COLLEGE AND CAREER READINESS) The percentage of high school graduates that meet the criteria for Career and College Readiness in the Texas A-F accountability system will increase from 60% in the graduating Class of 2020 to 75% in the graduating Class of 2025.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. We will provide dual enrollment materials, resources, and compensation as needed for dual enrollment teachers for classes that have less than 10 students. (Title I SW Elements: 2-5) (Target Group: All) (Strategic Priorities: 3,4)	Counselor(s), Dean(s) of Instruction, Principal	Ongoing	(F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT	Criteria: Dual Enrollment Data

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Objective 4. (HB 3 - COLLEGE AND CAREER READINESS CLOSING THE GAPS) Identified Hispanic, special education, and economically disadvantaged students will demonstrate a 4% increase by 2025.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide supplemental college ready resources, materials and professional development for all teachers and classrooms based on data for students in special programs, such as EL, SPED, 504, GT AND MIGRANT. (Title I SW Elements: 1.1,2.2.2.5,2.6) (Target Group: H,ECD,ESL,Migrant,EB,SPED,GT,AtRisk,Dys,504) (Strategic Priorities: 1.2,3,4)	Dean(s) of Instruction, Director of Curriculum and Instruction, Principal, Student Support Services Coordinator	Ongoing	(F)(212) Title I Part C: MIGRANT, (F)(263) Title III, Part A: Bilingual / ESL, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT, (L)(199) Local District	Criteria: Training certificates, improved scores in college entrance exams, resource invoices.

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Objective 5. (ATTENDANCE) SRHS will continuously strive to maintain a 92% attendance rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will sustain a progress monitoring system for all grade levels and ensure that all PEIMS reporting is correct and in accordance with statutes, policy, and truancy prevention laws. (Title I SW Elements: 1.1,2.2,2.4,2.6) (Target Group: All) (Strategic Priorities: 4)	PEIMS Coordinator/Clerks, Principal	Ongoing	(L)(199) Local District	Criteria: Progress Monitoring Reports, PEIMS records.
2. Campuses will ensure that retention/promotion practices are implemented according to policy, statutes, and TEC code. (Target Group: All)	Counselor(s), Dean(s) of Instruction, PEIMS Coordinator/Clerks, Principal	Ongoing	(L)(199) Local District	Criteria: Attendance data, promotion data.
3. SRHS will provide incentives for all students for motivational purposes and/or to reward students who excel in attendance/academics and/or behavior programs. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean(s) of Instruction, Principal, Teacher(s)	Ongoing	(L)(199) Local District	Criteria: Invoices for incentives purchased, grade reports, attendance reports, behavioral reports

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Objective 6. (CLUBS/ORGANIZATIONS) SRHS will provide leadership opportunities through clubs and organizations such as: Student Council, National Honor Society, Fellowship of Christian Athletes, Skills USA, FFA, and UIL.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will provide students opportunities to take leadership roles on campus and the community to help develop their leadership skills to better prepare them in becoming a productive citizen. (Title I SW Elements: 1.1.3.2) (Target Group: All) (Strategic Priorities: 3,4)	Club Sponsors, Counselor(s), Principal	Ongoing	(L)(199) Local District	Criteria: Club/Organization officer list , meeting and event attendance list.

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Objective 7. (CURRICULUM & INSTRUCTION) SRHS will implement, monitor and evaluate an aligned curriculum and assessment program that is rigorous, data driven, supported by professional development and will show growth for ALL students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Acquisition of resources to develop, align, and enhance curriculum content such as, but not limited to: Hands on manipulatives, textbooks, library books and supplies, subscriptions, technology based academic programs for advancement or interventions, TEKS Resource System, test banks and teacher developed materials. (Title I SW Elements: 1.1,2.5) (Target Group: All,ECDE,ESL,Migrant,EB,SPED,GT,AtRisk,Dys.504) (Strategic Priorities: 4)</p>	<p>Director of Curriculum and Instruction, Principal</p>		<p>(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS</p>	<p>Criteria: Invoices</p>
<p>2. Students and teachers will use technology in the classroom to increase effectiveness of student learning. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 4)</p>	<p>Dean(s) of Instruction, Principal, Teacher(s), Technology Specialist</p>	<p>Ongoing</p>	<p>(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS</p>	<p>Criteria: Lesson Plans Classroom Observations</p>

