



Santo Secondary School

Campus Improvement Plan

2025-2026

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Student Demographics/Information

Campus Type-Junior High/High School

Grades 06 - 12

Campus Size-295

Eco Dis-36.9 %

At-Risk-34.23%

504-14.5%

Special Education- 12.20%

Attendance 97.03%



Santo ISD Core Beliefs

Schools Impacting Community

Community spirit and school success are mutually dependent and foster a sense of belonging

Evaluation and Continuous Improvement

A relevant, challenging curriculum and sustained student engagement build a culture that inspires all to excel and produces college and career-ready graduates

Parents as Partners

Parents are valued as partners in the education of students in Santo ISD

Balanced Programs

Balance in all decisions.....fiscal, curricular, and extra-curricular develops a well-rounded graduate

High Quality Staff

The foundation of student achievement originates from a high quality, caring, and collaborative staff

Campus Improvement Committee

Name	Position
Randy Thornton	Secondary Principal
Devon Mann	Assistant Principal
Alex Bernon	HS Spanish/OAP
Katy Cook	JH Reading/ELA
Eddie Dewbre	JH Tech Apps/504
Holly Wells	HS Math
Rodney Peugh	CTE (Ag Science)
Sayla Pustejovsky	HS English-Journalism
Kaylee Bazzell	Counselor
Amanda Mitchell	SPED

Legal References

Each school district shall have a district improvement plan that is developed, evaluated, and revised annually, in accordance with district policy, by the superintendent with the assistance of the district-level committee. (Section 11.251 of the Texas Education Code)

Each school year, the principal of each school campus, with the assistance of the campus-level committee, shall develop, review, and revise the campus improvement plan for the purpose of improving student performance for all student populations, including students in special education programs under Subchapter A, Chapter 29, with respect to the academic excellence indicators adopted under Section 39.051 and any other appropriate performance measures for special needs populations. (Section 11.253 of the Texas Education Code)

State Compensatory Education / At Risk Students

This District has written policies and procedures to identify the following:

- Students who are at risk of dropping out of school according to state criteria
- Students who are at risk of dropping out of school according to local criteria
- How students are entered into the SCE program
- How students are exited from the SCE program
- The cost of the regular education program in relation to budget allocations per student and/or instructional staff per student ratio

The process used to identify students at risk is:

Each year, given the 15 indicators provided by the state, campus PEIMS clerk or PEIMS coordinator disaggregates student data to see which students meet one or more of the given criterion. The principal prints the at-risk worksheets from ASCENDER, completes the worksheet, indicating correct indicators, and submits this list to the campus PEIMS coordinator before the October snapshot date.

The process used to exit students from the SCE program who no longer qualifies is:

Using student level data in comparison to the state indicators, the principal reviews which students/indicators are still relevant to needs/circumstance of the student. Adjustments are made when needed and changes are submitted through to the PEIMS coordinator.

State of Texas At Risk Student Eligibility Criteria:

A student under 21 years of age and who:

At-Risk Entry and Exit Criteria	
Criteria to Enter a Student as "At-Risk":	Procedures to Exit the Student:
1. was not advanced from one grade level to the next for one or more school years (retained)	The student graduates from high school. (Excludes PK or KG if retained by request of parents)
2. is in grades 7-12 and did not maintain an average equivalent to 70 in two or more subjects in the foundation curriculum during a semester in the preceding or current school year or is not maintaining such an average in two or more subjects in the foundation curriculum in current semester	The student is not failing more than one core subject in the year the student was identified and in the following year. (2 years – current & next year)
3. did not perform satisfactorily on a State assessment, <i>and</i> who has not in the previous or current school year subsequently performed on a State assessment at least 110 percent of the level of satisfactory performance on that instrument	Scored at least 110% of the state’s passing standard for the subtest previously failed. (Ex.: Failed 3 rd grade Reading, must pass 4 th grade Reading at 110% of passing score.)

