# SANTA MARIA ISD

## District Improvement Plan
## 2025/2026

SMISD Central Adminstration Office
11100 Military Hwy
956-565-6308 Ext 1000

# SANTA MARIA ISD

## Mission

*Every Student Empowered, Every Voice Valued, Every Future Bright*

## Vision

*Innovate, Inspire, Equip Every Student to Succeed*

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

# SANTA MARIA ISD Site Base

| Name | Position |
|---|---|
| Flores, Yadira | SMHS Principal |
| Cortez, Yadira | SMMS Principal |
| Camacho, Jacob | TGE Principal |
| Vega, Ana | Family and Community Engagement |
| Davila, Claudia | Teacher |
| Oelerich, Jeffery | Math Teacher |
| Salinas, Maria | Parent |
| Rodriguez, Maria | Teacher |
| Rivera, Ana | Parent |
| Stenhouse, Elizabeth | HR Supervisor |
| Gonzalez, Yliana | Business Manager |
| Pinales, Amber | Teacher Aide |
| Valdez, Antonio | Teacher |
| Solis, Cecilia | Teacher |
| Castillo, Esmeralda | Community Member |
| Montelongo, Paula | Parent |
| Rincon, Issac | Teacher Aide |
| Almanza, Dianerica | Teacher |

# Santa Maria Independent School District Goals

Goal 1 - Every Student, Every Way

- Improvement Academic Achievement and Growth for All Students
- Safety and Well-Being of Students
- Enhance College, Career, and Military Readiness (CCMR) Performance for All Students

Goal 2 - Professional Learning and Refinement

- Strategically Recruit Top Talent
- Continuous Refinement and Training
- Increase Faculty and Staff Retention

Goal 3 - Family and Stakeholder Experience

- Strengthen Family and Community Satisfaction and Engagement
- Strengthen Community Partnerships

Goal 4 - Financial and Operational Efficiency

- Ensure Strong Financial Stewardship and Operational Efficiency
- Systematic, Long-Range Facility Planning

# SANTA MARIA ISD

**Goal 1.** (Every Student, Every Way 1.1) Improvement Academic Achievement and Growth for All Students

**Objective 1.** Curriculum Alignment - Strengthen curriculum alignment by establishing consistent timelines across core subjects and developing activities that promote the continuous progression of core skills from one year to the next

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Each K-12 core subject will develop, implement, or adjust timelines that will outline what will be covered, when, and how it will be assessed, ensuring a coherent and effective learning experience. (Title I SW Elements: 1.1,2.2,2.3,2.5) (Target Group: All) (Strategic Priorities: 2,4) | Campus Leadership Team, Principal, Teacher(s), Technology Department | Fall 2025 | (F)211 ESEA, Title I, Part A - $11, (L)199 General Fund - $414,678 | Criteria: common format<br><br>Summative - Established Timelines Created and Utilized by Teachers, and Uploaded and Available on the District Website |
| 2. All campuses will implement the TEKS, English Language Proficiency Standards (ELPS) and the Career and College Readiness Standards (CCRS) knowledge and skills to enhance student learning. (Target Group: All) (Strategic Priorities: 2) | Campus Leadership Team, Principal, Teacher(s), Technology Department | 2025-2026 School Year | (F)289 Title IV - $1,113, (L)199 General Fund - $494,045 | Summative - Lesson Plans<br>Walkthrough Documentation<br>STAAR/EOC Assessment Results |
| 3. SMISD will implement Reading and Math curriculum mapping across all grade levels (vertical) and within grade levels (horizontal) to ensure consistency and close achievement gaps. (Target Group: All) (Strategic Priorities: 2) | Campus Leadership Team, Principal, Teacher(s), Technology Department | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $11, (L)199 General Fund - $497,445 | Summative - Meeting Agenda<br>Sign In Sheets |
| 4. SMISD will provide technology resources to support teachers' delivery of all content lessons and assessments through the use of various software platforms. (Target Group: All) (Strategic Priorities: 2) | Campus Leadership Team, Principal, Teacher(s), Technology Department | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $5,311, (L)199 General Fund - $415,530 | Summative - Lesson Plans<br>Online Program Reports<br>Walkthrough Documentation |
| 5. All campuses will provide opportunities for inclusion staff to plan with core content teachers in creating a collaborative approach for addressing the needs of the special education students. (Target Group: SPED) (Strategic Priorities: 2) | Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $1,323, (L)199 General Fund - $497,456 | Summative - Schedule of Meetings<br>Meeting Agendas<br>Sign In Sheets |
| 6. All campuses will provide staff development as needed in all core subjects using student performance data results. (Target Group: All) (Strategic Priorities: 2,4) | Campus Leadership Team, Principal, Teacher(s), Technology Department | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $12,000, (F)255 ESEA, Title II, Part A: Teacher & Principal PD - $16,145, (F)263 Eng. Lang. Acquisition & Lang. Enrichment | Summative - Staff Development Plan<br>DMAC Student Data<br>MAP Growth<br>iStation |

# SANTA MARIA ISD

**Goal 1.** (Every Student, Every Way 1.1) Improvement Academic Achievement and Growth for All Students

**Objective 1.** Curriculum Alignment - Strengthen curriculum alignment by establishing consistent timelines across core subjects and developing activities that promote the continuous progression of core skills from one year to the next

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| | | | - $20,800, (F)289 Title IV, (L)199 General Fund - $20,500 | |
| 7. Develop district-wide formative and summative common assessments that are directly tied to aligned curriculum documents. Regularly analyze results in PLCs to adjust instruction and interventions. (Title I SW Elements: 1.1,2.2,2.5,2.6) | Principal, Teacher(s) | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $135,311, (L)199 General Fund | |

# SANTA MARIA ISD

**Goal 1.** (Every Student, Every Way 1.1) Improvement Academic Achievement and Growth for All Students

**Objective 2.** Individualized Instruction - Ensure instructional practices in all classrooms are tailored to meet the needs of every student

