

SANTA MARIA ISD

District Improvement Plan

2014/2015



SMISD Central Administration Office
11100 Military Hwy
956-565-6308 Ext 1000
smisdcentral@smisd.net

SANTA MARIA ISD

Mission

It is the mission of Santa Maria ISD is to provide a learning environment that encourages and prepares all students to become life-long learners, college and career ready and work ready.

Vision

Student success first.

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
Arguelles, Kassandra	Human Resources Specialist
Barillas, Ana	Tony Gonzalez Elementary Curriculum Facilitator
Bernal, Santiago	Santa Maria Middle School Counselor
Borjas, Rebecca	Co-Chair
Campa, Rogelio	Tony Gonzalez Elementary Principal
Chavez, Isabel	Parent
Chavez, Maria J.	SBDM Chair
Cuellas, Enrique	Business Manager
Davila, Claudia	Tony Gonzalez Elementary Teacher
Garza, Elizabeth	Food Services
Gonzalez, Christina	Santa Maria High School Social Worker
Gonzalez, Cynthia	Tony Gonzalez Elementary Principal
Gonzalez, Petra	Parent
Gonzalez, Roel	Santa Maria High School Teacher
Guerra, Ricardo	Santa Maria Middle School Teacher
Hernandez, Carlos	Tony Gonzalez Elementary Counselor
Hinojosa, Mariana	Parent
Jimenez, Nora	Santa Maria High School Counselor
Lara, Juana J.	Parent
Medrano, Juan	Parent
Molina, Noelia	Library Clerk
Morales, Nereida	Parent
Morales, Sandy	Parent
Munoz, Griselda	Santa Maria High School Teacher
Ortiz, Olga	Parental Department
Salinas, Nancy	Santa Maria High School Gear Up Coordinator
Sanchez, Rey	Maintenance Department

SANTA MARIA ISD Site Base

Name	Position
Santos, Maria	Parent
Sewell, Diana	Santa Maria Middle School Teacher
Sierra, Beatris	Nurse
Taylor, Cindy	Secondary Schools Principal
Vallejo, Nancy E.	Administrative Assistant to the Superintendent
Vasquez, Alma	Migrant Department
Yanez, Soraida	Migrant Department

Resources

Resource	Source
100-CTE General Supplies-\$5000	Federal
211-Tilte I (Elem) Supp/Travel/Misc-\$12,800	Federal
211-Title I Consulting/Contracted Serv.-\$53,000	Federal
211-Title I Extra Duty Pay-26,000	Federal
211-Title I Gen. Supplies-\$103,142	Federal
212-Title I Mig. Gen. Supplies-\$4000	Federal
263-Title III Bilingual Extra Duty Pay-\$4368	Federal
263-Title III Bilingual Gen. Supplies-\$4300	Federal
274-Gear UP Supp/Travel-\$15,500	Federal
331-CTE Materials/Travel-\$11,356	Federal
199-Consulting Services-\$39,445	Local
199-Counselor Gen. Supplies-\$1802	Local
199-Counselor Travel-\$1587	Local
199-General Supplies/Basic Skills-\$106,288	Local
199-Misc. Operating Expenses-\$9729	Local
199-Principal Gen. Supplies-\$8266	Local
199-Principal Misc.-\$17,394	Local
199-Principal Travel-\$1933	Local
199-Student Travel-Field Trip-\$17,577	Local
199-Teacher Extra Duty Pay-\$6444	Local
199-Teacher Travel-\$11,184	Local
999-Technology-\$14,250	Local
Time & Staff	Other

No Child Left Behind Performance Goals

(These goals have not been updated by the U.S. Department of Education as of the 2014/2015 school year.)

- Goal 1.** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 2.** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.
- Goal 3.** By 2005-2006, all students will be taught by highly qualified teachers.
- Goal 4.** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.
- Goal 5.** All students will graduate from high school.