Criteria to Enter a Student as "At-Risk":	Procedures to Exit the Student:
4. is in grades PK-3 and did not perform satisfactorily on a readiness test or assessment instrument administered during the current school year;	End of the current school year.
5. is pregnant or is a parent	Individual case when the student is no longer pregnant or a parent.
6. has been placed in an alternative education program during the preceding or current school year (DAEP)	End of the school year after placement. (2 years – current and next year)
7. has been expelled during the preceding or current school year;	End of the school year after placement. (2 years – current and next year)
8. is currently on parole, probation, deferred prosecution, or other conditional release	End of the school year the parole/probation ends.
9. was previously reported as a dropout on PEIMS	Upon graduation from high school.
10. is an Emergent Bilingual (EB) student.	Exited from the program by the LPAC
11. is in the custody, care of, or has been referred to Department of Family and Protective Services, during the current school year, by school official, officer of juvenile court, or law enforcement official	End of the current school year.
12. is Homeless	End of the current school year.
13. resided the previous year or resides in current year in a residential placement facility (detention, substance abuse, emergency shelter, psychiatric hospital, halfway house, cottage home, specialized child-care home, or general residential operation) IN THE DISTRICT	End of the school year after placement has ended.
14. has been incarcerated or has a parent or guardian who has been incarcerated, within the lifetime of the student, in a penal institution (any jail facility)	Upon graduation from high school
15. is enrolled in a school district or open-enrollment charter school, or a campus of a school district or open-enrollment charter school, that is designated as a dropout recovery school	End of the current school year
★ 16. is a "chronically absent student" TEC 48.009 CHRONICALLY ABSENT with excused or unexcused absences for >10% of instructional days during the school year or an enrollment period exceeding 30 instructional days	End of the current school year.
17. is required to attend school and is not exempt under TEC 25.086*, and fails to attend school without excuse for 10 or more days or parts of days within a six-month period in the same school year 90% RULE	End of the semester/six-month period.
Or, regardless of age, participates in an adult education program provided under a HS diploma or industry certification charter school	Graduation or end of public education career

*TEC 25.086 Exemptions from Compulsory Attendance: (1) attends private or parochial school; (2) eligible for district SPED but cannot be appropriately served by resident district; (3) has physical/mental condition of temporary nature that makes attendance infeasible with qualified physician note; (4) is expelled from a district that does not participate in a JJAEP; (5) is at least 17 years old & attending a GED program

 In & Out

 Annual

 Forever

Comprehensive Needs Assessment

Data Sources Reviewed

Local assessment data including MAPS for 6th-8th students, benchmarks for 9-11 EOC; PEIMS reports including attendance reports, discipline/office referrals, personnel records, surveys (parent, teacher, student), campus master schedule, meeting sign-in sheets & notes, PD transcripts & records, classroom grades, failure reports, input from stakeholders; STAAR and EOC Assessment results.

Identified Strengths

- 100% graduation rate
- Student STAAR scores exceeding Regional and State Standards
- Highly qualified staff with a mix of veteran teachers, who provide knowledge and stability, and young teachers who provide energy and enthusiasm
- CCMR and Accountability Indicators are strong
- Strong culture of “school family”
- High student/staff standards
- Strong technology acquisition/upgrade program across district (i.e. Chromebooks; classwide)
- Strong school-community relations
- Student participation and success in extracurricular activities
- Campus admin presence

Identified Needs & Priorities

1. Intervention processes to ensure individual students’ educational needs are met in a timely manner—particularly the needs of low-achieving, low-growth, and SPED students and closing the learning gaps of all students at risk of not meeting the state standards on STAAR/EOC assessments and/or state graduation requirements. (Student Achievement)
2. Maintain student engagement and College, Career, and Military Readiness by implementing evidence-based instructional strategies and programs (Student Engagement/CCMR)
3. Maintain a high-quality staff and ensure teachers have the opportunity to collaborate and participate in high quality professional development (HQ Staff/Professional Development)

4. Increase opportunities for parent, family and community engagement (Family/Community Engagement)
5. Provide students with a safe place to grow and learn (Campus Climate—Student)

Student Achievement

Identified Need #1: Intervention processes to ensure individual students' educational needs are met in a timely manner—particularly the needs of low-achieving, low-growth students and closing the learning gaps of all students at risk of not meeting the state standards on STAAR/EOC assessments

Objective A: Address HB 1416 by providing accelerated instruction to identified students as well as special populations in need of academic assistance

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Continue in-class Inclusion Support for small-group instruction & special population assistance in regular education classrooms utilizing certified and qualified staff	Campus Administration	Ongoing	Master Schedule	Increase inclusion support/teacher surveys/teacher feedback
JH/HS SPED teacher collaborates with general ed teachers on modifications/accommodations to weekly lessons plans for 504/SPED learners	SPED Teacher Campus Admin	Ongoing	Local	Lesson plans/504/SPED documentation
Beta Club offers Peer Tutorials after school one day per week	Beta Club sponsor; students	Ongoing	Local	Tutoring Log/student feedback
High School ELA and Math support classes for struggling learners, accelerated instruction, and EOC exam preparation/tutoring	Campus Administration; Teachers and Staff	Ongoing	Master Schedule	6 Weeks grades/STAAR/Teacher feedback
Reading Intervention Specialist to work with struggling readers and three scheduled periods per day to work with JH/HS students coded as Dyslexic using Read by Design	Campus Admin/District TIS	Ongoing	State-Local-SCE	SPAS walkthroughs & appraisals, student/parent/teacher feedback