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Objective 8. (HB 3 - STUDENT OUTCOME GOAL READING) The percent of students that score MEETS grade level or above on STAAR English I EOC and STAAR English II EOC will increase from ~36% (English I) / 46% (English II) in August 2019 (TAPR) school year to 40% (English I) / 50% (English II) by the August 2025 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will integrate instructional technology into the curriculum to enhance classroom instruction and learning for all students. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	Dean(s) of Instruction, Director of Curriculum and Instruction, Principal	ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(289) Title IV, Part A, Subpart 1	Criteria: We will integrate instructional technology into the curriculum to enhance classroom instruction and learning for all students.
2. We will provide reading resources, materials, and professional development for all teachers and classrooms based on data and student needs. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director, Dean(s) of Instruction, Principal	ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(255) Title II Part A:SUPPORTING EFFECTIVE INST., (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP	Criteria: Criteria: Program Usage reports STAAR/EOC BOY, MOY, EOY assessment data Six Weeks assessments Lesson Plans
3. We will use the ACE Afterschool program staff to support student achievement for students struggling in academics in all content areas through afterschool tutoring and assist in sustaining student engagement by providing enrichment activities. (Title I SW Elements: 1.1,2,5) (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director	Ongoing	(F)(352) 21st Century Comm ACE After School Program	Criteria: Criteria: Program Usage reports STAAR/EOC BOY, MOY, EOY assessment data Six Weeks assessments Lesson Plans
4. We will promote literacy through our libraries by creating a well-balanced and diverse library collection in both printed and electronic books and provide multiple platforms such as Accelerated Reader, MyOn, MackenVIA, Brain POP in all grade levels for all students. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 2,4)	Dean(s) of Instruction, Librarian, Principal	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (L)(199) Local District	Criteria: Criteria: Program Usage reports STAAR/EOC BOY, MOY, EOY assessment data Six Weeks assessments Lesson Plans

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. We will provide informational sessions for students and parents about the importance of literacy and making real-world connections by highlighting bestselling authors (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 2.4)	After School Program Director, Dean(s) of Instruction, Librarian	Ongoing	(F)(352) 21st Century Comm ACE After School Program, (F)Gear Up	Criteria: Sign-In Sheets
6. We will provide supplemental materials and professional development resources for student academic interventions or enrichment. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 2.4)	Dean(s) of Instruction, Principal	Ongoing	(F)(282) ESSER III ARP	Criteria: lesson plans purchase orders

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Objective 9. (HB 3- STUDENT OUTCOME GOAL-MATH) The percent of students that score MEETS grade level or above on STAAR Algebra I EOC will increase from 40% in the August 2019 (TAPR) school year to 44% by the August 2025 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide Math resources, materials and professional development for all teachers and classrooms based on data and student needs. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	Dean(s) of Instruction, Principal	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(212) Title I Part C: MIGRANT, (F)(255) Title II Part A: SUPPORTING EFFECTIVE INST., (F)(263) Title III, Part A: Bilingual / ESL, (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (L)(199) Local District	Criteria: Criteria: Program Usage reports STAAR/EOC BOY, MOY, EOY assessment data Six Weeks assessments Lesson Plans
2. We will use the ACE Afterschool program staff to support student achievement for students struggling in academics in all content areas through afterschool tutoring and assist in sustaining student engagement by providing enrichment activities (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	After School Program Director	Ongoing	(F)(352) 21st Century Comm ACE After School Program	Criteria: Criteria: Program Usage reports STAAR/EOC BOY, MOY, EOY assessment data Six Weeks assessments Lesson Plans
3. Create STEM labs to increase overall student achievement in Science, Technology, Math, and Engineering (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 2,4)	Dean(s) of Instruction, Principal	Ongoing	(F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP	Criteria: Criteria: STAAR/EOC Math, Science, and Reading scores CBAs Benchmarks, Interim Assessments

SANTA ROSA HS

Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 10. (GRADUATION RATE) The percentage of high school completion rate will increase 3% by May 2025.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue the Edgenuity credit recovery program by incorporating it into the master schedule and through the after-school program. (Title I SW Elements: 2:5) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean(s) of Instruction, Director of Curriculum and Instruction, Principal	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (L)(199) Local District	Criteria: Invoices Completed Assignments Graduation Rate

SANTA ROSA HS

Goal 2. (BUILDING CAPACITY) We will recruit, support, and retain highly effective staff, educators, and administrators and afford them the resources and preparation needed to maximize efficiency and student achievement.