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Develop individualized learning plans (ILPs) for students using benchmark data, classroom assessments, and progress monitoring tools to target specific academic strengths and areas of growth. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All) (Strategic Priorities: 2) | Principal, Teacher(s), Technology Department | 2025-2026 School Year | (F)270 Title VI Low Income - $300, (L)199 General Fund - $93,794 | Program Student Progress Reports<br>Program Usage Reports<br>Lesson Plans<br>Panorama |
| 2. Train teachers to use flexible grouping strategies within classrooms (small groups, peer learning, targeted mini-lessons) to differentiate instruction based on readiness, interest, and learning style. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 2,4) | Counselor(s), Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $34,000, (F)212 Migrant - $24,000, (F)255 ESEA, Title II, Part A: Teacher & Principal PD - $14,300, (F)263 Eng. Lang. Acquisition & Lang. Enrichment - $15,800, (F)270 Title VI Low Income - $4,895, (F)289 Title IV - $10,000, (L)199 General Fund - $106,660 | Summative - All Assessment Results<br>Lesson Plans<br>Classroom Walkthroughs |
| 3. Integrate adaptive digital tools and platforms (e.g., IXL, Istation) that personalize practice, pacing, and feedback for students. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All,AtRisk) (Strategic Priorities: 2,4) | Academic Intervention Specialist, Campus Leadership Team, Counselor(s), Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (F)212 Migrant - $2,000, (F)255 ESEA, Title II, Part A: Teacher & Principal PD - $1,845, (F)270 Title VI Low Income - $300, (L)199 General Fund - $95,093 | Summative - Program Data |
| 4. Strengthen MTSS/RTI systems to provide individualized interventions for struggling students and enrichment pathways for advanced learners, including acceleration opportunities (Target Group: All) (Strategic Priorities: 2,4) | Principal, Teacher(s), Technology Department | 2025-2026 School Year | (L)199 General Fund - $150,000 | Summative - MTSS Documentation<br>Panorama |
| 5. Embed goal-setting and reflection practices into instruction, where students track their own progress toward academic and personal learning goals. (Title I SW Elements: 1.1,2.2,2.5) (Target Group: All) (Strategic Priorities: 2,4) | Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $34,000, (F)212 Migrant - $24,000, (F)263 Eng. Lang. Acquisition & Lang. Enrichment - $15,800, (F)270 Title VI Low Income - $4,895, (F)289 Title IV - $10,000, (L)199 General Fund - $106,660 | Summative - Panorama<br>MAP Growth<br>iStation |

# SANTA MARIA ISD

**Goal 1.** (Every Student, Every Way 1.1) Improvement Academic Achievement and Growth for All Students

**Objective 2.** Individualized Instruction - Ensure instructional practices in all classrooms are tailored to meet the needs of every student

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 6. All campuses will utitlize and monitor the ELAR/SLAR TEKS, ELPS, and CCRS knowledge and skills (Target Group: All) | Campus Leadership Team, Principal, Special Ed Teacher, Teacher(s), Technology Department | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $12,000, (L)199 General Fund - $160,773 | Criteria: Summative Evaluation TELPAS Assessment Results Walkthrough Documentation<br><br>09/29/25 - Pending |
| 7. All campuses will provide accelerated instruction in the area of reading and writing to all students that are failing or at risk of failing through after school tutoring, Saturday Academies and interventions throughout the day (Target Group: All) (Strategic Priorities: 2) | Campus Leadership Team, Principal, Teacher(s) | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $10,124, (F)255 ESEA, Title II, Part A: Teacher & Principal PD - $4,700, (F)263 Eng. Lang. Acquisition & Lang. Enrichment - $24,000, (F)270 Title VI Low Income - $15,000, (F)289 Title IV - $29,050, (L)199 General Fund - $102,550 | Criteria: Sign-In Sheets Rosters Assessment Results<br><br>09/29/25 - Pending |
| 8. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity. (Target Group: GT) (Strategic Priorities: 2) | Campus Leadership Team, Curriculum Facilitator | 2025-2026 School Year | (L)199 General Fund - $13,579 | Criteria: Lesson Plans Assessments<br><br>09/29/25 - Pending |
| 9. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and math skills through a variety of programs and instructional strategies (Target Group: SPED) (Strategic Priorities: 2) | Principal, Special Ed Teacher | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $333,156, (F)263 Eng. Lang. Acquisition & Lang. Enrichment - $45,000, (F)270 Title VI Low Income - $20,195, (F)289 Title IV - $40,000, (L)199 General Fund - $615,347 | Criteria: Summatives Student Progress Reports<br><br>09/29/25 - Pending |
| 10. All campuses will implement EL instructional strategies to address the mathematic instructional needs of EBs and At-Risk learners. (Target Group: BI,ESL,EB,AtRisk) (Strategic Priorities: 2) | Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (L)199 General Fund - $15,907 | Criteria: Lesson Plans Walkthrough Documentation<br><br>09/29/25 - Pending |
| 11. All campuses will use reading and writing instructional strategies to address the needs of all At-Risk students and/or students identified with Dyslexia. (Target Group: AtRisk,Dys) | Campus Leadership Team, Principal, Teacher(s) | 2024-2025 School Year | (L)199 General Fund - $502,603 | Criteria: Improved STAAR performance |

# SANTA MARIA ISD

**Goal 1.** (Every Student, Every Way 1.1) Improvement Academic Achievement and Growth for All Students

**Objective 2.** Individualized Instruction - Ensure instructional practices in all classrooms are tailored to meet the needs of every student

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 12. SMISD will provide instructional technology tools to support teachers' delivery of instruction and assessments through the use of various software programs. (Target Group: All) | Campus Leadership Team, Technology Coordinator | 2025-2026 School Year | (L)199 General Fund - $314,216 | Criteria: Walkthroughs and performance reports |
| 13. All campuses will provide opportunities for inclusion staff to plan with all teachers in creating a collaborative approach for addressing the needs of SPED students. (Target Group: SPED) | Campus Leadership Team, Principal | School Year 2025-2026 | (L)199 General Fund - $479,375 | Criteria: Meeting agendas and sign-in sheets |

# SANTA MARIA ISD

**Goal 1.** (Every Student, Every Way 1.1) Improvement Academic Achievement and Growth for All Students

**Objective 3.** Expanded Academic Opportunities - Expand academic opportunities to appeal to our students' interests and needs