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Continue to improve reading comprehension for all students, with special attention to special populations (ELL, DYS, SPED, EcoDis, CTE). Continue reading program for students identified with Dyslexia and Related Disorders	Campus administration Staff	Ongoing	State-Local-SCE	Monitor lists, staff development transcripts
Students in 8 th science, 8 th social studies, and all high school EOCs will take the Interim STAAR Assessment; 8 th grade MAPS testing; HS EOCs will benchmark with Eduphoria Aware; US History will pre-assess with Interim Testing	Campus administration Testing Coordinator Staff	Dec.	State-Local	State reports, data disaggregation reports, student feedback, teacher feedback
Continue MAPS testing to monitor growth: JH (MAPS), HS (Interim Testing & Benchmarks)	Staff TIS	Ongoing	Local/NWEA	Benchmark/MAPS results
Assist teachers with STAAR/EOC/MAPS data disaggregation to identify the weaknesses of the At-Risk students	Campus Admin/Counselor/TIS/Staff/SPED	Ongoing	Local-SCE	Improved test scores and growth measurements
All teachers will attend 1 professional development workshop within their teaching field annually	Admin/Staff	Ongoing	Local	Increased STARR & EOC passing & progress measures; lesson plans; walkthroughs
Maintain a 15 hr/subject failed accelerated instruction schedule for students who have failed STAAR/EOC assessment or are at risk of failing a class or the next assessment per HB 1416 with a 2x per week program—before, during, and after school	Admin/Staff	Ongoing	SCE-State Master Schedule	Increased STARR & EOC passing & progress measures; decreased failure rate on report card grades
Utilize available software programs to assist struggling learners/Study Island per MAPS data/IXL/Moby Max/Quill/Interim STAAR Test Data	Staff	Ongoing	Local-State	Improved test scores/passing rates/grades
Continue RTI process to monitor struggling students, and pinpoint students' needs to provide the correct interventions/Accelerated instruction/MAPS testing	Campus admin/Staff	Ongoing	Local-SCE-State	Improved test scores/grades

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
1 certified staff unit designated to oversee/coordinate junior high accelerated instruction with an additional conference period for planning	Campus Admin/Staff	Ongoing	Master Schedule	Student progress/test scores
Monitor students through the RTI process and provide personalized interventions for- Edgenuity Tutorials/RTI Pullout & Class/Read by Design reading program for students identified with Dyslexia and Related Disorders	Staff	Ongoing	Local-SCE-State	Student progress
Continue the Talent Search program with Weatherford College working with first-generation college-bound students	Counselor	Ongoing	Local	Number of students enrolled
Provide JH/HS students with the ability to access classroom teachers during Activity Period and before and after school	Admin/Staff	Ongoing	SCE	Increased course passing rate
Monitor identified students' grades weekly.	Admin, Couns. Staff	Weekly	Local	Opportunity for just-in-time remediation
Utilize Edgenuity, Moby Max, Study Island, Khan Academy, Kessler Science, Lowman Consulting etc. for student remediation and credit recovery	Staff	Ongoing	Local-SCE-State	Increased student progress
In-service addressing SPED/504 modifications/accommodations & EB/ELL students provided to staff, along with resources	Staff	PD Days	Local	Increased student progress
Reminders before school to visit teachers for reteach or retest.	Staff	Ongoing	Local	Opportunity for just-in-time remediation; Increased course passing rate

Objective B: Revise the Master Schedule to allow time for teachers to provide both intervention for struggling students and enrichment opportunities