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 1. SMISD will implement a standardized Reading/Writing PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Tony Gonzalez Elementary and Santa Maria Middle School will implement Computer Based Programs for beginning reading instruction and for intervention purposes. (IStation, Read 180, Reading Plus, Compass Learning, Fast Forward, Renaissance Place etc.)	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)999-Technology-\$14,250	Program Student Progress Reports Student Rosters Program Usage Reports
2. Tony Gonzalez Elementary and Santa Maria Middle School will monitor results and make provisions for assessments that measure performance in reading, writing, fluency, and phonics with an emphasis on the understanding and mastering of the grade level TEKS.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Weekly Mini Quiz Assessment Results Six Weeks Assessment Results District Benchmark Assessment Results Program Usage Reports
3. All campuses will implement reading and writing instructional strategies to address the needs of all At-Risk students and/or students identified with Dyslexia.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(F)211-Title I Gen. Supplies-\$103,142, (L)199-General Supplies/Basic Skills-\$106,288	List of Identified At Risk Students List of Identified Students with Dyslexia Assessment Results for Determining At Risk and/or Dyslexia
4. All campuses will provide reading interventions and strategies by following the Response to Intervention (RTI) process.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, School Nurse, Social Worker, Special Ed Teacher, Teacher(s), Truancy Officer	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - RTI Summary of Meeting Results Schedule of RTI Meetings Sign In Sheets
5. All campuses will utilize a variety of technology and instructional materials to involve students in reading/language arts experiences.	Assistant Principal, Department Heads, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (L)999-Technology-\$14,250	Summative - Lesson Plans Administrative Walkthrough Documentation
6. All campuses will implement and monitor the ELAR/SLAR TEKS, English Language Proficiency Standards (ELPS) and the Career and College Readiness Standards (CCRS) knowledge and skills.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Lesson Plans Administrative Walkthrough Documentation STAAR/EOC Assessment Results

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 1. SMISD will implement a standardized Reading/Writing PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. All campuses will provide instruction and support to all ELL students by effectively employing instructional strategies in the English language to allow the students' acquisition of social and academic language.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans TELPAS Assessment Results Mini Quiz, Six Weeks, and District Benchmark Assessment Results Administrative Walkthrough Documentation
8. All campuses will provide instructional leaders to provide guidance and support in reading instruction and student needs, including strategies to assist struggling readers.	Assistant Principal, Campus Leadership Team, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - List of Scheduled Meetings Meeting Agendas and Sign In Sheets All Assessment Results
9. All campuses will emphasize and teach reading/writing academic vocabulary development and provide a print rich environment in all classrooms (K-12) through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, Content and Language objectives, Marzano's strategies, etc.)	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
10. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and reading comprehension skills through a variety of programs and instructional strategies such as: (Read 180, Rosetta Stone, IStation, SIOP model, Compass Learning, etc.)	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Class Schedules Class Rosters Lesson Plans Program Student Progress Reports
11. All campuses will provide opportunities for inclusion staff to plan with ELA teachers in creating a collaborative approach for addressing the needs of the special education students.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 1. SMISD will implement a standardized Reading/Writing PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. Tony Gonzalez Elementary will deliver reading instruction using the child's primary language through the McMillan/McGraw Hill reading program (K-2) with an emphasis on phonemic awareness, phonics, decoding, word recognition and reading fluency through a variety of reading strategies.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
13. Tony Gonzalez Elementary will implement Literacy/Learning Centers in grades PK-5 to provide differentiated instruction and support for classroom learning.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
14. All campuses will implement SIOP Model instructional strategies to address the Reading and Writing needs of the ELL and At-Risk learner.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
15. Santa Maria High School and Santa Maria Middle School will utilize student information from the PSAT results (10th grade) and Explore/Kudor (8th grade) to develop high school ELA course sequence and address students' weaknesses and interests.	Assistant Principal, Counselor(s), Principal, Teacher(s)	October 2014	(L)199-General Supplies/Basic Skills-\$106,288	Summative - PSAT Results Explore/Kudor Results Personal Graduation Plans (PGP)
16. Santa Maria Middle School will provide English I classes for 8th grade students who meet the criteria.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Master Schedule Student Rosters List of Eligibility Criteria
17. All campuses will utilize common instructional time for planning to implement and monitor a standardized aligned ELA curriculum.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agenda Sign In Sheets Lesson Plans

