

Salado Independent School District

Salado High School

2025-2026 Campus Improvement Plan

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Demographics Summary:

Salado, Texas, located on Interstate I-35 between the cities of Waco and Austin, was an original stop for the stagecoach lines and was home to the first co-educational college in the State of Texas. Salado was founded at the Old Military Road crossing of Salado Creek on October 8, 1859, coincident with the conception of Salado College. Founded by early Scottish settlers because of its plentiful springs and rich farmland, Salado became a center for commerce and culture. Today, Salado is a destination for a thriving creative arts and business community with an emphasis on providing visitors a unique shopping, dining and lodging experience.

Based on data from the Texas Education Agency at txschools.gov, the district has the following student demographics in 2024-2025:

Total Enrollment: 768

African American .9%

Hispanic 25.8%

White 68.1%

American Indian 0%

Asian 0.7%

Pacific Islander 0.1%

Two or More Races 4.4%

Student Enrollment by Type:

Economically Disadvantage: 17.4%

Special Education: 10.9%

Emergent Bilingual Learners: 3.8%

Based on data from the Texas Education Agency, teacher information for 2024-2025 is as follows:

Number of Teachers: 49

Average Teacher Salary: \$63,190

Teacher to Student Ratio: 15.7

Number of Full Time Staff: 57.5

Teachers by Year of Experience:

- Beginning Teachers: 4.1%
- 1 to 5 years: 16.1%
- 6 to 10 years: 18%
- 11 to 20 years: 24.1%
- 21 to 30 years: 28.2%
- > 30 years: 9.6%

Attendance Rates for 2024-2025 were as follows:

All: 93.6%

Chronic Absenteeism: 19.8%

Demographics Strengths

SHS is a destination campus. Our high school attendance boundary acts as a powerful driver for residential real estate, evidenced by the significant number of families who buy homes specifically to ensure their students can attend Salado High School. This deliberate choice underscores a high degree of parental investment and value placed on the SHS experience, resulting in a motivated, supportive student body and parent base.

Our campus maintains a strong, enduring tradition of high academic performance. SHS consistently produces students prepared for top-tier collegiate and career pursuits, reflecting rigorous instruction and a culture that celebrates intellectual achievement. Complementing this is a history of highly competitive extracurricular programs that foster teamwork, discipline, and school pride, contributing to the overall excellence of the student experience.

Salado High School is characterized by a palpable high sense of cohesiveness. Our students, faculty, and community share a strong, unified identity, creating a supportive and collaborative environment. This tight-knit structure enhances school spirit, promotes engagement in extracurricular activities, and ensures that every student benefits from a positive, unified educational experience.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Growth has outpaced development of additional space needed to adequately serve our stakeholders.

Priority Problem Statements

Goals

Revised/Approved: October 20, 2025

Goal 1: Increase the percentage of students that meet or exceed standard on the State of Texas Assessments of Academic Readiness/End of Course (STAAR/EOC) and increase the percentage of our high school graduates that meet the College, Career, and Military Readiness (CCMR) criteria.

Performance Objective 1: SHS will implement high quality instructional materials, including Bluebonnet math for Algebra I, to ensure that students are receiving rigorous, grade level appropriate instruction.

High Priority

Evaluation Data Sources: Bluebonnet Math assessments
Edify data
STAAR data

Strategy 1 Details	Reviews			
Strategy 1: Provide initial training and on-going support for staff responsible for implementing the Bluebonnet Math curriculum for Algebra I Strategy's Expected Result/Impact: Support staff through the transition to a new curriculum leading to improved student performance Staff Responsible for Monitoring: Principal, Assistant Principal	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: Increase the percentage of students that meet or exceed standard on the State of Texas Assessments of Academic Readiness/End of Course (STAAR/EOC) and increase the percentage of our high school graduates that meet the College, Career, and Military Readiness (CCMR) criteria.

Performance Objective 2: Increase the percentage of graduates that meet TSI criteria for College, Career, or Military Readiness (CCMR) from 57% for the class of 2025 to 70% for the class of 2026.

High Priority

Evaluation Data Sources: Number of students graduating with career certificates and/or TSI compliant.