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Assess Fluency for all 6th through 8th graders at the beginning, middle, and end of the year to track their progress and identify students who need additional intervention and ensures that instruction is targeted to their individual needs.	Campus Admin/Reading Teacher(s)	Ongoing	DIBELS	WCPM, Data Reports, Student grades, Growth measurements
JH RTI & Enrichment periods included in Master Schedule	Administration Counselor	Ongoing	Local	Increased course passing rate
JH Enrichment offerings on the Master Schedule include Tech Apps, Leadership, STEM, and College & Career Exploration	Administration Counselor	Spring	Local	Master Schedule
Create a master schedule that provides quality course offerings and utilizes staff efficiently.	Administration Counselor	Ongoing	Local	Equitable distribution of staff to meet student needs
Master schedule provides one scheduled period per day for JH/HS SPED teacher to serve as SPED Coordinator	SPED Teacher Campus Admin	Ongoing	Master Schedule	ARD meeting documentation/test scores/report cards
Create and maintain an accelerated instruction schedule for students who previously failed an STAAR/EOC assessment or are at risk of failing a class or the next assessment (before and after school, pull-out, summer school) per HB 1416	Admin/Staff	Ongoing	Local-SCE- State-SPED	Increased STARR/EOC passing rates; decreased failure rate
Provide students with the ability to access classroom teachers during Activity Period and before and after school	Admin/Staff	Ongoing	State-SCE- SPED	Increased course passing rate
Utilize Activity Period to gain extra practice time for students in competitive events (Academic UIL, FFA)	Team sponsors	Ongoing	Local-State	Increased participation in competitive academic and leadership events

Resource classes added to junior high schedule to provide small group instruction for low performing, SPED students in ELAR and Math.	Campus Administration; Teachers and Staff	Ongoing	Master Schedule	Closing the gaps/STAAR/Teacher feedback
Utilize Activity Period to allow students to meet with club and class sponsors	Class & Club sponsors	Ongoing	Local	Increased participation in school activities

Objective C: Continually monitor all low performing students to provide timely interventions

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Monitor student grades at three and six weeks	Admin/Counselor	Ongoing	Local	Students failing
Monitor students through the RTI process and provide personalized interventions – including EduPuzzle/EduSmart, Delta Math, Quizizz, Edgenuity Tutorials/RTI Pullout/Take Flight reading program for students identified with Dyslexia and Related Disorders, as well as text-to-speech available on devices	Staff	Ongoing	Local-State-SCE	Student progress
Utilize Edgenuity for student remediation for students who are behind, need to review concepts, or are in need of credit recovery	Staff	Ongoing	State-SCE	Increased student progress
Use MAPS to monitor student growth & achievement in tested subjects for students in grades 6-8 and benchmark or Interim STAAR Assess all state-assessed subjects at least one time prior to the state assessment	Staff	Ongoing	Local-State	Assess student learning
JH RTI, 6 th Transition, and 7 th Enrichment periods built into Master Schedule	Admin/Counselor	Ongoing	Local	Improved six-weeks grades; reduction students on JH failure list

Graduation plan and course map audits for each student to ensure graduation requirements are on track, met, and in order	Admin/Counselor	Semester	Local	Graduation Rate/Endorsement rate
Certified classroom teachers assist 6-12 students in the Learning Lab	Admin/Staff	Ongoing	Local	Increased student progress
Offer Semester Exam exemptions to incentivize attendance	Admin/Staff	Semester	Local	Improved attendance rates
Additional Activity Period each week for extra tutorial time, class meetings, and UIL practices	Admin/Staff	Ongoing	Local	Cycle grades, Teacher and sponsor input

Student Engagement/CCR

Identified Need #2: Increase student engagement and College and Career Readiness by implementing evidence-based instructional strategies and programs

Objective A: Staff will review and develop skills/strategies to increase student engagement in the learning process while providing opportunities for students to explore post-secondary opportunities

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Implementation of additional pathways (Graphic Design, Health Science, AV) and Industry based certifications under Business and Industry and Public Service Endorsement	Admin/Staff	Ongoing	Local-State	Completion rates, graduation rates, Cycle grades, IBC
Continue to increase student engagement & project-based learning activities with rubrics & evidence of learning	Campus Admin/Staff	Ongoing	Local-State	Increased student engagement and innovation/critical thinking skills
Provide information to parents and students about CTE Programs of Study and courses aligned to Industry Based Certifications	Campus Admin Counselor CTE staff	Ongoing	Local-State	Increased awareness/certifications/PEIMS reports