Objective 1. SRHS will provide the needed preparation for staff members to maximize efficiency and student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will recruit highly effective staff by marketing/advertisement, job fairs, website announcements, social media outlets, and public relations. (Title I SW Elements: 1.1,2,3) (Target Group: All) (Strategic Priorities: 1,4)	Principal	Ongoing	(F)(255) Title II Part A-SUPPORTING EFFECTIVE INST., (L)(199) Local District	Criteria: Social media posts, flyers, advertisements, announcements.
2. We will ensure that all SRHS employees have the required credentials and certifications for their assignments. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1,4)	Director of Curriculum and Instruction, Principal, Superintendent(s)	Ongoing	(L)(199) Local District	Criteria: Employee certifications
3. We will align staffing levels with student enrollment and validate staffing guidelines and requirements (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	Director of Curriculum and Instruction, Principal, Superintendent(s)	Ongoing	(L)(199) Local District	Criteria: student enrollment reports, employee numbers, staffing guidelines
4. We will provide support for new teachers by coordinating New Teacher/Mentor academies through Region One to maximize effectiveness. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1,4)	Dean(s) of Instruction, Director of Curriculum and Instruction, Principal	Ongoing	(F)(255) Title II Part A-SUPPORTING EFFECTIVE INST.	Criteria: Teacher/Mentor academy certificates, teacher/mentor report
5. SRHS will contract consultants as resources to enhance staff capacity and improve student outcomes. (Title I SW Elements: 1.1,2,5) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Dean(s) of Instruction, Department Heads, Director of Curriculum and Instruction, Principal, Teacher(s)	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(255) Title II Part A:SUPPORTING EFFECTIVE INST., (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT	Criteria: Consultant meeting attendance logs, consultant invoices, improvement in student scores
6. SRHS will purchase and provide incentives, create team building opportunities, and plan events and/or luncheons to promote a positive culture for all stakeholders. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 1)	Counselor(s), Dean(s) of Instruction, Prin Secretary, Principal, Teacher(s)	Ongoing	(L)(199) Local District	Criteria: Incentive invoices, lunch receipts, event flyer/announcement, event attendance logs, school culture and environment survey

SANTA ROSA HS

Goal 2. (BUILDING CAPACITY) We will recruit, support, and retain highly effective staff, educators, and administrators and afford them the resources and preparation needed to maximize efficiency and student achievement.

Objective 1. SRHS will provide the needed preparation for staff members to maximize efficiency and student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. SRHS will provide professional development to all appropriate staff based on acquisition of resources, materials, and student data in all content areas and technology. (Title I-SW Elements: 2.5.2.6) (Target Group: All) (Strategic Priorities: 1,4)	Dean(s) of Instruction, Principal	ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(255) Title II Part A:SUPPORTING EFFECTIVE INST., (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT, (L)(199) Local District	Criteria: Sign-in sheets Invoices Purchase Orders T-TESS
8. SRHS will send designated staff to relevant conferences and professional development to build capacity and improve student outcome in all content areas. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1,4)	Dean(s) of Instruction, Principal	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT, (L)(199) Local District	Criteria: Sign-in Sheets T-TESS Purchase Orders Invoices
9. SRHS will purchase supplies to provide immediate teacher feedback while conducting observations. (Title I SW Elements: 2.5) (Target Group: All) (Strategic Priorities: 1,4)	Dean(s) of Instruction, Principal	Ongoing	(L)(199) Local District	Criteria: Observation Feedback Purchase Orders/Invoices

SANTA ROSA HS

Goal 3. (FINANCIAL STABILITY) We will maintain financial stability while continuing to improve academics, extracurricular programs, technology, and facilities.

