SANTA MARIA ISD

Santa Maria Middle School Campus Improvement Plan
2025/2026



Santa Maria Middle School
11224 Military Hwy
956-565-6309

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
Cortez, Yadira	SMMS Principal
Pinales, Amber	Teacher Aide
Solis, Cecilia	Teacher
Aguirre, Cecilia	Parent
Saldana, Ayme	Communities in Schools
Salinas, Rene	Inclusion 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 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	Criteria: common format Summative - Established Timelines Created and Utilized by Teachers, and Uploaded and Available on the District Website
2. SMMS 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, (L)199 General Fund	Summative - Lesson Plans Walkthrough Documentation STAAR/EOC Assessment Results
3. SMMS 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, (L)199 General Fund	Summative - Meeting Agenda Sign In Sheets
4. SMMS 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, (L)199 General Fund	Summative - Lesson Plans Online Program Reports Walkthrough Documentation
5. SMMS 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, (L)199 General Fund	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
6. SMMS 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, (F)289 Title IV, (L)199 General Fund	Summative - Staff Development Plan DMAC Student Data MAP Growth 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
7. SMMS will develop 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		
8. Embed writing across the curriculum and academic vocabulary routines to strengthen content literacy. (Title I SW Elements: 1.1,2.2,2.6)	Campus Leadership Team, Teacher(s)	Fall 2025	(F)211 ESEA, Title I, Part A, (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)211 ESEA, Title I, Part A, (L)199 General Fund	Program Student Progress Reports Program Usage Reports Lesson Plans 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		Summative - All Assessment Results Lesson Plans Classroom Walkthroughs
3. Integrate adaptive digital tools and platforms (e.g., IXL, Amira) 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)211 ESEA, Title I, Part A, (L)199 General Fund	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	(F)211 ESEA, Title I, Part A, (F)289 Title IV, (L)199 General Fund	Summative - MTSS Documentation 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, (L)199 General Fund	Summative - Panorama MAP Growth iStation
6. SMMS 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, (L)199 General Fund	Criteria: Summative Evaluation TELPAS Assessment Results Walkthrough Documentation 09/29/25 - Pending

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
7. SMMS will provide accelerated instruction intervetnion 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 internvetions 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, (F)255 ESEA, Title II, Part A: Teacher & Principal PD, (F)270 Title VI Low Income, (L)199 General Fund	Criteria: Sign-In Sheets Rosters Assessment Results 09/29/25 - Pending
8. SMMS 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	Criteria: Lesson Plans Assessments 09/29/25 - Pending
9. SMMS 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, (L)199 General Fund	Criteria: Summatives Student Progress Reports 09/29/25 - Pending
10. SMMS 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	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Criteria: Lesson Plans Walkthrough Documentation 09/29/25 - Pending

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	(F)211 ESEA, Title I, Part A, (F)289 Title IV, (L)199 General Fund	Summative - Campus Course Listing 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	(F)211 ESEA, Title I, Part A, (F)289 Title IV, (L)199 General Fund	Summative - High School Graduation Plans 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	(F)211 ESEA, Title I, Part A, (L)199 General Fund	Summative - Student Surveys 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		Summative - Surveys 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	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	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	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	MOUs with organizations 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	Scheduled Meetings Sign-In Sheets
2. Expose all 8th grade students to the career pathways offered at the high school. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 3)	Counselor(s), Principal	2025-2026 School Year	(L)199 General Fund	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, (L)199 General Fund	Sign-In Sheets 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	(L)199 General Fund	Summative - Parent Session Flyers 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	(F)289 Title IV, (L)199 General Fund	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		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		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	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 PreACT 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)289 Title IV, (L)199 General Fund	Criteria: Schedule of Services School-wide Exam Dates
2. Invest in ongoing professional development and certification support for teachers to expand capacity to teach Honors courses. (Strategic Priorities: 3)	Principal	2025-2026 School Year	(L)199 General Fund	Staff Development Calendar Staff Development Certificates
3. Reduce barriers to participation by covering exam fees and offering financial assistance for college entrance testing. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Principal	2025-2026 School Year	(L)199 General Fund	Criteria: Number of students taking SAT/ACT and AP Exams 02/27/20 - Pending

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 in 8th grade. (Target Group: All) (Strategic Priorities: 3)	Campus Leadership Team, Principal	2025-2026 School Year	(L)199 General Fund	Criteria: Agendas of CTE committee meetings 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	Criteria: MOUs Planned Activity Agendas MOUs Planned Activity Agendas
3. Create or expand student-led CTSOs 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	Criteria: Clubs/Organizations Charters and Meeting Agendas Clubs/Organizations Charters and Meeting Agendas