Provide opportunities for students to gain relevant, real-world application needed to earn Industry Based Certifications	Staff	Ongoing	Local-State	Certifications/PEIMS reports
Provide funding, time, and resources needed for students to take CTE Industry Based Certification Exams	Staff	Ongoing	Local-State	Certifications/PEIMS reports
Allow students who choose to do so time to meet with Armed Forces recruiters during the school day and at lunch	Admin/Counselor	Ongoing	Local-State	Sign-in logs/attendance reports
Work with Texas Workforce Commission, Region 11 Service Center, and area school districts to provide students opportunities to attend College and Career Events, including those offered Weatherford High School, Mineral Wells High School, Strawn College & Career Day, and available virtually.	Admin/Counselor	Ongoing	Local-State	Attendance reports/district calendar
Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Provide students with opportunities to experience college-level courses through dual-credit opportunities	Administration Counselor Staff	Ongoing	Local-State	Increased student engagement, credit hours awarded
Increasing dual credit options and Implementation of F.A.S.T. program (addition of DC Spanish)	Admin/Counselor	Spring	Local	Increased student engagement, credit hours awarded
Additional Industrial Based Certification (IBC) options for technology (adobe)	Admin/Counselor/CTE staff	Spring	Local-State	Increased student engagement, IBCs earned
Teachers use Google Classroom to create a blended-learning environment to boost student engagement and simulate a post-secondary environment.	Staff	Ongoing	Local -State	Increased student engagement; evidence of differentiated instruction/diverse learners in lesson plans

Theatre/Drama added to course offerings (local credit)	Campus Admin/Staff	Ongoing	Local	Master Schedule
Teachers use Screencastify to record lessons for students attending extracurricular activities	Staff	Ongoing	Local	Improved six-weeks grades
Continue to provide multiple avenues of communication to parents and community members regarding the Foundation Graduation Program requirements and endorsements for CCMR	Staff	Ongoing	Local-State	Increased awareness
Audit/Evaluate course offerings for Endorsements-expand course offerings to students whenever possible	Staff	Ongoing	Local-State	Master schedule that enables our students to have quality course options and utilizes staff in the most effective and efficient way possible.
Host Fall/Spring Parent meetings for individual grade levels to discuss graduation requirements, course offerings, post secondary readiness	Principal/Counselor	Ongoing	Local-State	Participation/CCMR Indicators
Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Offer Practicums in Ag and Technology to better prepare students for employment	Admin/Counselor/CTE staff	Spring	Local	Number of students enrolled; scores
Continue the Talent Search/TRIO program with Weatherford College to increase college going culture	Counselor	Ongoing	Local	Number of students enrolled
Continue to Offer ASVAB, TSI, P-SAT, and begin offering SAT tests on-campus	Counselor	Ongoing	Local-State	Number of students enrolled; scores

Objective B: Students will engage in meaningful academic coursework that relates directly to real-work skills and application

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Teachers will present at least 6 lessons/projects per semester that tie to real-world skills/application Blogs-Workshops-Conferences	Admin TIS Staff	Ongoing	Local-State	Lesson plans; student feedback/engagement
Provide class for JH students about graduation plans, endorsement options/Programs of Study	Admin Counselor Staff	Ongoing	Local-State	Master schedule
Attend Career Days, Job fairs, host guest speakers related to fields of study and. Career Explorations class	Admin Counselor Staff	Ongoing	Local	Sign-in sheets
Continue to offer CTE courses that prepare students for employability & encourage students to earn IBCs (Industrial Based Certifications)	Admin Counselor CTE Staff	Ongoing	Local-State	Master schedule, conference sign-in sheets
Offer CCR math & English to seniors to prepare them for post-secondary education/training/workforce	Counselor	Ongoing	Local-State	Number of students enrolled
Offer dual-credit courses to prepare students for tasks required in post-secondary education and the workforce	Admin Counselor Staff	Ongoing	Local-State	Number of students enrolled
Offer CCR Math/English course for students to gain a TSI exemption for Weatherford College	Admin Counselor Staff	Ongoing	Local-State-EMAT	Number of students enrolled; test scores
Provide information to parents and students about CTE Programs of Study and courses aligned to Industry Based Certifications	Campus Admin Counselor CTE staff	Ongoing	Local-State	Increased awareness/certifications/PEIMS reports
Provide opportunities for students to gain relevant, real-world application needed to earn Industry Based Certifications	CTE Staff	Ongoing	Local-State	Certifications/PEIMS reports
Provide funding, time, and resources needed for students to take CTE Industry Based Certification Exams	CTE Staff	Ongoing	Local-State	Number of certifications/PEIMS reports

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Implementation of Tech Apps courses in 7th/8th grade curriculum	Admin/Counselor/Staff	Ongoing	Master schedule	Enrollment/Cycle Grades
SHS has a number of special programs designed to increase academic rigor and improve students' academic skills and knowledge: growing dual credit program, UIL academic competitions, fine arts competitions, Beta Club, Student Council, Talent Search, FFA, Horticulture & Floral Design.	Staff	Ongoing	Local	Number of students participating
Addition of JH Art in regular curriculum/course offerings	Admin/Counselor	Ongoing	Master Schedule	Enrollment/Attendance