Objective 1. Ensure all grant deadlines and requirements are met

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. Create systems and processes to meet all deadlines and requirements in a timely manner. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 4)</p>	<p>Chief Financial Officer, Director of Curriculum and Instruction, Principal</p>	<p>Ongoing</p>	<p>(L)(199) Local District</p>	<p>Criteria: Grant reports/data</p>
<p>2. SRHS will use awarded grant monies to enhance and improve instructional delivery, instructional resources, professional development, staffing, facilities, health, and safety for overall improvement of the district that are allowable through the grant. (Title I SW Elements: 1.1,2.4) (Target Group: All) (Strategic Priorities: 4)</p>	<p>Chief Financial Officer, Director of Curriculum and Instruction, Principal</p>	<p>Ongoing</p>	<p>(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(212)Title I Part C: MIGRANT, (F)(244) 2020-2021 Perkins V:CTE for 21st Century, (F)(251) CTE Perkins Reserve Grant (La Feria), (F)(255) Title II Part A:SUPPORTING EFFECTIVE INST., (F)(263)Title III, Part A: Bilingual / ESL, (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (F)(289) Title IV, Part A, Subpart 1, (F)(352) 21st Century Comm ACE After School Program, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT</p>	<p>Criteria: Sign-in Sheets Meetings Agendas Student Outcomes</p>

SANTA ROSA HS

Goal 3. (FINANCIAL STABILITY) We will maintain financial stability while continuing to improve academics, extracurricular programs, technology, and facilities.

Objective 2. We will upgrade the necessary equipment to ensure equity for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will upgrade and maintain uniforms, equipment, props, and student gear. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Chief Financial Officer, Director of Curriculum and Instruction, Principal, Technology Specialist	As needed	(L)(199) Local District	Criteria: Invoices Purchase Orders
2. SRHS will provide the necessary curriculum, materials, resources and professional development for our fine arts performing arts program. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Dean(s) of Instruction, Director of Curriculum and Instruction, Principal	Ongoing	(F)(266) ESSER I, (F)(281) ESSER II, (L)(199) Local District	Criteria: Purchase Orders Invoices Competition/Contest Results
3. SRHS will maintain equitable and up-to-date athletic fields, facilities, scoreboards and sound systems. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Athletic Director, Principal, Technology Specialist	Ongoing	(L)(199) Local District	Criteria: Purchase Orders Invoices
4. SRHS will provide a fitness course and outdoor classrooms. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Athletic Director, Director of Curriculum and Instruction, Principal	Ongoing	(F)(281) ESSER II	Criteria: Purchase Orders Invoices
5. SRHS will ensure proper storage is maintained for all resources. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Athletic Director, Principal	Ongoing	(L)(199) Local District	Criteria: Purchase Orders Invoices
6. SRHS will maintain clean and safe facilities throughout the campus. (Title I SW Elements: 2.2,3.2) (Target Group: All) (Strategic Priorities: 4)	Custodial Staff, Principal	Ongoing	(F)(429) School Safety and Security Grant, (L)(199) Local District	Criteria: Purchase Orders Invoices Work Orders
7. SRHS will upgrade all facilities to ensure student and staff safety. (Title I SW Elements: 1.1,2.2,3.2) (Target Group: All) (Strategic Priorities: 4)	Athletic Director, Principal, Superintendent(s)	Ongoing	(F)(281) ESSER II, (F)(282) ESSER III ARP, (L)(199) Local District	Criteria: Purchase Orders Invoices Work-Orders

SANTA ROSA HS

Goal 4. (FAMILY AND COMMUNITY ENGAGEMENT) We will increase the communication between teachers, parents, students, and business partners to meet student academic and social-emotional needs.