Strategy 1 Details	Reviews			
Strategy 1: Increase the opportunities for students to gain career certificates including welding, phlebotomy, pharmacy technician, and floral design. Strategy's Expected Result/Impact: Increase the number of students graduating with career certificates. Staff Responsible for Monitoring: Campus administration CTE teachers	Formative			Summative
	Nov	Feb	June	June
Strategy 2 Details	Reviews			
Strategy 2: Train teachers to certify students in new areas including pharmacy tech, floral design, and welding. Strategy's Expected Result/Impact: Increase student certifications Staff Responsible for Monitoring: CTE Teachers	Formative			Summative
	Nov	Feb	June	June
Strategy 3 Details	Reviews			
Strategy 3: Reimburse student exam fees for students who successfully pass certification exams. Strategy's Expected Result/Impact: Encourage more students to challenge the certification exams Staff Responsible for Monitoring: CTE Teachers Campus Administration	Formative			Summative
	Nov	Feb	June	June
Strategy 4 Details	Reviews			
Strategy 4: Provide opportunities for students to prepare for and take the TSIA in order to demonstrate college readiness. Strategy's Expected Result/Impact: Increase number of students who attain passing TSIA scores Staff Responsible for Monitoring: Campus Administration Campus Counselors	Formative			Summative
	Nov	Feb	June	June

Strategy 5 Details	Reviews			
Strategy 5: Provide access to college and career readiness programs such as: advanced placement, dual credit courses, OnRamps, college exam prep, gifted and talented program, and UIL academic classes. Strategy's Expected Result/Impact: The percentage of students who are considered college, career and military ready will increase. Staff Responsible for Monitoring: Campus Administration Campus Counselors Funding Sources: - 199 General Fund - \$1,400	Formative			Summative
	Nov	Feb	June	June
Strategy 6 Details	Reviews			
Strategy 6: Add both College Prep Math and College Prep Reading classes through Texas College Bridge to help students meet CCMR requirements for college readiness. Strategy's Expected Result/Impact: Increased number of students meeting college readiness requirements. Staff Responsible for Monitoring: Principal, counselors	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Maintain a safe and secure environment for our students and employees through the utilization of our Salado ISD Police Department and School Marshal program, as measured by status reports and police department data.

Performance Objective 1: Monitor and evaluate facility safety in accordance with TEA guidance.

Evaluation Data Sources: Intruder audits, weekly door checks

Goal 2: Maintain a safe and secure environment for our students and employees through the utilization of our Salado ISD Police Department and School Marshal program, as measured by status reports and police department data.

Performance Objective 2: Focus on fostering a safe and positive school climate with caring and supportive relationships between students and staff. Ensure all staff has appropriate training to maintain a safe campus environment including, but not limited to, stop the bleed, mental health, first aid, trauma informed responses, suicide and bullying prevention, seizure recognition and response.

Goal 3: Successfully gain full approval for the Teacher Incentive Allotment (TIA) program.

Performance Objective 1: Ensure that SHS is able to recruit and retain strong teachers and staff through competitive and fair compensation for all positions.

Evaluation Data Sources: TASB salary survey data, comparison to districts within the Central Texas area

Goal 3: Successfully gain full approval for the Teacher Incentive Allotment (TIA) program.

Performance Objective 2: The campus will monitor student growth performance and teacher instructional skill in accordance with the TIA application and data capture requirements.

Evaluation Data Sources: Walkthroughs, observations, and testing data (e.g. OPA, FPA, WPA, and SPA)

Goal 4: Develop a balanced budget for the 2026-2027 school year.

Performance Objective 1: Each department will carefully plan and review budgets to ensure that funds are allocated in the most efficient manner possible.

Goal 5: Research options and student interest regarding different Career and Technical Education (CTE) courses and certifications to expand offerings for the 2026-2027 school year.

Performance Objective 1: The campus will explore potential CTE offerings that may be added once the new high school campus is open and more facility space is available.

Strategy 1 Details	Reviews			
Strategy 1: Research similar-sized Texas districts, especially those that have recently opened new facilities. Place a special emphasis on the identification of non-traditional or highly successful CTE programs (e.g., HVAC Technician certification, Welding, Veterinary Assisting, Robotics/Automation) that can exist in the new space available. TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Feb	June	June
Strategy 2 Details	Reviews			
Strategy 2: Conduct a short-form digital survey for all current 7th and 8th-grade students and parents. The survey will present the 3-5 identified potential CTE pathways (e.g., Cybersecurity, Welding, Advanced Health Sciences) and ask two core questions for each: 1) Student likelihood of enrolling, and 2) Parent support for the offering. The survey will also include a section for open-ended feedback on other desired courses. Strategy's Expected Result/Impact: Gauge stakeholder interest and level of support. Staff Responsible for Monitoring: Principal, Assistant Principal, Counselors TEA Priorities: Connect high school to career and college	Formative			Summative
	Nov	Feb	June	June
 No Progress  Accomplished  Continue/Modify  Discontinue				

Campus Funding Summary

199 General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	5			\$1,400.00
Sub-Total					\$1,400.00