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	Criteria: Calendar of Events Agendas Sign In Sheets Calendar of Events Agendas 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	Criteria: Calendar of Events Meeting Agendas Sign In Sheets Calendar of Events Meeting Agendas 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	Criteria: Calibration Walk Schedules Walkthrough Data Calibration Walk Schedules 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	Criteria: List of Committee Members Schedule of Meetings Meeting Agendas Sign In Sheets List of Committee Members Schedule of Meetings Meeting Agendas 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	Criteria: Annual Compensation Study 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	Criteria: Teacher Salary Schedule and Pay Grades 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	Criteria: Salary Study Calendar of sessions Survey results Salary Study Calendar of sessions 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		Criteria: The survey and results 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		Criteria: The plan and feedback survey results from sessions. 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		Criteria: Survey results 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, (L)199 General Fund	Criteria: The schedule and feedback survey results 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	Criteria: Feedback loop to include surveys 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	Criteria: Survey feedback and attendance rates 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	Criteria: Criteria for selection of staff, and social media posts 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	Criteria: Recognition criteria and social media posts 09/28/25 - Pending
3. Develop a Staff Recognition Google Form accessible on the campus website where students, parents, and community members can submit positive comments and shout-outs for teachers and staff. (Title I SW Elements: 2.1,3.1)	Campus Leadership Team, Counselor(s)	Fall 2025		

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	(L)199 General Fund	Criteria: The timeliness of delivery of notications Survey feedback 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	Criteria: Message templates Flowchart 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	Criteria: Survey feedback 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	(L)199 General Fund	Criteria: Purchased materials and devices Parent feedback 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	Criteria: Scripts, messages, and feedback 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	(L)199 General Fund	Criteria: Event Flyers and Social Media Posts 09/29/25 - Pending
4. Feature student-led components during campus meetings, such as having students serve as greeters, MCs, or performers to increase family attendance and student pride. (Title I SW Elements: 2.1,2.3,3.1)	Counselor(s), Family Engagement Specialist	Fall 2025		

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	(L)199 General Fund	Criteria: Sign-In Sheets Survey Feedback 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	Criteria: Survey Feedback 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	(L)199 General Fund	Criteria: At least two MOUs and/or agreements 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	Criteria: Newsletters, Social Media Posts 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	(L)199 General Fund	Criteria: Expand the current number of MOUs by at least two 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	(L)199 General Fund	Criteria: Ensure 100% of campuses have access to at least one external partner 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	(L)199 General Fund	Criteria: Increase student participation in internships or dual-credit programs by 10% this year 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	(L)199 General Fund	Criteria: By Fall 2025, 100% of campus and department leaders will complete budget management training 09/29/25 - Pending
2. Implement a system of monthly budget 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	Criteria: Sign-In Sheets from each meeting 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	Criteria: Budget tracking sheet 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	Criteria: By Summer 2026, the district will contribute at least 2% annual expenditures back into the fund balance. 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	Criteria: By summer 2026, the fund balance will increase by half a year. 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	(L)199 General Fund	Criteria: Increase enrollment by 1% a year 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	Criteria: By Spring 2026, reduce chronic absenteeism rates by 5% across all campuses. 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	Criteria: By 2026, complete a 100% assessment of all district facilities 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	Criteria: Work Orders Facility Plan 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	Criteria: Inspection documentation with corrective actions 09/29/25 - Pending
2. Utilize a digital work order system and address matters withing two business days (Target Group: All)	Director of Federal Programs, Superintendent, Technology Coordinator	2025-2026 School Year	(L)199 General Fund	Criteria: 95% of all work orders will be completed within two business days 09/29/25 - Pending

Comprehensive Needs Assessment

Demographics

Demographics Summary

Comprehensive Needs Assessment

Demographics Summary:

Santa Maria Independent School District is located in Cameron County. SMISD has a traditional high school serving grades 9-12 (Santa Maria High School), a middle school serving grades 6-8 (Santa Maria Middle School), and an elementary school serving grades PK(3)-5 (Tony Gonzalez Elementary).

For the 2023-2024 PEIMS Fall Submission, Santa Maria Independent School District had 538 students and employed 159 staff. The student population was 98.4% Hispanic and 99.7% Economically Disadvantaged. Other demographic information includes students in Special Education (9.3%), At-Risk (77.2%), Migrant (5.2%), Bilingual/ESL (24.6%), and Gifted and Talented (7.5%).