HQ Staff/Professional Development

Identified Need #3: Maintain a high quality staff and ensure teachers have the opportunity to collaborate and participate in high quality professional development

Objective A: Recruit, develop, and retain high quality staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Recruit experienced teachers who meet highly-qualified standards of state and federal certification Santo ISD website Facebook University job postings	Principal	Ongoing	Local	Number of applicants for posted positions; percentage of highly-qualified staff
Ensure that new teachers hired meet fully certified status	Campus Admin	Ongoing	Local-State	Percentage of fully certified teachers on campus
Strongly encourage core-subject teachers to become EB/ESL/SPED-certified	Campus Admin	Ongoing	Local-State	Percentage of ESL and SPED certified core-subject teachers on campus
Hire highly-qualified paraprofessionals (classroom aides) or assist them in reaching highly-qualified status	Campus Admin	Ongoing	Local -State	Percentage of highly qualified or certified paraprofessionals on campus
Provide first-year teachers with ample support/resources. Informal mentoring program (lunch w/Principal), scheduling them for inclusion with an experienced teacher, PD documentation, feedback from principals and other staff	Campus Admin/ Staff	Ongoing	Local-State	New teacher job satisfaction and student classroom performance
Continue to analyze teacher certification and experience; encourage teachers to obtain additional certifications as needed/desired	Campus Admin/District HR	Ongoing	Local-State	Percentage of fully certified teachers on campus

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
JH/HS SPED teacher collaborates with general ed teachers on modifications & accommodations to weekly lessons plans for 504/SPED learners	SPED Teacher Campus Admin	Ongoing	Local	Lesson plans/504/ SPED documentation
Continue in-class Inclusion Support for small-group instruction & special population assistance in regular education classrooms	Campus Administration	Ongoing	Master Schedule	Increase inclusion support/teacher surveys/teacher feedback
Campus will investigate methods or continue strategies to increase and maintain a highly motivated staff	Campus Admin Staff	Ongoing	Local-State	Faculty survey, events & activities, teacher retention data
Continue to utilize local teacher appraisal system (SPAS) to enable professional development and teacher improvement	Campus Admin	Ongoing	Local-State	Consistent monitoring/feedback/reflection
Address equity gap between seasoned and inexperienced teachers; address teacher recruitment and retention. Establish an informal mentor program for teachers with 2 years or less experience; provide high-quality, local professional development targeted to Santo HS needs/priorities	Administration HR/TIS	Ongoing	Local-State	Teacher survey results, retention rates, feedback
Addition of part time secondary school counselor	Campus Admin	Ongoing	Local-State	Student and Teacher performance

Objective B: SHS will provide teachers the opportunity to participate in relevant, quality professional development

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Survey instructional staff on professional development needs/goals	TIS	Fall/Spring	Local-State	Record of individualized PD to teacher(s) based on survey results
Continue to create, develop, and update Scope and Sequence for all classes stored in staff Z: folders or a shareable Google Drive	Campus Admin/counselor TIS	Ongoing	Local-State	Completed, regularly updated Scope & Sequence documents
Improve collaboration between grade levels (PLC) and within departments regarding curriculum, instruction, student progress and behavior	Campus Admin TIS Staff	Ongoing	Local-State	Feedback, PLC meeting notes
Continue use of Instructional Rounds within and between campuses for teachers to view instructional best practices	Campus Admin Staff	Ongoing	Local-State	Feedback
TIS will continue to email general instruction strategies, Google Classroom instructional videos, extensions, tips, etc. to staff to assist with continuous instructional improvement	TIS	Ongoing	Local	Emails, staff feedback
Make training available on Eduphoria Aware Test Bank to create and administer formative assessments	Campus Admin/District TIS	Ongoing	Local-State	Eduphoria Aware reports; increased staff confidence in data disaggregation skills as measured by EOY climate survey

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Make training available on Eduphoria Aware Monitor lists to track low-performing students	Campus Admin/District TIS	Ongoing	Local-State	Eduphoria Aware reports; creation of teacher/admin monitor groups
Make online testing available in the second semester for benchmarking and six weeks tests through Aware to simulate STAAR/EOC online platform	TIS IT Director Classroom Staff	Ongoing	Aware, State-Released Tests	Eduphoria Aware reports
Provide PD in the efficient and effective use of data disaggregation to guide instruction & identify student learning gaps	Campus Admin TIS	Ongoing	Local-State	Eduphoria Aware reports; increased staff confidence in data disaggregation skills as measured by EOY climate survey
Identification of scope and sequence, curriculum, and resource materials in course offerings	Campus Admin/Staff	Ongoing	Local-State	Teacher transition