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Expand elective and enrichment courses in areas such as fine arts, STEM, foreign languages, and career pathways aligned to local workforce needs. (Title I SW Elements: 1.1,3.1) (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (L)199 General Fund - $460,360 | Summative - Campus Course Listing<br>High School Graduation Plans |
| 2. Develop or expand CTE programs with industry-based certifications, dual credit opportunities, and partnerships with local businesses and colleges. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 4) | Director of Technology, Instructional Facilitator, Principal, Teacher(s), Technology Department | 2025-2026 School Year | (L)199 General Fund - $460,360 | Summative - High School Graduation Plans<br>Established MOUs |
| 3. Increase access to academic clubs, competitions, and organizations (e.g., robotics, UIL academics, debate, student government) that connect classroom learning with student interests. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 3) | Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (L)199 General Fund - $54,826 | Summative - Student Surveys<br>Club Fairs |
| 4. Establish student advisory groups, surveys, and focus sessions to gather input on desired courses, programs, and learning experiences. Use results to guide curriculum expansion. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3) | Academic Intervention Specialist, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s) | 2025-2026 School Year | (L)199 General Fund - $65,093 | Summative - Surveys<br>Sign-In Sheets |

# SANTA MARIA ISD

**Goal 2.** (Every Student, Every Way 1.2) Safety and Well-Being of Students

**Objective 1.** Social Emotional Support - Promote students' social and emotional well-being by providing consistent support and resources to help them develop resilience and interpersonal skills, to include the successful implementation of character education programs

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Implement a research-based character education program across all grade levels that teach students trustworthiness, responsibility, care, good citizenship and other traits, such as courage and courtesy. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Principal, Teacher(s) | 2025-2026 School Year | (L)199 General Fund - $17,586 | Master Schedules |
| 2. Increase access to school counselors, social workers, and licensed mental health professionals, while providing staff training on trauma-informed practices. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 1) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $207,128 | Sign-In Sheets for trainings |
| 3. Establish a districtwide early warning system that uses attendance, behavior, and academic data to identify students in need of social-emotional or mental health support. (Title I SW Elements: 1.1,2.2) (Target Group: All) (Strategic Priorities: 1) | Campus Leadership Team, Principal, Superintendent | 2025-2026 School Year | (L)199 General Fund - $128,020 | Panorama data |
| 4. Partner with families and community organizations to provide workshops, resources, and events that strengthen social-emotional well-being and resilience outside of school. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $19,441 | MOUs with organizations<br>Sign-In Sheets |

# SANTA MARIA ISD

**Goal 2.** (Every Student, Every Way 1.2) Safety and Well-Being of Students

**Objective 2.** Academic Advisement - Develop a strong and cohesive academic advisement model across all campuses

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Strengthen the exisiting structured academic advising framework that begins in middle school and continues through high school, ensuring students receive regular guidance on course selection, graduation requirements, and postsecondary pathways. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $11,724 | Scheduled Meetings<br>Sign-In Sheets |
| 2. Require each student to create and annually update a personalized graduation plan that outlines endorsements, college/career/military readiness goals, and course sequencing. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Principal | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $900, (L)199 General Fund - $83,371 | Signed personal graduation plans |
| 3. Provide professional learning for counselors, teachers, and administrators on effective advising practices, including use of academic data, career interest inventories, and postsecondary planning tools. (Title I SW Elements: 1.1,2.6) (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Principal | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $12,000, (F)265 ACE - $9,000, (L)199 General Fund - $19,500 | Sign-In Sheets<br>Planning Tools |
| 4. Strengthen family involvement in the academic advisement process through parent workshops and information sessions (Title I SW Elements: 1.1,2.1,3.1) (Target Group: All) (Strategic Priorities: 3) | Campus Leadership Team, Principal | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $2,799, (F)265 ACE - $8,135, (L)199 General Fund - $7,507 | Summative - Parent Session Flyers<br>Sign-In Sheets |

# SANTA MARIA ISD

**Goal 2.** (Every Student, Every Way 1.2) Safety and Well-Being of Students

**Objective 3.** Expansion of Extracurricular and Cocurricular Opportunities - Develop and implement a vertically-aligned recruitment system that motivates students to increase their participation in extra and cocurricular activites

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Introduce new extracurricular and co-curricular programs that reflect student interests, including e-sports, debate, and STEM clubs, among others (Title I SW Elements: 1.1) (Target Group: All) | Campus Leadership Team, Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $541,328 | 09/22/25 - Pending (S) |
| 2. Partner with local businesses, nonprofits, and higher education institutions to expand co-curricular opportunities such as internships, mentorships, and academic competitions. (Title I SW Elements: 1.1,2.1) (Target Group: All) (Strategic Priorities: 3) | | 2025-2026 School Year | (F)265 ACE - $5,050, (L)199 General Fund - $198,071 | 09/22/25 - Pending (S) |
| 3. Continue evolving the use of student advisory committees to provide input on desired extracurricular offerings and co-curricular activities, ensuring programs reflect evolving student interests. (Target Group: All) | Superintendent | 2025-2026 School Year | (L)199 General Fund - $53,943 | Criteria: Sign-In Sheets Community Service Activties Agendas |
| 4. Create districtwide recognition systems (awards, showcases, media highlights) to celebrate student participation and success in extracurricular and co-curricular programs. (Target Group: All) | Principal, Superintendent | 2025-2026 School Year | (L)199 General Fund - $79,229 | Criteria: Social Media Postings Media Production |

# SANTA MARIA ISD

**Goal 3.** (Every Student, Every Way 1.3) Enhance College, Career, and Military Readiness (CCMR) Performance for All Students

**Objective 1.** College: Enhance student opportunities to improve performance on college extrance exams and increase Advanced Placement and dual credit opportunities

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Provide SAT/ACT preparation through in-school courses, after-school tutorials, and online practice platforms to improve student performance on college entrance exams. (Target Group: All) | Campus Leadership Team, Principal, Teacher(s) | 2025-2026 School Year | (F)265 ACE - $2,683, (L)199 General Fund - $130,023 | Criteria: Schedule of Services School-wide Exam Dates |
| 2. Broaden the number and variety of AP and dual credit course offerings, including both core academic subjects and electives, to meet diverse student interests and college readiness goals. (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $130,023 | Criteria: Pathways/Course Catalog<br><br>Grade Book Grading Report |
| 3. Invest in ongoing professional development and certification support for teachers to expand capacity to teach AP and dual credit courses. (Strategic Priorities: 3) | Principal | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $4,000, (L)199 General Fund - $6,500 | Staff Development Calendar Staff Development Certificates |
| 4. Reduce barriers to participation by covering exam fees, providing transportation for dual credit courses, and offering financial assistance for AP exams and college entrance testing. (Target Group: All) (Strategic Priorities: 3) | Campus Leadership Team, Principal | 2025-2026 School Year | (L)199 General Fund - $69,402 | Criteria: Number of students taking SAT/ACT and AP Exams<br><br>02/27/20 - Pending |
| 5. Host workshops and information sessions for students and families on AP, dual credit, and college entrance exam opportunities, including the benefits and requirements of participation. | Counselor(s), Principal | School Year 2025-2026 | (F)289 Title IV - $8,135, (L)199 General Fund - $58,090 | Criteria: Flyers Sign-In Sheets |