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

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

Campus Culture Summary:

• Continue to monitor the attendance rate for all students and sub-populations
• Continue to provide support for bilingual and migrant students
• Decrease the number of In-School Suspensions for ALL and Special Education Students.
• Decrease the number of Out-of-School Suspensions for ALL and Special Education Students.
• Continue monitoring the School-Wide Positive Behavior Intervention

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 (PreACT)

Student Achievement Summary

Goal 1 - Student Achievement

Based on the District Report Card for 2021-2022 School Year (A-F Accountability System).
SMISD received an overall B rating with a “C” rating in Domain 1 Student Achievement, a “B” rating in Domain 2 Student Progress, and a “C” rating in Domain 3 Closing the Gaps. Tony Gonzalez Elementary received an overall “B” rating, Santa Maria Middle School received an overall “C” rating, Santa Maria High School received an overall “B” rating, and Santa Maria Academic Academy (Options) received an overall “Not Rated” rating.

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

Comprehensive Needs Assessment

Student Achievement Summary (Continued)

3rd Grade 2022-2023 School Year (Approaches)2023-2024 School Year (Approaches)
ReadingDistrict 81%Reading District 78%
Math District 65%MathDistrict 80%

4th Grade 2022-2023 School Year (Approaches)2023-2024 School Year (Approaches)
ReadingDistrict 74%**********Reading District 81%
Math District 79%**********MathDistrict 65%

5th Grade 2022-2023 School Year (Approaches)2023-2024 School Year (Approaches)
ReadingDistrict 71%**********Reading District 53%
Math District 73%**********MathDistrict 47%
ScienceDistrict 61%**********ScienceDistrict 19%
6th Grade 2022-2023 School Year (Approaches)2023-2024 School Year (Approaches)
ReadingDistrict 63%**********Reading District 63%
Math District 72%**********MathDistrict 68%

7th Grade 2022-2023 School Year (Approaches)2023-2024 School Year (Approaches)
ReadingDistrict 71%**********Reading District 69%
Math District 45%**********MathDistrict 42%

8th Grade 2022-2023 School Year (Approaches)2023-2024 School Year (Approaches)
ReadingDistrict 73%**********Reading District 69%
Math District 58%**********MathDistrict 75%
Science District 51%**********ScienceDistrict 47%
Social Studies District 39%**********Soc. StudiesDistrict 48%

End of Course 2022-2023 School Year (Approaches)2023-2024 School Year (Approaches)
English I District 54%**********English IDistrict 61%
English II District 57%**********English IIDistrict 61%
Algebra I District 67%**********Algebra IDistrict 75%

Student Achievement Summary (Continued)

Biology I District 81%**********Biology I District 77%
US HistoryDistrict 92%**********US HistoryDistrict 98%

College Ready Graduates 2020-2021 School Year2021-2022 College Ready Graduates
**********District 37%********** District 44.4%

TSI (Both) Graduates 2020-2021 School Year 2021-2022 TSI (Both) Graduates
**********District 28.3%**********District 38.9%

SAT/ACT Graduates (2020-2021) Tested SAT/ACT Graduates (2021-2022) Tested
**********District 15.2%**********District 36.1%

Career or Military Ready Annual GraduatesCareer or Military Annual Graduates ******** 2020-2021 -26.1%**********2021-2022 - 41.7%**

Approved Industry Based CertificationApproved Industry Based Certification
2020-2021 - 19.6%********2021-2022 - 41.7%**

Graduates Enrolled in Higher Education Graduates Enrolled in Higher Education
2020-2021 - 40.3%********2021-2022 - 47.8%**

School Culture and Climate

School Culture and Climate Strengths

School Culture and Climate Needs

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

Additional training on "The Whole Child" is needed to include mental health.

School Culture and Climate Summary

Goal 5 - Modern Facilities and Safe & Secure Learning Environment

Strengths:

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

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

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

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

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

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

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.

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

School Culture and Climate Summary (Continued)

Family and Community Involvement

Family and Community Involvement Needs

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

Family and Community Involvement Summary

Goal 4 - Parental Involvement

Strengths:

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

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

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

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

Family and Community Involvement Summary (Continued)

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 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.

Comprehensive Needs Assessment

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.
- SMISD needs to add additional fiber to the Agriculture Building and 5th grade wing in or to maintain a fiber wide area network (WAN).
- The Options Campus requires additional Cisco managed access points to support bandwidth for additional services.

Technology Summary

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