Family/Community Engagement

Identified Need #4: Increase opportunities for parent, family and community engagement

Objective A: Continue to seek opportunities to increase communication & engagement between the school and parents/community

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Improve communication with the all stakeholders through district website, marquee, approved SHS social media accounts (Facebook, Remind, SportsYou), and use of SchoolMessenger for texts, emails, and phone calls to parents/guardians	Administration All instructional staff	Ongoing	Local-State	Increased outbound communication/postings; feedback from parents/community
Make daily updates to the district's website to ensure all information is timely and relevant	Campus Admin/ Staff	Ongoing	Local-State	Increased outbound communication/postings
Online website calendar can be downloaded to mobile device	Campus Admin/ Staff	Ongoing	Local-State	Increased outbound communication/postings
Provide opportunities for student leaders and student groups to engage in community/school service projects (Field Day, Food Drive)	Campus Admin/ Staff	Ongoing At least 1 per semester	Local	Increased interaction with community members; feedback from students and community
Provide opportunities for parents/families to be involved: <ul style="list-style-type: none"> ● Secondary Wildcat Parent Association ● Campus/District Committees, as needed ● Santo Band Booster Club ● Santo Athletic Booster Club ● Project Graduation 	Principal Staff	Varies	Local	Attendance; feedback

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Parent/Community events: <ul style="list-style-type: none"> ● Meet the Teacher Night ● Pep Rallies/Send Offs ● Santo Stock Show & State-wide Stockshows; 4-H meetings ● Charity Drives (Meals on Wheels, Sock Drive for Cook's Childrens' Hospital, C.A.R.E Animal Shelter) ● Fall Festival ● Homecoming Week ● Band participates in Veterans' Day Program ● Band Concerts (Christmas & Spring held outdoors with food trucks) ● Secondary Book Fair ● Beta Club Movie Night ● Hunter's Education Certifications ● Plant Sales & Floral Arrangement Sales ● Extra-curricular/athletic events, including Livestreaming Football & Basketball games ● Banquets & Awards Ceremonies ● Academic Awards & Scholarship Ceremony ● Graduation 	Principal Staff	Varies	Local	Attendance; feedback
Parent and community surveys (technology, policy, course offerings/programs, etc.)	Principal TIS	Ongoing	Local-State	Survey results and subsequent action
Parent notification for all students considered at risk for failing: <ul style="list-style-type: none"> ● Report cards ● Daily attendance calls/SMS messages ● Progress reports ● Contact parents via phone or email regarding accelerated instruction/tutorials ● Provide information about credit recovery via Edgenuity ● ASCENDER Parent Portal ● Accelerated instruction for students who failed STAAR or EOC 	Campus Admin Support staff Staff	Ongoing	Local-Sate	Communication logs

Objective B: Support an environment in which students, parents, guardians, and community members are informed about the College and Career Readiness Standards and actively involved in the graduation planning process

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Continue to provide multiple avenues of communication to parents and community members regarding the Foundation Graduation Program requirements and endorsements	Counselor, TIS	Ongoing	Local	Increased knowledge of and input about graduation plan and requirements
Conduct student and parent meetings with incoming freshmen regarding personal graduation plans, course offerings, and CTE Programs of Study/Endorsements	Counselor	Ongoing	Local	Increased knowledge of and input about graduation plan and requirements
Provide students and parents online access to student grades and attendance through ASCENDER Parent Portal	Staff	Ongoing	Local	Parent Portal usage reports
Continue to encourage scheduled parent conferences with administrators, counselors, and teachers to discuss the CCMR standards, graduation plan, and CTE Programs of Study	Administration Counselor Staff	Ongoing	Local	Log of scheduled parent conferences
Provide important documents, and State Assessment results to parents in their native language/ Translation resources/apps	Administration Counselor	Within 14 days	Local	Increased understanding of data by non-English speakers
Continue to communicate with parents/students via methods listed above regarding upcoming State Assessment dates in their native language (where possible)	Counselor, TIS	Ongoing	Local	Increased awareness of upcoming test dates by all parents
Continue attend events related to college and career readiness and offer post-secondary institution visits for junior and seniors—College Fairs & Campus Visits	Administration Counselor Staff	Ongoing	Local	Attendance
Distribute campus information via the district website, School Messenger, report card messages, social media,	Administration Staff	Ongoing	Local	Increased parent participation
Administer TSI, PSAT, SAT, and ASVAB on campus	Counselor	Annually	Local	Participation rates, scores