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 1. SMISD will implement a standardized Reading/Writing PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
18. Tony Gonzalez Elementary and Santa Maria Middle School will provide and implement staff development on a Guided Reading teaching approach designed to help individual students learn how to process increasingly challenging texts with understanding and fluency and use appropriate questioning strategies.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	Fall 2014	(F)211-Title I Gen. Supplies-\$103,142, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Staff Development Schedule Meeting Agenda Sign In Sheets Lesson Plans
19. All campuses will provide independent reading opportunities for students and engage students in literary discussions through Literature Circles, Read Aloud, Literacy Circles, Shared Reading, etc.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Administrative Walkthrough Documentation All Assessment Results
20. All campuses will implement technology to support teachers' delivery of Reading/ELA lessons and assessments through software such as: Read 180, IStation, Reading Plus, Brain Pop, Fast Forward, etc.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)999-Technology-\$14,250	Summative - Lesson Plans CBA Student Progress Reports Administrative Walkthrough Documentation
21. All campuses will develop a strategic plan to address staff development needs in the areas of Reading and Writing using DMAC student performance data results.	Assistant Principal, Campus Leadership Team, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	April 2015	(O)Time & Staff	Summative - Staff Development Plan DMAC Student Data
22. All campuses will continue to provide professional development opportunities, resources, and support for District Initiatives, such as: ELPS, Pre-AP/AP Institutes, Advanced Academics, Differentiated Instruction, Sheltered Instruction, LPAC, TELPAS, Inclusion, Vertical/Horizontal Alignment, Technology, RTI Process, Texas Performance Standards Project, Guided Reading, STAAR/EOC, PD 360, Bilingual/ESL program etc.	Assistant Principal, Campus Leadership Team, Counselor(s), Director of Technology, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Consulting/Contracted Serv.-\$53,000, (F)211-Title I Extra Duty Pay-26,000, (L)199-Consulting Services-\$39,445, (L)199-Teacher Extra Duty Pay-\$6444	Summative - Professional Development Schedule Meeting Agenda Sign In Sheets Purchase Orders

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 1. SMISD will implement a standardized Reading/Writing PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
23. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in ELA as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project and U.I.L.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - List of Identified Students Lesson Plans Student Performance Projects
24. All campuses will develop and implement a Student Success Initiative plan following the State SSI guidelines to provide instructional interventions to all students who did not meet the standard on the Reading STAAR and English EOC state assessments.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Consulting/Contracted Serv.- \$53,000, (F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Extra Duty Pay-\$4368, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - SSI Plan Student Roster of Identified Students Attendance Roster
25. All campuses will provide accelerated instruction interventions in the area of reading and writing to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Consulting/Contracted Serv.- \$53,000, (F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Extra Duty Pay-\$4368, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - Student Rosters List of Accelerated Instruction Programs Attendance Rosters All Assessment Results Lesson Planning

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 1. SMISD will implement a standardized Reading/Writing PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
26. The district will provide guidance and planning time to all campuses to develop a district writing process and curriculum.	Assistant Principal, Department Heads, Instructional Facilitator, Principal, Teacher(s)	January 2015- June 2015	(O)Time & Staff	Summative - Writing Curriculum Writing Process Guidelines Meeting Agendas Sign In Sheets
27. The district will develop a professional development calendar that will include writing workshops for all content area teachers.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Professional Development Calendar Meeting Agendas Sign In sheets
28. All campuses will implement Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
29. All campuses will develop individual student portfolios to monitor student progress and student attendance in all accelerated instruction programs.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Student Portfolios Student Individual Plans Attendance Rosters
30. All campuses will implement journal writing in all four content areas and designate a location to display/highlight student work.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Lesson Plan Student Work on Display Administrative Walkthrough Documentation
31. All campuses will implement and monitor Content and Language Objectives using student friendly language.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 2. SMISD will implement a standardized Mathematics PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will implement Computer Based Programs for math instruction and intervention purposes. (Think Through Math, Compass Learning, etc.)	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)999-Technology-\$14,250	Program Student Progress Reports Program Usage Reports Lesson Plans
2. All campuses will monitor results and make provisions for assessments that measure performance in math with an emphasis on the understanding and mastering of the NEW grade level TEKS.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - All Assessment Results Lesson Plans
3. All campuses will provide math interventions and strategies by following the Response to Intervention (RTI) process.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Schedule of RTI Meetings RTI Meeting Minutes Sign In Sheets
4. All campuses will utilize a variety of technology and instructional materials to involve students in math experiences.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Lesson Plans Administrative Walkthrough Documentation
5. All campuses will emphasize and teach math academic vocabulary development and provide a print rich environment in all classrooms (K-12) through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, content and language objectives, Marzano's strategies, etc.)	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
6. All campuses will provide opportunities for inclusion staff to plan with Math teachers in creating a collaborative approach for addressing the needs of the special education students.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets
7. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and math comprehension skills through a variety of programs and instructional strategies such as: (Think Through Math, SIOP model, Compass Learning, etc.)	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Program Student Progress Reports