# SANTA MARIA ISD

**Goal 3.** (Every Student, Every Way 1.3) Enhance College, Career, and Military Readiness (CCMR) Performance for All Students

**Objective 2.** Career: Increase industry-based certification opportunities and establish CTE student organizations

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Explore the expansion of CTE course offerings, resulting in an increase of IBCs (Target Group: All) (Strategic Priorities: 3) | Campus Leadership Team, Principal | 2025-2026 School Year | (L)199 General Fund - $494,269 | Criteria: Agendas of CTE committee meetings<br><br>Agendas of CTE committee meetings |
| 2. Partner with local colleges, workforce boards, and employers to provide certification preparation, equipment, and hands-on training aligned to workforce needs. (Target Group: All) (Strategic Priorities: 3) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $494,269 | Criteria: MOUs<br>Planned Activity Agendas<br><br>MOUs<br>Planned Activity Agendas |
| 3. Create or expand student-led CTSOs such as SkillsUSA, FFA, HOSA, DECA, and BPA to give students opportunities to apply technical skills in leadership and competitive settings. (Target Group: All) (Strategic Priorities: 3) | Principal | 2025-2026 School Year | (L)199 General Fund - $494,269 | Criteria: Clubs/Organizations Charters and Meeting Agendas<br><br>Clubs/Organizations Charters and Meeting Agendas |
| 4. Launch an annual awareness campaign to inform students and families about the value of IBCs and CTSOs, including benefits for college, career, and military readiness. (Target Group: All) | Campus Leadership Team, Principal | 2025-2026 School Year | (L)199 General Fund | Criteria: Meeting agendas<br>Increase in the number of students enrolled in CTE courses and earning IBCs |

# SANTA MARIA ISD

**Goal 3.** (Every Student, Every Way 1.3) Enhance College, Career, and Military Readiness (CCMR) Performance for All Students

**Objective 3.** Military: Continue to provide ASVAB opportunities and build connections with military recruiters

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Offer the ASVAB test at least once per year at every high school campus, ensuring all juniors and seniors have access. (Target Group: All) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $69,402 | Criteria: Number of students taking the ASVAB<br><br>Number of students taking the ASVAB |
| 2. Provide ASVAB prep resources, including study guides, online practice tools, and workshops to help students maximize their performance. (Target Group: All) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $69,402 | Criteria: Increase in student performance on the ASVAB<br><br>Increase in student performance on the ASVAB |
| 3. Establish a coordinated schedule for military recruiters to visit campuses, host informational sessions, and participate in career fairs. (Target Group: All) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund | Criteria: Schedule of visits and career fairs<br><br>Schedule of visits and career fairs |
| 4. Host family information nights in collaboration with military recruiters to provide parents and students with details on military benefits, scholarships, and career opportunities. (Target Group: All) | Counselor(s), Principal | 2025-2026 School Year | (L)199 General Fund - $1,000 | Criteria: Meeting Agendas and Sign-In Sheets<br><br>Meeting Agendas and Sign-In Sheets |

# SANTA MARIA ISD

**Goal 4.** (Professional Learning and Refinement 2.1) Strategically Recruit Top Talent

**Objective 1.** Faculty and Staff Recruitment: Attend recruiting events and information sessions

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Launch recruitment campaigns highlighting district strengths, community culture, and career growth opportunities, using job fairs, social media, and professional networks. (Target Group: All) (Strategic Priorities: 3) | Human Resource Department | 2025-2026 School Year | (L)199 General Fund - $52,426 | Criteria: Calendar of Events<br>Agendas<br>Sign In Sheets<br><br>Calendar of Events<br>Agendas<br>Sign In Sheets |
| 2. Implement “grow-your-own” initiatives such as future teacher clubs, and paraprofessional-to-teacher pathways (Target Group: All) | Human Resource Department | 2025-2026 School Year | (L)199 General Fund - $78,087 | Criteria: Calendar of Events<br>Meeting Agendas<br>Sign In Sheets<br><br>Calendar of Events<br>Meeting Agendas<br>Sign In Sheets |

# SANTA MARIA ISD

**Goal 4.** (Professional Learning and Refinement 2.1) Strategically Recruit Top Talent

**Objective 2.** TIA Refinement: Apply, calibrate, and train staff for successful implementation of Teacher Incentive Allotment

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Refine the teacher evaluation system by providing rater calibration training, and ongoing support to ensure fairness, accuracy, and consistency across campuses. (Target Group: All) | Counselor(s), Human Resource Department, Principal | 2025-2026 School Year | (L)199 General Fund - $811,896 | Criteria: Calibration Walk Schedules<br>Walkthrough Data<br><br>Calibration Walk Schedules<br>Walkthrough Data |
| 2. Provide regular communication, workshops, and resources to ensure teachers fully understand the TIA system, criteria for designations, and how student growth data impacts outcomes. (Target Group: All) (Strategic Priorities: 1) | Human Resource Department, Staff | 2024-2025 School Year | (L)199 General Fund - $82,430 | Criteria: List of Committee Members<br>Schedule of Meetings<br>Meeting Agendas<br>Sign In Sheets<br><br>List of Committee Members<br>Schedule of Meetings<br>Meeting Agendas<br>Sign In Sheets |

# SANTA MARIA ISD

**Goal 4.** (Professional Learning and Refinement 2.1) Strategically Recruit Top Talent

**Objective 3.** Market Salary Analysis: Develop sustainable competitive compenstation protocols based on market slary analysis