Objective 1. We will increase opportunities for all parents to become a part of the learning process and their child's education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will increase informational sessions for parents on multiple topics regarding student opportunities to achieve academic success, finance, college, career, literacy, etc. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 2,3,4)	After School Program Director, Counselor(s), Dean(s) of Instruction, Gear Up Facilitator, Principal, Teacher(s)	Yearly	(F)(352) 21st Century Comm ACE After School Program, (F)(429) 2021-2023 ECHS PLANNING AND IMP. GRANT, (L)(199) Local District	Criteria: Informational session flyers and announcements, pictures of virtual events, event attendance logs
2. SRHS will create additional opportunities for parents and the community to connect with the school district through community engaging events for staff, parents, students and community members. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 3,4)	After School Program Director, Director of Curriculum and Instruction, Parents, Superintendent(s)	ongoing	(F)(352) 21st Century Comm ACE After School Program	Criteria: Sign-In Sheets Agendas Purchase Orders Invoices
3. SRHS will purchase snacks and incentives, resources, equipment for parent involvement sessions. (Title I SW Elements: 3.1) (Strategic Priorities: 4)	After School Program Director, Gear Up Facilitator, Principal	Ongoing	(F)(211) Title I Part A :IMPROVING BASIC PROGRAMS, (F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (L)(199) Local District	Criteria: Purchase Orders Invoices Sign-In Sheets Agendas
4. SRHS will purchase sound system for campuses. (Title I SW Elements: 1.1) (Strategic Priorities: 4)	Principal, Superintendent(s)	Ongoing	(F)(281) ESSER II	Criteria: Purchase Orders Invoices

SANTA ROSA HS

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 1. SRHS will increase safety and security measures across the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will train required staff on safety and emergency protocols and procedures. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Ongoing	(F)(255) Title II Part A-SUPPORTING EFFECTIVE INST.	Criteria: Safety and Emergency training attendance logs and certificates of completion
2. SRHS will conduct state mandated safety drills (fire, lock down, lock out, evacuation drills, etc.). (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Monthly	(F)(429) School Safety and Security Grant, (L)(199) Local District	Criteria: Safety drill plan and dates completed
3. SRHS will implement a multi-hazard emergency plan and ensure all staff members are trained on procedures. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	Principal, Safety Coordinator/SRISD Chief of Police	Yearly	(F)(255) Title II Part A-SUPPORTING EFFECTIVE INST., (F)(429) School Safety and Security Grant, (L)(199) Local District	Criteria: Multi-Hazard Emergency plan, training attendance logs
4. SRHS will create crisis intervention teams and train all staff on non-violent crisis intervention protocols. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Yearly	(F)(255) Title II Part A-SUPPORTING EFFECTIVE INST., (L)(199) Local District	Criteria: Crisis intervention team member list, training attendance logs, training certificates
5. SRHS will train required personnel in CPR, AED equipment and diabetic policies and procedures. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	District Police Dept, Principal, School Nurse	Yearly	(F)(255) Title II Part A-SUPPORTING EFFECTIVE INST., (L)(199) Local District	Criteria: Training certificates, training attendance logs
6. SRHS will provide public fairs and assemblies for safety initiatives. (Title I SW Elements: 2.1.3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director, Counselor(s), Dean(s) of Instruction, District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Yearly	(F)(429) School Safety and Security Grant, (L)(199) Local District	Criteria: Assembly attendance logs, event pictures, public fair flyers and announcements
7. SRHS will continue updates on security cameras and software systems. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Technology Specialist	Ongoing	(F)(282) ESSER III ARP, (F)(429) School Safety and Security Grant	Criteria: Security cameras and software systems invoices
8. SRHS will continue to renew Raptor Systems for security. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	Principal, Safety Coordinator/SRISD Chief of Police	Ongoing	(F)(282) ESSER III ARP, (F)(429) School Safety and Security Grant	Criteria: Raptor system alert reports

SANTA ROSA HS

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 1. SRHS will increase safety and security measures across the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
2.4) (Target Group: All) (Strategic Priorities: 4)	Police		Security Grant, (L)(199) Local District	
9. SRHS will provide PPE equipment for all campuses. (Title I SW Elements: 2.6) (Target Group: All) (Strategic Priorities: 4)	Chief Financial Officer, Principal, Superintendent(s)	ongoing	(F)(266) ESSER I, (F)(281) ESSER II, (F)(282) ESSER III ARP, (L)(199) Local District	Criteria: Purchase Orders Invoices
10. Installation and maintenance of existing security, fire alarm and intercom systems (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 4)	Chief Financial Officer, Prin Secretary, Superintendent(s)	Ongoing	(L)(199) Local District	Criteria: Purchase Orders Invoices

SANTA ROSA HS

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 2. SRHS will provide a Social and Emotional curriculum for students and professional development for staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will implement Character Strong Social Emotional Learning Curriculum (Title I SW Elements: 2.6) (Strategic Priorities: 4)	Chief Financial Officer, Dean(s) of Instruction, Director of Curriculum and Instruction, Principal, Superintendent(s)	Ongoing	(F)(289) Title IV, Part A, Subpart 1	Criteria: Purchase Orders Invoices Sign-In Sheets Agendas