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 2. SMISD will implement a standardized Mathematics PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. All campuses will implement SIOP Model instructional strategies to address the mathematic instructional needs of the ELL and At-Risk learner.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
9. Santa Maria Middle School will provide Algebra I classes for 8th grade students who meet the criteria.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Master Schedule Student Rosters List of Eligibility Criteria
10. All campuses will utilize common instructional time for planning to implement and monitor a standardized aligned Math curriculum.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets
11. All campuses will implement technology to support teachers' delivery of Math lessons and assessments through software such as: Think Through Math, Compass Learning, Brain Pop, etc.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - CBA Program Usage Reports Student Progress Reports Student Rosters
12. All campuses will develop a strategic plan to address staff development needs in the area of Math using DMAC student performance data results.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	April 2015	(O)Time & Staff	Summative - DMAC Student Data Schedule of Staff Development
13. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Math as addressed in the Advanced Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project, and U.I.L.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Student Rosters Performance Projects

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 2. SMISD will implement a standardized Mathematics PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. All campuses will develop and implement a Student Success Initiative plan following the State SSI guidelines to provide instructional interventions to all students who did not meet the standard on the Math STAAR and Math EOC state assessments.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(F)211-Title I Consulting/Contracted Serv.-\$53,000, (F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - SSI Plan Roster of Students that Did Not Meet the Standard on STAAR/EOC Assessments
15. All campuses will provide accelerated instruction interventions in the area of math to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Consulting/Contracted Serv.-\$53,000, (F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Extra Duty Pay-\$4368, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - Student Rosters Lesson Plans Attendance Rosters DMAC Assessment Results
16. All campuses will implement Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
17. All campuses will develop individual student portfolios to monitor student progress and student attendance in all accelerated instruction programs.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	September 2014-June 2015	(O)Time & Staff	Summative - Student Portfolios Student Individual Plans Attendance Rosters

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 2. SMISD will implement a standardized Mathematics PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
18. All campuses will implement journal writing in all four content areas and designate a location to display/highlight student work.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Lesson Plans Student Work on Display Administrative Walkthrough Documentation
19. All campuses will revise mathematics curriculum maps to ensure horizontal/vertical alignment to the NEW math TEKS, ELPS and CCRS.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Revised Curriculum Maps Meeting Agendas Sign In Sheets
20. All campuses will utilize DMAC for data-driven decision making to improve the K-12 math instruction and delivery.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - DMAC Assessment Data Lesson Plans Mini Quiz and Six Weeks Exam Assessment Results
21. All campuses will implement and monitor a standardized math curriculum that has incorporated the NEW math TEKS and provides cooperative learning experiences with an emphasis on college readiness.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation CBA Results
22. SMMS and SMHS will implement graphing technology for math conceptual development.	Assistant Principal, Director of Technology, Principal, Teacher(s)	September 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
23. The district and all campuses will establish (PK-12) district-wide vertical teams to align math curriculum and identify effective teaching strategies.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agenda Sign In Sheets Roster of Team Members
24. The district will provide math/science interventionists to support and guide student success at the campus level.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	October 2014- April 2015	(F)211-Title I Consulting/Contracted Serv.- \$53,000, (L)199-Consulting Services-\$39,445	Summative - Lesson Plans Sign In Sheets CBA Results
25. All campuses will implement and monitor Content and Language Objectives using student friendly language.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Walkthrough Documentation

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 3. SMISD will implement a standardized Science PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will monitor results and make provisions for assessments that measure performance in science with an emphasis on the understanding and mastering of the grade level TEKS.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - All Assessment Results Lesson Plans
2. All campuses will utilize a variety of technology and instructional materials to involve students in science experiences.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (L)999-Technology-\$14,250	Summative - Lesson Plans Administrative Walkthrough Documentation
3. All campuses will emphasize and teach science academic vocabulary development and provide a print rich environment in all classrooms (K-12) through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, content and language objectives, Marzano's strategies, etc.)	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
4. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and science skills through a variety of programs and instructional strategies such as: (SIOP model, Compass Learning, etc.)	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288, (L)999-Technology-\$14,250	Summative - Lesson Plans Program Student Progress Reports
5. All campuses will implement SIOP Model instructional strategies to address the science instructional needs of the ELL and At-Risk learner.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans All Assessment Results Administrative Walkthrough Documentation
6. All campuses will utilize common instructional time for planning to implement and monitor a standardized aligned Science curriculum.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agendas and Sign In Sheets
7. All campuses will implement technology to support teachers' delivery of Science lessons and assessments through software such as: Compass Learning, Brain Pop, etc.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)999-Technology-\$14,250	Summative - CBA Program Usage Reports Program Student Progress Reports Student Rosters