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Conduct an annual compensation study comparing district salaries and benefits with peer districts, regional labor markets, and state averages to identify gaps and opportunities. (Target Group: All) | Human Resource Department | 2025-2026 School Year | (L)199 General Fund - $312,563 | Criteria: Annual Compensation Study<br><br>Annual Compensation Study |
| 2. Refine step schedules and pay grades that align with market analysis findings while ensuring long-term budget sustainability, with special attention to high-demand and hard-to-fill positions. (Target Group: All) (Strategic Priorities: 1) | Human Resource Department | 2025-2026 School Year | (L)199 General Fund - $312,563 | Criteria: Teacher Salary Schedule and Pay Grades<br><br>Teacher Salary Schedule and Pay Grades |
| 3. Share compensation study results and proposed adjustments with staff, community, and the Board to ensure transparency and build trust in the district's compensation protocols. (Target Group: All) | Human Resource Department | 2025-2026 School Year | (L)199 General Fund - $245,000 | Criteria: Salary Study<br>Calendar of sessions<br>Survey results<br><br>Salary Study<br>Calendar of sessions<br>Survey results |

# SANTA MARIA ISD

**Goal 5.** (Professional Learning and Refinement 2.2) Continuous Refinement and Training

**Objective 1.** Professional Learning: Develop a comprehensive professional learning plan

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Conduct a district-wide professional learning needs assessment (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) | Curriculum Facilitator, Human Resource Department | Fall 2025 | (F)211 ESEA, Title I, Part A - $98,800, (L)199 General Fund - $333,416 | Criteria: The survey and results<br><br>09/28/25 - Pending |
| 2. Create a structured professional development framework that includes district-wide training and school-based initiatives. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) | Curriculum Facilitator, Principal, Superintendent | 2025-2026 School Year | (L)199 General Fund - $748,497 | Criteria: The plan and feedback survey results from sessions.<br><br>09/28/25 - Pending |
| 3. Evaluate professional learning for impact and continuous improvement. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) | Curriculum Facilitator, Superintendent | 2025-2026 School Year | (L)199 General Fund - $232,500 | Criteria: Survey results<br><br>09/28/25 - Pending |

# SANTA MARIA ISD

**Goal 5.** (Professional Learning and Refinement 2.2) Continuous Refinement and Training

**Objective 2.** Leadership Development: Develop and sustain meaningful leadership and talent development opportunities

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Ensure school and district leaders engage in continuous professional growth aligned with leadership standards and district priorities. (Title I SW Elements: 1.1) (Strategic Priorities: 1) | Curriculum Facilitator, Superintendent | 2025-2026 School Year | (F)255 ESEA, Title II, Part A: Teacher & Principal PD - $12,000, (F)265 ACE - $9,000, (L)199 General Fund - $20,500 | Criteria: The schedule and feedback survey results<br><br>09/28/25 - Pending |

# SANTA MARIA ISD

**Goal 6.** (Professional Learning and Refinement 2.3) Increase Faculty and Staff Retention

**Objective 1.** Staff Culture: Create intentional campus/department activities that encourage participation, engagement, and attendance

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Plan regular and interest-based activities that foster a sense of community and belogning among district staff. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 1) | Curriculum Facilitator, Principal | 2025-2026 School Year | (L)199 General Fund - $232,500 | Criteria: Feedback loop to include surveys<br><br>09/28/25 - Pending |
| 2. Create feedback loops to improve participation and engagement. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1) | Curriculum Facilitator, Superintendent | 2025-2026 School Year | (L)199 General Fund - $232,500 | Criteria: Survey feedback and attendance rates<br><br>09/28/25 - Pending |

# SANTA MARIA ISD

**Goal 6.** (Professional Learning and Refinement 2.3) Increase Faculty and Staff Retention

**Objective 2.** Staff Recognition: Establish a recognition system that honors staff accomplishments

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Create a structured system that recognizes staff at the district level for excellence in instruction, leadership, innovation, and service. (Title I SW Elements: 2.1) (Target Group: All) | Human Resource Department, Superintendent | 2025-2026 School Year | (L)199 General Fund - $217,536 | Criteria: Criteria for selection of staff, and social media posts<br><br>09/28/25 - Pending |
| 2. Launch a peer-to-peer recognition initiative (Title I SW Elements: 1.1) (Target Group: All) | Human Resource Department, Superintendent | 2025-2026 School Year | (L)199 General Fund - $165,301 | Criteria: Recognition criteria and social media posts<br><br>09/28/25 - Pending |

# SANTA MARIA ISD

**Goal 7.** (Family and Stakeholder Experience 3.1) Strengthen Family and Community Satisfaction and Engagement

**Objective 1.** Enhance Stakeholder Communication: Enhance communication with all stakeholders by providing informative notifications, announcement, and timely crisis communication

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Expand the use of multiple communciation platforms to ensure consistent and accessible notifications and annoucements for all stakeholder (Title I SW Elements: 1.1,2.1) (Target Group: All) | Chief of Police, Principal, Superintendent, Technology Department | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $2,799, (F)212 Migrant - $1,000, (F)265 ACE - $8,135, (L)199 General Fund - $6,757 | Criteria: The timeliness of delivery of notications<br>Survey feedback<br><br>09/29/25 - Pending |
| 2. Improve the districtwide crisis communication plan that outlines clear procedures, responsibilities , and message templates for emergencies (Title I SW Elements: 1.1) (Target Group: All) | Chief of Police, Superintendent, Technology Department | Fall 2025 | (L)199 General Fund - $25,000 | Criteria: Message templates<br>Flowchart<br><br>09/29/25 - Pending |
| 3. Create structured opporunities for students, families, staff, and community members to provide feedback on district communication effectiveness and needs (Title I SW Elements: 2.1) (Target Group: All) | Chief of Police, Superintendent, Technology Department | 2025-2026 School Year | (L)199 General Fund - $12,135 | Criteria: Survey feedback<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 7.** (Family and Stakeholder Experience 3.1) Strengthen Family and Community Satisfaction and Engagement

**Objective 2.** Campus Event Attendance: Increase stakeholder participation at campus events

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Offer campus events at varied times (evening, weekends, virtual options) and provide supports such as childcare and translation services. (Target Group: All) | Family Engagement Specialist, Parental Department | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $2,799, (F)212 Migrant - $1,000, (F)265 ACE - $4,800, (L)199 General Fund - $6,757 | Criteria: Purchased materials and devices<br>Parent feedback<br><br>09/29/25 - Pending |
| 2. Use personalized communication methods to inform and encourage stakeholder participation in events | Director of Federal Programs, Family Engagement Specialist | 2025-2026 School Year | (L)199 General Fund - $33,500 | Criteria: Scripts, messages, and feedback<br><br>09/29/25 - Pending |
| 3. Design events that highlight student performances, projects, and achievements, ensuring families and community members see direct value in attending (Target Group: All) | Director of Federal Programs, Family Engagement Specialist | 2025-2026 School Year | (F)211 ESEA, Title I, Part A - $2,799, (F)212 Migrant - $1,000, (F)265 ACE - $8,135, (L)199 General Fund - $6,757 | Criteria: Event Flyers and Social Media Posts<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 7.** (Family and Stakeholder Experience 3.1) Strengthen Family and Community Satisfaction and Engagement