Campus Climate—Student Safety

Identified Need #5: Provide students with a safe environment in which to grow and learn

Objective A: SHS will continue to provide a community expected safe and nurturing environment for students to be able to learn and grow

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Seek resources to assist families with social/emotional issues	Staff	Ongoing	Local	Campus climate, discipline referrals, office referrals
All personnel are trained in job-related medical/health protocols including seizure management and anaphylaxis events. Specific personnel are trained in diabetic management protocols.	Admin	Ongoing	Local-State	Safety audit
Provide training to students, via assemblies or direct instruction in areas of dating violence, bullying prevention, trafficking/exploitation, drug abuse, pregnancy disease prevention, social media, vaping, leadership and Peace Officer Interaction	Admin/Counselor	Ongoing	Local	Campus climate and safety audit
Continue to maintain campus facilities at a high level to ensure safety and positive environment	Staff	Ongoing	Local	State of facilities, staff & community feedback
CPR/AED training provided to staff/Stop the Bleed Training	Admin/A.D.	Ongoing	Local	Campus climate and safety audit
Ongoing safety drills	Campus Admin	Ongoing	Local	Campus climate and safety audit
All external doors are locked and monitored. All instructional classroom doors are locked. Frequent checks are completed by administration.	Campus Admin	Ongoing	Local	Campus climate and safety audit
Emphasize a dress and grooming code that effectively maintains a safe & positive learning environment	Campus Admin	Ongoing	Local	Campus climate and safety audit
Implement a discipline management plan that is cohesive, structured, timely, and fair	Campus Admin	Ongoing	Local	Campus climate and safety audit
Maintain an anonymous, always-accessible reporting tool for students to inform administration about bullying, cyberbullying, or other threats to campus/student safety-Website/Apps	TIS	Ongoing	Local	Campus climate and safety audit

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Evaluation/Evidence
Implement and maintain attendance policies and procedures which ensure consistently high attendance	Campus Admin/Office staff	Ongoing	Local	Campus climate and safety audit, attendance reports
Implement and maintain responsible cell phone and technology usage/procedures	Campus Admin/staff	Ongoing	Local	Campus climate and safety audit
All student accounts are monitored for threats, violence, and self-harm and instances are immediately reported to administration	Tech Coordinator Admin	Ongoing	Local State	Campus climate, monitoring results
Maintain and upgrade controlled entrance points to campus/district facilities; keyless (card or phone app) remote door entry added to all exterior doors that access instructional learning areas—visitors must ring buzzer for entry	District Admin	Ongoing	Local	Campus climate and safety audit
Maintain and upgrade security cameras and communication devices (walkie-talkies); 20 additional interior & exterior cameras were added/upgraded	District Admin	Ongoing	Local	Campus climate and safety audit
Continue to implement Discipline Plan and Student Code of Conduct	Admin/staff	Ongoing	Local	Referrals
Provide information to parents and students about district attendance requirements, consequences of excessive absences	Campus Admin	Ongoing	Local	Attendance letters mailed and emailed to parents; ASCENDER reports
Continue random drug testing for students in grades 7-12 who participate in extra-curricular activities or park on campus	Superintendent Campus Admin School Board	Ongoing	Local	Campus climate and safety audit; Board policy
Continue to use an outside agency to provide searches by trained dogs	District & Campus Admin	Ongoing	Local	Search results
Provide CPI training to staff by ESC 11 (5 current/summer '26)	Campus Admin	Ongoing	Local	Training documentation
Provide UDCA (diabetic) training to staff by ESC 11	Campus Admin	Ongoing	Local	Training documentation
Principal conducts weekly meetings with the assistant principal and administrative staff to address concerns; i.e. attendance, discipline, scheduling, etc.	Campus Admin/Staff	Weekly	Local	Meeting schedules

6th and 7th and 8th grade levels will begin rotating in blocks of 3 to accommodate junior high growth	Campus Admin/Counselor Staff	Ongoing	Local	Mater Schedule
Implementation of House Bill 1481–Personal Device Policy	Campus Admin/Staff	Ongoing	Local-State	Discipline Reports/CBC
Addition of “ClassWise” device monitoring software	Campus Admin/Staff	Ongoing	Local-State	Staff