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 3. SMISD will implement a standardized Science PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. All campuses will develop a strategic plan to address staff development needs in the area of Science using DMAC student performance data results.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	April 2015	(O)Time & Staff	Summative - DMAC Student Data Schedule of Professional Development
9. All campuses will provide accelerated instruction interventions in the area of science to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(F)211-Title I Consulting/Contracted Serv.- \$53,000, (F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results
10. All campuses will implement Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
11. All campuses will develop individual student portfolios to monitor student progress and student attendance in all accelerated instruction programs.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Student Portfolios Student Individual Plans Attendance Rosters
12. All campuses will implement journal writing in all four content areas and designate a location to display/highlight student work.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Lesson Plans Student Work on Display Administrative Walkthrough Documentation
13. The district will provide math/science interventionists to support and guide student success at the campus level.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	October 2014- April 2015	(F)211-Title I Consulting/Contracted Serv.- \$53,000, (L)199-Consulting Services-\$39,445	Summative - Lesson Plans Sign In Sheets CBA Results
14. All campuses will implement and monitor a standardized Science curriculum.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 3. SMISD will implement a standardized Science PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
15. All campuses will review and adjust class curriculum and lesson plans to reflect required laboratory and field investigation time allocations as per the Science TEKS. (K-1 80%) (2nd-3rd 60%) (4th-5th 50%) (6th-12th 40%)	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
16. All campuses will utilize DMAC for data-driven decision making to improve the K-12 science instruction and delivery.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - DMAC Data Lesson Plans CBA Results
17. All campuses will provide common planning time for inclusion staff to plan with Science teachers to develop capacity and increase collaboration to improve instruction for all special education students.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agenda Sign In Sheets CBA Results
18. All campuses will integrate Science content across the curriculum.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation Meeting Agendas Sign In Sheets
19. Tony Gonzalez Elementary will deliver effective science instruction in the student's primary language for grades PK-1 to facilitate the acquisition of English and academic language.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Walkthrough Documentation
20. All campuses will implement and monitor Content and Language Objectives using student friendly language.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
21. All campuses will provide opportunities that allow students to develop proficiency in the use of grade level Science TEKS specified tools.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
22. Tony Gonzalez Elementary will provide supplemental laboratory experiences aligned to classroom instruction in grades K-5 to support science.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Master Schedules Lesson Plans Walkthrough Documentation

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 3. SMISD will implement a standardized Science PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
23. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Science as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project, and U.I.L.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Performance Standards Project

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 4. SMISD will implement a standardized Social Studies PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will monitor results and make provisions for assessments that measure performance in social studies with an emphasis on the understanding and mastering of the grade level TEKS.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - All Assessment Results Lesson Plans
2. All campuses will utilize a variety of technology and instructional materials to involve students in social studies experiences.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (L)999-Technology-\$14,250	Summative - Lesson Plans Administrative Walkthrough Documentation
3. All campuses will emphasize and teach social studies academic vocabulary development and provide a print rich environment in all classrooms (K-12) through the use of appropriate strategies such as: (word walls, Frayer model, graphic organizers, foldable, content and language objectives, Marzano's strategies, etc.)	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
4. All campuses will provide instructional support to Bilingual/ESL and At-Risk students to develop language acquisition and social studies skills through a variety of programs and instructional strategies such as: (SIOP model, Compass Learning, etc.)	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(F)263-Title III Bilingual Gen. Supplies-\$4300, (L)199-General Supplies/Basic Skills-\$106,288, (L)999-Technology-\$14,250	Summative - Lesson Plans Program Student Progress Reports
5. All campuses will implement SIOP Model instructional strategies to address the social studies instructional needs of the ELL and At-Risk learner.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
6. All campuses will utilize common instructional time for planning to implement and monitor a standardized aligned social studies curriculum.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agenda and Sign In Sheets
7. All campuses will implement technology to support teachers' delivery of social studies lessons and assessments through software such as: Compass Learning, Brain Pop, etc.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)999-Technology-\$14,250	Summative - CBA Program Usage Reports Program Student Progress Reports Student Rosters