**Objective 3.** Customer Service: Increase the level of student, parent, and stakeholder perception and customer service

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Implement annual professional learning for all district and campus staff focused on customer service skills, including active listening, empathy, responsiveness, and professionalism (Target Group: All) | Principal, Superintendent | Fall 2025 | (F)211 ESEA, Title I, Part A - $8,000, (L)199 General Fund - $19,300 | Criteria: Sign-In Sheets Survey Feedback<br><br>09/29/25 - Pending |
| 2. Establish customer-friendly practices at all entry points, such as designated greeters, clear signage, and bilingual communication to ensure all visitors feel valued and respected (Target Group: All) | Family Engagement Specialist, Superintendent | 2025-2026 School Year | (L)199 General Fund - $2,302 | Criteria: Survey Feedback<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 8.** (Family and Stakeholder Experience 3.2) Strengthen Community Partnerships

**Objective 1.** Community Ties: Engage and cultivate positive relationships with municipal, state, and national stakeholders

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Establish formal partnerships with municipal leaders, state agencies, and national organizations to support district initiatives, secure resources, and align priorities. (Strategic Priorities: 3) | Chief of Police, Director of Federal Programs, Director of Finance, Superintendent | 2025-2026 School Year | (F)255 ESEA, Title II, Part A: Teacher & Principal PD - $1,200, (F)265 ACE - $13,500, (F)429 LASO Grant - $200, (L)199 General Fund - $16,407 | Criteria: At least two MOUs and/or agreements<br><br>09/29/25 - Pending |
| 2. Develop a structured communication plan to regularly share student and staff achievements, innovative programs, and district milestones with government leaders and external stakeholders. (Title I SW Elements: 1.1,2.1) | Family Engagement Specialist, Superintendent | 2025-2026 School Year | (L)199 General Fund - $6,757 | Criteria: Newsletters, Social Media Posts<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 8.** (Family and Stakeholder Experience 3.2) Strengthen Community Partnerships

**Objective 2.** External Partnerships: Collaborate and elicit support from external agencies, non-profit organizations, regional and state education agencies, higher education organizations, and businesses

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Develop Memorandums of Understanding (MOUs) and partnership agreements with external agencies, higher education institutions, and businesses to provide resources, expertise, and opportunities for students and staff (Title I SW Elements: 1.1,2.1) (Target Group: All) | Director of Finance, Family Engagement Specialist, Superintendent | 2025-2026 School Year | (F)212 Migrant - $2,000, (F)255 ESEA, Title II, Part A: Teacher & Principal PD - $1,845, (F)265 ACE - $3,867, (F)270 Title VI Low Income - $300, (F)429 LASO Grant - $2,000, (L)199 General Fund - $240,093 | Criteria: Expand the current number of MOUs by at least two<br><br>09/29/25 - Pending |
| 2. Partner with non-profit and community organizations to provide wraparound services such as mental health support, mentoring, after-school programming, and family resources. (Title I SW Elements: 2.1) (Target Group: All) | Director of Federal Programs, Director of Finance, Family Engagement Specialist, Superintendent | 2025-2026 School Year | (F)265 ACE - $95,550, (L)199 General Fund - $6,757 | Criteria: Ensure 100% of campuses have access to at least one external partner<br><br>09/29/25 - Pending |
| 3. Collaborate with regional workforce boards, higher education organizations, and local businesses to create internships, dual credit courses, apprenticeships, and career exploration opportunities. (Title I SW Elements: 2.1) | Director of Federal Programs, Director of Finance, Family Engagement Specialist, Principal, Superintendent | 2025-2026 School Year | (F)212 Migrant - $2,000, (F)265 ACE - $5,050, (F)270 Title VI Low Income - $300, (L)199 General Fund - $269,303 | Criteria: Increase student participation in internships or dual-credit programs by 10% this year<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 9.** (Financial and Operational Efficiency 4.1) Ensure Strong Financial Stewardship and Operational Efficiency

**Objective 1.** Campus and Department Budget Planning: Ensure that all campus and department leaders are well-equipped to manage their budgets

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Provide annual, tiered professional development for principals, assistant principals, and department heads on budget planning, financial compliance, and resource allocation. (Target Group: All) | Director of Finance | Fall 2025 | (F)211 ESEA, Title I, Part A - $12,000, (F)265 ACE - $9,000, (F)429 LASO Grant - $2,000, (L)199 General Fund - $19,500 | Criteria: By Fall 2025, 100% of campus and department leaders will complete budget management training<br><br>09/29/25 - Pending |
| 2. Implement a system of monthlybudget reviews with campus and department leaders, supported by the Business Manager, to track expenditures, forecast needs, and ensure alignment with district priorities. (Target Group: All) | Director of Finance | 2025-2026 School Year | (L)199 General Fund - $7,800 | Criteria: Sign-In Sheets from each meeting<br><br>09/29/25 - Pending |
| 3. Develop and deploy easy-to-use budget tracking dashboards and templates that give leaders real-time visibility into expenditures and available funds (Target Group: All) | Director of Finance | Fall 2025 | (L)199 General Fund - $53,995 | Criteria: Budget tracking sheet<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 9.** (Financial and Operational Efficiency 4.1) Ensure Strong Financial Stewardship and Operational Efficiency

**Objective 2.** District Budget: Ensure that the district budget remains healthy and contributes annually to our fund balance

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Adopt conservative revenue projections and establish expenditure limits to safeguard against shortfalls, while prioritizing essential programs and services | Director of Finance, Superintendent | 2025-2026 School Year | (L)199 General Fund - $64,798 | Criteria: By Summer 2026, the district will contribute at least 2% annual expenditures back into the fund balance.<br><br>09/29/25 - Pending |
| 2. Implement a five-year financial plan aligned with enrollment trends, staffing needs, and capital projects, ensuring sustainable practices that protect the fund balance (Target Group: All) | Director of Finance, Superintendent | 2025-2026 School Year | (L)199 General Fund - $164,501 | Criteria: By summer 2026, the fund balance will increase by half a year.<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 9.** (Financial and Operational Efficiency 4.1) Ensure Strong Financial Stewardship and Operational Efficiency