SANTA ROSA HS

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 3. SRHS will have assemblies and campaigns to create awareness on topics such as bullying, cyberbullying, suicide, drugs, tobacco, self-harm.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will invite guest speakers and organizations to participate in class and campus presentations and events. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3,4)	Counselor(s), Gear Up Facilitator, Principal, Safety Coordinator/SRISD Chief of Police	Yearly	(L)(199) Local District	Criteria: Presentation sign-in sheets, presentation flyers/announcements, event pictures
2. SRHS will provide monthly activities facilitated by campus counselor(s) on state-mandated awareness topics. (Title I SW Elements: 2.4,2.6) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Director of Curriculum and Instruction, Principal	Ongoing	(L)(199) Local District	Criteria: Program training certificates, program sign-in sheets
3. SRHS will purchase sound system for student assemblies, parental involvement events and sessions, and professional development. (Title I SW Elements: 3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director, Director of Curriculum and Instruction, Principal	Ongoing	(F)(281) ESSER II	Criteria: Sign-In Sheets Events Calendar Invoices

SANTA ROSA HS

Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 4. Santa Rosa High School will maintain supportive school culture in order to meet the physical well-being of all campus students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will provide public fairs and assemblies for health initiatives. (Title I SW Elements: 2.1.3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director, Principal, School Nurse	Yearly	(L)(199) Local District	Criteria: Fair and assembly sign-in sheets, flyers/announcements, event pictures, resource/material invoices
2. SRHS will promote a healthy lifestyle for ALL students by implementing a physical activity program to include nurse screenings and physical assessment fitness grams. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Athletic Director, PE/Health Teachers, Principal, School Nurse	Ongoing	(L)(199) Local District	Criteria: Fitness gram and nurse screening reports
3. SRHS will conduct school health advisory council meetings quarterly to evaluate and provide input into the development of the eight components of a coordinated school health program and the campus safe and drug free plan. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	School Nurse	Quarterly	(L)(199) Local District	Criteria: School health advisory council meeting agendas and sign-in sheets

Comprehensive Needs Assessment

Demographics

Demographics Data Sources

ATTENDANCE REPORTS
DATA REPORTS
ENROLLMENT REPORTS
FAILURE REPORTS
STAAR/EOC DATA
TAPR

Demographics Strengths

- Teacher-Student Ratio (Small Class Sizes)

Demographics Weaknesses

- Declining enrollment
- Large number of Economically Disadvantage Students
- Large Number of Special Population Students (specifically Special Ed and EL)
- Large At-Risk Population

Demographics Needs

- Advertise what school offers students (Ex. Associates Degree, Certifications, Early College HS) as a way to help draw more students to SRHS and increase our numbers
- Train Teachers on differentiation and intervention strategies for Special Ed and EL students
- Bring in Guest Speakers to motivate students especially Special Population Students
- Positively highlight our Migrant Students' experiences (ex: Migrant Voices Project)

Demographics Summary

DMAC Solutions ®

Comprehensive Needs Assessment

One of SRHS's strengths is its small class sizes that allow teachers more one-on-one instruction with students. However, some of its weaknesses lie in its student numbers. SRHS is seeing a pattern of declining enrollment. It also has large numbers of economically disadvantaged, and at-risk students. In order to improve on these numbers, SRHS needs to advertise and highlight all of the positive changes the school is undergoing such as offering more CTE certifications, dual enrollment courses that lead to an associate's degree and the fact that SRHS is in the planning stages of becoming an early college high school.

SRHS also has a large number of special education and EL students, the majority of which struggle academically. In order to help these students become successful, SRHS needs to bring in motivation speakers for students, allow students voices to be heard and offer more teacher training on differentiation and intervention strategies for our Special Ed and EL students.

Student Achievement

Student Achievement Data Sources

COLLEGE BOARD REPORTS
DATA REPORTS
FAILURE REPORTS
STAAR/EOC DATA
TAPR

Student Achievement Strengths

Plenty of Teacher and Student Resources (TEKS Resource, DMAC, interim assessments, IXL, Canvas, NoRedlink, Quizzeez, etc.)
More students are taking advantage of dual enrollment courses.