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 4. SMISD will implement a standardized Social Studies PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. All campuses will develop a strategic plan to address staff development needs in the area of Social Studies using DMAC student performance data results.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	April 2015	(O)Time & Staff	Summative - Student DMAC Results Schedule of Staff Development
9. All campuses will provide accelerated instruction interventions in the area of social studies to all students that are failing or at risk of failing through after school tutoring, Saturday Academies, flexible scheduling, etc.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(F)211-Title I Consulting/Contracted Serv.- \$53,000, (F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - Lesson Plans Student Rosters Attendance Rosters DMAC Assessment Results
10. All campuses will implement Marzano's 9 High Yield Strategies in all four major content areas (ELA, Math, Science, Social Studies) to provide academic support to all special populations.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Administrative Walkthrough Documentation
11. All campuses will develop individual student portfolios to monitor student progress and student attendance in all accelerated instruction programs.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Student Portfolios Student Individual Plans Attendance Rosters
12. All campuses will implement journal writing in all four content areas and designate a location to display/highlight student work.	Assistant Principal, Instructional Facilitator, Migrant Coordinator, Teacher(s)	September 2014- June 2015	(O)Time & Staff	Summative - Lesson Plans Student Work on Display Administrative Walkthrough Documentation
13. All campuses will implement and monitor Content and Language Objectives using student friendly language.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 4. SMISD will implement a standardized Social Studies PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. All campuses will provide students in the Advanced Academics Program with challenging learning opportunities increasing depth and complexity in Social Studies as addressed in the Advanced Academics Plan (Curriculum, Instruction, Assessment) with emphasis on the Texas Performance Standards Project, and U.I.L.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Walkthrough Documentation Performance Standard Project
15. All campuses will implement the newly revised Social Studies TEKS in grades PK-12, create a timeline and monitor the Social Studies curriculum.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation Social Studies Curriculum Frameworks
16. All campuses will use DMAC for data-driven decision making to improve instruction in Social Studies for all student populations.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - DMAC Data Lesson Plans CBA Results
17. All campuses will provide vertical and horizontal team planning for Advanced Placement purposes.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	September 2014 and January 2015	(O)Time & Staff	Summative - Roster of Vertical/Horizontal Teams Meeting Agenda Sign In Sheets
18. All campuses will provide cross-curricular opportunities for students to use technology to develop performance-based projects.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Performance Based Projects
19. All campuses will provide opportunities for inclusion staff to plan with Social Studies teachers to create a collaborative approach for addressing the needs of Special Education students.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	Every Six Weeks	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 4. SMISD will implement a standardized Social Studies PK-12 curriculum to ensure that all students meet STAAR/EOC Phase In Level 2 and College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
20. Tony Gonzalez Elementary will deliver effective Social Studies instruction utilizing the student's primary language (PK-2).	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans TELPAS Results Walkthrough Documentation

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 5. SMISD will provide an effective Student Development program in counseling and academic/career guidance for all PK-12 students to meet college, career, and workforce-ready standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMMS and SMHS will administer career interest and aptitude tests to secondary students to assist students in selecting a career pathway and following a coherent sequence of courses.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal	August 2014 - June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Aptitude Test Results Assessment Schedule Career Pathways Student Rosters
2. SMHS will provide high school students with the opportunity to participate in a coherent sequence of courses in the following Career Clusters: Agriculture, Food and Natural Resources, Architecture & Construction, Business Management & Administration, Education & Training, Finance, Government & Public Administration, Health Science, Hospitality & Tourism, Human Services, Marketing, Sales & Service, Science Technology.	Assistant Principal, Counselor(s), CTE Instructors, Instructional Facilitator, Principal	August 2014- June 2015	(F)100-CTE General Supplies-\$5000	Summative - Master Schedule Career Cluster Student Rosters
3. SMHS will increase the number of Dual Enrollment classes offered by the CTE department, add courses to current pathways, offer additional pathways, and collaborate with TSTC, STC, and UTPB to offer classes both at SMISD and TSTC/STC/UTPB campuses.	Assistant Principal, Counselor(s), CTE Instructors, Principal	August 2014- June 2015	(F)100-CTE General Supplies-\$5000	Summative - Master Schedule Brochures/Announcements Dual Enrollment Class Rosters
4. SMHS will provide opportunities for students to enroll in the STC Pre-Engineering program, HVAC program, TSTC Certified Nurses Assistant program, Aviation Maintenance Technology program, Automotive program and Computer Drafting.	Assistant Principal, Counselor(s), Principal	August 2014- June 2015	(O)Time & Staff	Summative - Master Schedule Program Student Rosters Brochures/Announcements/Flyers
5. SMHS will increase the number of students taking the ACT, SAT, TSI, PSAT, and the Accuplacer by providing fee waivers for eligible students. (all 11th-12th grade students will receive two fee waivers: one for SAT and one for ACT).	Assistant Principal, Counselor(s), Principal	August 2014- June 2015	(L)199-Principal Misc.-\$17,394	Summative - Student Roster for Assessments Schedule of Assessments Waiver Eligibility List