**Objective 3.** Student Enrollment and Average Daily Attendance: Focus on student enrollment and average daily attendance to ensure that we are budgeting within our means and limiting spending when necessary

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Launch annual enrollment drives that include community outreach, marketing campaigns, and family engagement initiatives to attract and retain students within the district (Target Group: All) | Family Engagement Specialist, Principal, Superintendent | Spring 2026 | (F)211 ESEA, Title I, Part A - $2,799, (F)212 Migrant - $1,000, (F)265 ACE - $8,135, (L)199 General Fund - $6,757 | Criteria: Increase enrollment by 1% a year<br><br>09/29/25 - Pending |
| 2. Implement real-time attendance tracking systems and early-warning protocols that trigger immediate outreach to families when attendance concerns arise (Target Group: All) | Principal | Fall 2025 | (L)199 General Fund - $222,629 | Criteria: By Spring 2026, reduce chronic absenteeism rates by 5% across all campuses.<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 10.** (Financial and Operational Efficiency 4.2) Systematic, Long-Range Facility Planning

**Objective 1.** Develop and Update a Facility Plan: Develop a long-term facility plan, highlighting areas of need and improvement

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Conduct districtwide facility audits to evaluate the condition of buildings, safety compliance, technology readiness, and capacity for future growth (Target Group: All) | Superintendent | Spring 2026 | (L)199 General Fund - $1,496,463 | Criteria: By 2026, complete a 100% assessment of all district facilities<br><br>09/29/25 - Pending |
| 2. Align capital improvement projects with projected enrollment, instructional needs, and available funding streams (grants, partnerships) while ensuring preventive maintenance is systematically addressed (Target Group: All) | Director of Federal Programs, Director of Finance, Superintendent | 2025-2026 School Year | (L)199 General Fund - $1,496,463 | Criteria: Work Orders Facility Plan<br><br>09/29/25 - Pending |

# SANTA MARIA ISD

**Goal 10.** (Financial and Operational Efficiency 4.2) Systematic, Long-Range Facility Planning

**Objective 2.** Infrastructure Monitoring and Improvements: Develop systems to consistently monitor school facilities and safety measures, and address concerns appropriately

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|---|---|---|---|
| 1. Implement a standardized schedule for monthly facility walk-throughs and safety inspections at all campuses, with digital reports submitted to district leadership (Target Group: All) | Director of Federal Programs, Superintendent | Fall 2025 | (L)199 General Fund - $1,496,463 | Criteria: Inspection documentation with corrective actions<br><br>09/29/25 - Pending |
| 2. Utilize a digital work order system and address matters within two business days (Target Group: All) | Director of Federal Programs, Superintendent, Technology Coordinator | 2025-2026 School Year | (L)199 General Fund - $2,982 | Criteria: 95% of all work orders will be completed within two business days<br><br>09/29/25 - Pending |
| 3. Monitor and maintain documentation on TEA's Sentinel Portal (Target Group: All) | Chief of Police, Superintendent | School 2025-2026 | (F)211 ESEA, Title I, Part A - $98,800, (L)199 General Fund - $150,000 | Criteria: Timelines |

# Comprehensive Needs Assessment

## Student Achievement

### Student Achievement Strengths

### Student Achievement Needs

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

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

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

### Student Achievement Summary

### Goal 1 - Student Achievement

Based on the District Report Card for 2024-2025 School Year (A-F Accountability System).
SMISD received an overall C rating with a “C” rating in Domain 1 Student Achievement, a “C” rating in Domain 2 Student Progress, and a “C” rating in Domain 3 Closing the Gaps. Tony Gonzalez Elementary received an overall “B” rating, Santa Maria Middle School received an overall “B” rating, and Santa Maria High School received an overall “B” rating.

**2024-2025 School Year (Approaches)**
**ReadingDistrict 69%**
**Math District 67%**
Science District 65%
SSDistrict 60%
**2024-2025 School Year (Approaches)**

### Student Achievement Summary (Continued)

**ReadingDistrict 42%**
**Math District 31%**
**ScienceDistrict 29%**
**SSDistrict 35%**

**2024-2025 School Year (Approaches)**
**ReadingDistrict 12%**
**Math District 10%**
**Science District 2%**
**SSDistrict 14%**

**College Ready Graduates 2023-2024 School Year**
District 78%

**TSIA/SAT/ACT Graduates 2023-2024 School Year**
District 78%

**Career Annual  Graduates**
**District 38%**

# School Culture and Climate

### School Culture and Climate Strengths

# Comprehensive Needs Assessment

## School Culture and Climate Needs

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

## School Culture and Climate Summary

## Modern Facilities and Safe & Secure Learning Environment

### Strengths:

The entire school district including the 3 campuses and the Options Academy have upgraded the camera system to provide a safe and secure learning environment to all students and staff.

Santa Maria ISD continues to provide a safe-learning environment to all students and staff by having a Police Officer in every campus (Elementary, Middle and High School). Th Police Officers are present at campus events and activities as needed such as games, School events, Open House, etc. SMISD also employees two armed security guards.

The Raptor program is utilized district wide to monitor visitors and part-time employees (contractors) in order to make sure that every visitor has clearance to be on campus grounds. Each visitor is mandated to wear a visitor's badge upon campus or district approval.

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

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

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

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

**School Culture and Climate Summary (Continued)**

# Staff Quality, Recruitment and Retention

**Staff Quality, Recruitment and Retention Strengths**

The Board of Trustees approved the District of Innovation Plan that will permit the school district to hire CTE teachers who may not be certified, but may have appropriate work experience.

Santa Maria ISD is currently in the fifth year of the Mentor Academy. The mentors were trained as one group from Monday, August 4 to August 15, 2025, as an introduction to the Mentor Academy.

Each month until December 2025, the Mentor Academy will have the new educator training for different induction courses. The Mentor Academy is also the foundation for induction training for new and current educators.