Student Achievement Weaknesses

- Low Rigor
- Low TSI, AP, TSIA, ACT and SAT scores.
- Low student motivation

Comprehensive Needs Assessment

Student Achievement Needs

- Teachers need training on high rigor lessons
- More training needed for the various resources available for teachers
- More training needed on how to properly modify and accommodate for special population students
- More training needed on differentiation strategies.
- More training needed on writing strategies for the different contents in order to push writing across the curriculum
- Student Incentives
- Purchase curriculum of allow more time to properly write curriculum
- Laptops are needed, not Chromebooks. Several online resources used by teachers do not work on Chromebook.

Student Achievement Summary

In order to improve student achievement, the following areas need improvement: attendance and certification follow-through. In regard to the data on attendance, there were consecutive dips in attendance throughout the six weeks. This can potentially have an effect on completing the requirements for certificates. As for the follow through on certifications, about 75% of graduating seniors did not meet CCMR. There needs to be some sort of checks and balances to be sure students are checking off the requirements needed to obtain certification.

School Culture and Climate

School Culture and Climate Strengths

- Take student achievement on improvements at every color level from Texas color bands and celebrate.
- School support in sports achievements.
- Announcements for student recognition.
- T.V. Shout Outs
- PEIMS attendance tracking
- Teacher Recognition

School Culture and Climate Weaknesses

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Comprehensive Needs Assessment

- Consistent Student discipline issues
- Employee of the month recognition including paras.
- Celebrate Attendance
- Consistency throughout w/ dress code.
- Student recognition @ pep rallies
- Include warrior spotlights
- Have students attend school daily
- parent involvement in student achievements
- Student and staff recognition in all CTE areas
- Staff school spirit
- Hold all teacher accountable

School Culture and Climate Summary

When it comes to school culture and climate, SRHS's strengths lie in its small class sizes, teacher-student ratios, minimal discipline issues, student's and teachers' sense of safety, extra curricular activities and the pride students and staff have for their school. However, some of the campus's weakness include lack of consistency, low academic expectations, unclear mission/vision statements, students' feelings of confusion over classes and lack of communication when students are placed in DAEP or ISS. The weaknesses highlight many of SRISD's needs, which include a consistent cell phone policy, high student academic expectations, motivational speakers for our students, funding and guidelines for letterman jackets, new student desks and innovative ways to help recruit students for dual enrollment, extracurricular activities and clubs.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

- Staff's ability to quickly adapt to changes
- Ability to work well together
- First-Year Teacher Mentor Program

Staff Quality, Recruitment and Retention Weaknesses

- Retention Rate
- Minimal Teacher input for professional development

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Weaknesses (Continued)

Staff Quality, Recruitment and Retention Needs

- Attendance incentives
- More support for teachers new-to-district
- Fewer professional development (PD) days throughout the year
- Less general PD and more target PD
- competitive pay
- Stipends for junior and senior sponsors
- More administrative support
- Team building opportunities
- Offer teachers the opportunity to pursue their Master's Degree with the help of the Gear-Up program
- Clear communication from administration
- Advance notice of event schedules
- More time for lesson planning
- More department head meetings

Staff Quality, Recruitment and Retention Summary

According to staff, SRHS has a strong first-year teacher mentor program. Other campus strengths include SRHS staffs' ability to collaborate and work well together as well as quickly adapt to changes, which was necessary during the hybrid school year. However, some campus weaknesses include a low teacher retention rate and minimal teacher input over the planned district professional development. Staff feels that more targeted professional development is necessary, as well as more team building opportunities, new -to-district teacher support, fewer PD days throughout the school year, clear and advanced communication from administration on scheduled events, and more time to lesson plan. Staff also feels the need for competitive pay, stipends for junior and senior sponsors and for the district to take advantage of the opportunity for teachers to earn their Masters degree through the GEAR-UP program.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

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Comprehensive Needs Assessment

- Plenty Student and Teacher Resources
- Technology

Curriculum, Instruction and Assessment Weaknesses

- Vertical Alignment Gaps
- Not enough inclusion staff
- Writing across the curriculum
- Rigor