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 5. SMISD will provide an effective Student Development program in counseling and academic/career guidance for all PK-12 students to meet college, career, and workforce-ready standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
6. All campuses will provide increased opportunities for students to tour valley, state and out-of-state university/college campuses.	Assistant Principal, Counselor(s), Gear Up Facilitator, Principal	August 2014- June 2015	(L)199-Principal Misc.-\$17,394, (L)199-Student Travel-Field Trip-\$17,577	Summative - Schedule of Field Trips Announcements College Trip Itineraries
7. SMHS will provide Financial Aid Night activities to inform senior students and parents about college information and all seniors will complete a Texas Common Application and a FAFSA application.	Assistant Principal, Counselor(s), Gear Up Facilitator, Principal, University Representatives	Fall 2014 and Spring 2015	(L)199-Principal Misc.-\$17,394	Summative - Schedule of Event Flyers/Announcements Sign In Sheets Meeting Agenda
8. SMMS and SMHS will provide College Day Fairs for all district 6th-12th grade students for post secondary career information.	Assistant Principal, Counselor(s), Principal, Teacher(s), University Representatives	Spring 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Schedule of Event Sign In Sheets List of Colleges
9. SMHS will provide a centralized location to promote and inform students on what local and national scholarships are available and their application requirements.	Assistant Principal, Counselor(s), Principal, University Representatives	August 2014- June 2015	(O)Time & Staff	Summative - Scholarship Bulletin Board List of Scholarships Available Announcements/Brochures Counseling Department Calendar
10. The district will provide tuition free dual enrollment courses, college textbooks, lab essentials, and transportation at not cost to current SMISD students in grades 11th-12th. In addition, an after school resource study lab for students participating in dual enrollment will be provided at the high school.	Assistant Principal, Counselor(s), Principal, Transportation Department	August 2014- June 2015	(F)100-CTE General Supplies-\$5000, (F)331-CTE Materials/Travel-\$11,356, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Master Schedule Dual Enrollment Student Rosters Sign In Sheets
11. SMHS will utilize the Go-Center to assist all high students prepare resumes, complete FAFSA applications and scholarship applications.	Assistant Principal, College Awareness Representatives, Counselor(s), Gear Up Facilitator, Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Sign In Sheets List of Completed FAFSA Applications List of Completed Scholarship Applications

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 5. SMISD will provide an effective Student Development program in counseling and academic/career guidance for all PK-12 students to meet college, career, and workforce-ready standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. All campuses will provide Career Day presentations/activities/fairs for all students utilizing local business leaders, employers and CTE Student Organizations.	Assistant Principal, Counselor(s), Gear Up Facilitator, Principal, Teacher(s)	Fall 2014 and Spring 2015	(L)199-Principal Misc.-\$17,394	Summative - Schedule of Events Sign In Sheets
13. SMHS will increase the percentage of students that take the AP tests to 25% and assist/prepare students for the assessment.	AP Teachers, Assistant Principal, Counselor(s), Principal	Spring 2015	(O)Time & Staff	Summative - List of Students Taking AP Tests AP Test Results
14. SMHS will provide 9th-12th grade students with the opportunity of earning a minimum of 12 college credit hours through Concurrent Enrollment, Dual Enrollment, AP Exams or Tech Prep Articulation.	Assistant Principal, Counselor(s), Gear Up Facilitator, Principal	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Student Course Rosters AP Exam Student Lists Master Schedule
15. SMHS will provide apprenticeship opportunities for students to make school-to-work connections (work study).	Assistant Principal, Counselor(s), Principal	August 2014-June 2015	(F)211-Title I Consulting/Contracted Serv.-\$53,000, (L)199-Principal Misc.-\$17,394, (O)Time & Staff	Summative - Brochures Counseling Department Calendar
16. All campuses will implement the College and Career Readiness Standards (CCRS) in all subject areas and ensure that the framework is followed consistently in all classrooms.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Walkthrough Documentation
17. The district will provide staff development on the College and Career Readiness Standards to all teachers with explicit training on how to use the standards in the content area and how the content being taught is supported by the CCRS.	Assistant Principal, Counselor(s), Principal	August 2014-June 2015	(L)199-Consulting Services-\$39,445	Summative - Meeting Agenda Sign In Sheets Lesson Plans
18. The district will provide for academic coaches/instructional specialists to observe teachers (20 minutes minimum) and offer support and reflective feedback and coaching in using the CCRS.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-Consulting Services-\$39,445	Summative - Walkthrough Documentation Walkthrough Schedule Sign In Sheets