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

The teacher and student populations are similar in demographics (98.2% to 98.6%)

**Staff Quality, Recruitment and Retention Needs**

Teacher experience (5.2 years & 1.5 years with district)
Teacher retention (District 34.6% to State 21.4%)

Retention Needs:

# Comprehensive Needs Assessment

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

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

## Staff Quality, Recruitment and Retention Summary

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

The district maintains highly effective personnel and provides current information to the district, campus administrators, and the public as required. The district actively recruits, retains, trains, and sustains highly-effective personnel by posting approved job vacancies in the Region One Application (OmniHire) website and advertisement through State and Local job fairs. The district utilizes Alternative Certification (AC) Programs and traditional university certification programs to actively recruit highly effective personnel to serve the students of the district. Based on updates to Chapter 89 (approved 07/15/2018), the district of Santa Maria will recruit bilingual/ESL certified educators and multi -certified educators to allow and accommodate ESL student growth. In addition, the Board of Trustees approved the District of Innovation Plan that will allow SMISD to hire teachers in the area of CTE who may not be certified, but have appropriate work experience.

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

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

The district continues its current employee recognition programs: Teacher of the Year, Retirement, Service Awards, and Employee of the Year Award (1 for each campus, 1 for Operations, & 1 for Child Nutrition).

Staff Quality, Recruitment, & Retention:

The district of Santa Maria Human Resource Department actively recruits educators through job fairs, in person, and online.
The district of Santa Maria Human Resource Department formally trains new educators through the New Teacher Orientation and Professional Development training.
The district of Santa Maria Human Resource Department recruits and retains educators through stipends in secondary mathematics, science, social studies, ELAR, and Business Education.
The district of Santa Maria offers the retention bonus in November of each school year and a perfect attendance stipend for instructional professionals and non-exempt employees each Fall and Spring of each school year, as approved by the School Board.

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

# Curriculum, Instruction and Assessment

### Curriculum, Instruction and Assessment Strengths

SMISD utilizes HQIM including Bluebonnet Math, Amplify Reading, and Carnegie Learning Algebra II and Geometry.

### Curriculum, Instruction and Assessment Weaknesses

SMISD is working on developing a strong vertical alignment framework.

# Comprehensive Needs Assessment

### Curriculum, Instruction and Assessment Needs

SMISD will develop a framework for professional development, as well as, vertical and horizontal alignment.

### Curriculum, Instruction and Assessment Summary

Santa Maria ISD implements a TEKS-aligned curriculum grounded in High-Quality Instructional Materials (HQIM) to ensure consistency, rigor, and equity in instruction across grade levels and content areas. The district's focus on HQIM allows teachers to deliver lessons that are both standards-based and responsive to student needs, particularly in literacy and mathematics. Teachers engage in lesson internalization processes prior to instruction, where they unpack standards, clarify lesson objectives, and plan instructional strategies to meet diverse learner needs. This intentional planning promotes deeper understanding of content and alignment to district expectations.
Curriculum pacing and alignment are reviewed regularly to ensure vertical coherence and to maintain a clear progression of skills across grade levels.

Instruction in Santa Maria ISD emphasizes student engagement, differentiation, and evidence-based practices. Through ongoing professional learning, teachers refine their instructional delivery to ensure that lessons are both rigorous and accessible to all learners, including English Learners and students receiving special education services. Campus and district administrators conduct lesson observations and instructional walkthroughs to monitor implementation of HQIM, assess instructional quality, and provide actionable feedback. These observations inform coaching cycles, support professional growth, and ensure consistent instructional expectations across classrooms.

Santa Maria ISD employs a balanced assessment system that integrates formative, interim, and summative data to inform instruction and measure student growth.MAP Growth assessments are administered districtwide to measure academic progress and identify individual student learning needs in reading and mathematics. MAP data are used to set growth goals, guide intervention planning, and monitor the impact of instruction over time. District benchmarks are aligned to state standards and HQIM scope and sequence, serving as checkpoints for student mastery throughout the instructional cycle.
Classroom-based assessments and teacher-created formative checks provide ongoing feedback that informs daily instructional adjustments.

# Technology

### Technology Strengths

## Goal 3:Technology

• Providing filtered high speed internet services to students, staff and visitors district wide.
• Every core content area classroom contains a media system comprised of: Newline Q-Series 4K UHD interactive multi-touch LED display or a high lumen LCD projector (wall or ceiling mount), document camera/visualizer, and high speed workgroup.
• District users are provided with web based enterprise level Gmail and Google Apps accounts with real time collaboration and document sharing through the use of Google Drive.
• Public information infrastructure include: Family access (provides parent access to student grades, attendance, etc.), school to parent messaging with the use of Blackboard

# Comprehensive Needs Assessment

## Technology Strengths (Continued)

Online Communication Services system for emergency and relevant information (phone call, text and email), district website, social media (Facebook).
• Purchase additional school owned devices (Chromebooks) to provide more classrooms technology rich content and learning opportunities.
• Purchased additional Cisco managed access points to support bandwidth for additional devices (school owned and BYOD).
• Provide teachers/students resources for online textbooks and books to address literacy concerns (MyOn and MackinVIA).
• Promote the use of e-learning, mobile technologies, and collaboration through Google Classroom.

## Technology Needs

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

## Technology Summary

Education, like many other fields, is rapidly transformed by new technologies. Smart personal devices, easy to navigate databases and ubiquitous connectivity are just a few of the relentless forces redefining the classroom and reshaping how students learn. The Texas Education Agency set forth the Technology Applications TEKS, a set of skills and guidelines, to assist schools in creating curriculum requirements for every course. Santa Maria ISD has established four core goals to support the campuses:
1. Provide technology-based solutions which promote and support the instructional needs of teachers and the learning needs of students.
2. Provide technology-based professional development for staff to enhance and increase effective use of technology tools.
3. Provide technology-based solutions and support to promote effective administrative use.
4. Establish and maintain a technology infrastructure that promotes communication and learning for students, staff and the community.
To meet the above goals, each PK-12 core content classroom is equipped with a Newline Q-Series 4K UHD interactive multi-touch LED display and high speed access to the Internet. All campuses are equipped with Chromebooks and/or iPads and are at a 1:1 student ratio.
As part of its commitment for enhancement of student and staff achievement, a technology plan is maintained and updated yearly. An annual review ensures an accurate analysis of district needs. Components of this review include:
1. Comprehensive online (technology related) instructional needs assessment for teachers (also based on Campus Improvement Plan feedback).
2. A yearly equipment inventory.