Curriculum, Instruction and Assessment Needs

- Class set of laptops rather than Chromebooks (some programs not compatible with Chromebooks)
- Time to lesson plan (due to several preps)
- More content based training
- More in-depth TEKS Resource Training
- Curriculum Consultants (Content Based)
- Training on how to properly and effectively modify and accommodate
- More time to train and become more familiar with TSIA (allow teachers to take a practice TSIA)
- Training on writing strategies for different contents and different writing genres
- Purchase curriculum
- Student and staff incentives

Curriculum, Instruction and Assessment Summary

SRHS needs more inclusion support staff for our special education students. We feel there is a need to have curriculum writers for all content areas and grade levels. The use of data needs to be more consistent among teachers. SRHS can improve their student response system. Also, SRSH needs a simplified or concise list of choices and resources.

Family and Community Involvement

Comprehensive Needs Assessment

Family and Community Involvement Strengths

- ACE program support and opportunities to service community
- GEAR UP also provides opportunities for support to students and families
- Sport Events
- Vaccination Clinics
- Winter Wonderland
- Character Strong

Family and Community Involvement Weaknesses

Parental Involvement

Family and Community Involvement Needs

More opportunities for community evaluation data
Community Resources

Family and Community Involvement Summary

Our campus has great community involvement in athletic events such as Meet The Warrior, Pep Rallies, and Booster events. There is also community involvement due to ACE and seasonal events. However, there is a need for parents to be more involved in academic events. The greatest need is for parents to promote student attendance. Our campus has adequate technology such as smart boards in every classroom and laptops for every teacher. The greatest need is for more student chromebooks because many are damaged or missing critical parts that make them hard for students to use. There is also a great need for reliable copiers/printers because teachers were regularly dealing with copy machines that broke down due to paper jams. The campus also needs new TI-Inspire calculators because many are starting to malfunction due to wear and tear.

School Context and Organization

DMAC Solutions ®

Comprehensive Needs Assessment

School Context and Organization Strengths

Athletic and several extra-curricular activities receives stipends
Staff Development

School Context and Organization Weaknesses

- More time to catch up on planning and extra work
- Transparency and Clarification from administration
- Extra History Teacher
- More teacher input needed
- More head department meeting
- Simplified lesson plan template

School Context and Organization Needs

- Need to hold regular SBDM meetings
- Allow for more teacher input
- Simplify Lesson Plan Template (Several Teachers have multiple courses)
- Teachers need to know what they will be teaching ahead of time in order to plan before the year begins
- Have regular meetings with department heads
- Each department needs a common planning or conference period together in order to have more effective data planning and PLCs.
- Allow more opportunities for students', parents' and community members to feel heard and share their opinions
- More transparency and communication needed

School Context and Organization Summary

Better use of Fridays for students who are at risk, failing. Or have too many absences. Many times students were seen sitting napping in class or sitting in front office, when they could be completing work. Having more parental involvement, being included in more of the students studies and assignments. Utilizing more teambuilding activities on Fridays, when we have no school.

Technology

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Comprehensive Needs Assessment

Technology Strengths

Network
Chromebooks
Smartboard in every class
Professional Developments
GT Trainings
Zoom
Join my Quiz
Canvas
ICEV
Edgenuity
Remind 101
Microsoft Certification
Kahn Academy

Technology Weaknesses

Internet connection overload
Device compatibility issues

Technology Needs

New DMAC Testing Components
Canvas training for teacher and students
Add plagiarism checker app on Canvas for all content areas.
Smartboard program training
Fix Smartboards
Document Cameras
Presentation Clickers
More Chromebooks and laptops
More TI Calculators

Technology Summary

DMAC Solutions ®

Comprehensive Needs Assessment

Our technology strengths include the abundance of technology and online programs/curriculum such as Canvas, ICEV, Edgenuity, Kahn Academy, Join My Quiz, and Zoom. Teachers also have Smartboards in their classrooms and utilize Remind 101 to communicate with both students and parents. However, teachers and students would benefit from extra training on how to correctly use some of these online programs, better internet connection to avoid overload, training on the Smartboard components, resolving issues of device and program non-compatibilities, and the addition of a plagiarism checker on Canvas. Extra technology that would be beneficial includes more TI calculators, document cameras, more Chromebooks and laptops and presentation clickers.