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 5. SMISD will provide an effective Student Development program in counseling and academic/career guidance for all PK-12 students to meet college, career, and workforce-ready standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
19. SMHS will provide opportunities for each department to map out when each CCRS standard will be explicitly taught in the sequence of courses.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	Fall 2014 and Spring 2015	(O)Time & Staff	Summative - Master Schedule Meeting Agenda Sign In Sheets
20. All campuses will promote the utilization of multi-type assessments such as, project and performance based assessments.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Assessment Results
21. SMMS and SMHS will include Pre-AP and AP style questions in the CBA's and 6 weeks exams to prepare students for higher level thinking at all secondary campuses.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans CBA and Six Weeks Exams Assessment Results
22. All campuses will expose students to career clusters at all grade levels to help foster awareness of different careers.	Assistant Principal, Counselor(s), Gear Up Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Lesson Plans Program Agenda Sign In Sheets Schedule of Events
23. The district will provide needed instructional classroom supplies, materials, textbooks, equipment, certifications, licenses, technology and software for CTE students in CTE courses/classrooms.	Assistant Principal, Business Manager, Director of Technology, Principal	August 2014-June 2015	(F)100-CTE General Supplies-\$5000, (F)331-CTE Materials/Travel-\$11,356	Summative - Master Schedule Purchase Orders
24. The district will provide opportunities for CTE staff to attend professional staff development to improve instructional practices and instruction and obtain current business and industry requirements.	Assistant Principal, Business Manager, Principal, Teacher(s)	August 2014-June 2015	(F)331-CTE Materials/Travel-\$11,356	Summative - Professional Development Schedule Meeting Agendas Sign In Sheets
25. SMMS and SMHS will disseminate and explain results of Career Assessments/Aptitude Tests to parents and students.	Assistant Principal, Counselor(s), CTE Instructors, Gear Up Facilitator, Principal	Fall 2014 and Spring 2015	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agenda Sign In Sheets
26. SMHS will provide opportunities for college faculty/recruiters to make school visits and for students to visit colleges/universities to meet with faculty/instructors and tour classrooms, labs, and other campus areas.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014-June 2015	(L)199-Principal Misc.-\$17,394, (L)199-Student Travel-Field Trip-\$17,577	Summative - Schedule of College/University Visits Meeting Agendas Sign In Sheets

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 5. SMISD will provide an effective Student Development program in counseling and academic/career guidance for all PK-12 students to meet college, career, and workforce-ready standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
27. SMMS and SMHS will develop a course requirements catalog for all courses currently offered.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal	Fall 2014 and Spring 2015	(O)Time & Staff	Summative - Completed Course Requirement Catalogue
28. SMHS will schedule a parent/student orientation for all CTE non-traditional courses and their requirements.	Assistant Principal, Counselor(s), CTE Instructors, Principal	Spring 2015	(O)Time & Staff	Summative - Meeting Agendas Sign In Sheets

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SMHS will provide career counseling and job readiness training to students in CTE training.	Assistant Principal, Counselor(s), CTE Instructors, Principal, Teacher(s)	August 2014 - June 2015	(O)Time & Staff	Summative - Schedule of Trainings Training Agendas Sign In Sheets Student Rosters
2. The district will establish procedures for identification, placement, evaluation and monitoring of at-risk students.	Assistant Principal, Counselor(s), Department Heads, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	Fall 2014	(O)Time & Staff	Summative - RTI Manual PEIMS Coding At Risk Identification Criteria
3. All campus principals will recommend placement of students in alternative programs after exhausting all campus strategies to modify at-risk behavior.	Assistant Principal, Campus Leadership Team, Principal	August 2014- June 2015	(O)Time & Staff	Summative - At-Risk Student Report Behavior Referrals
4. SMHS will identify students who are at risk of dropping out and/or failed to accrue respective credits and are not following the state mandated four year graduation plan.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014- June 2015	(O)Time & Staff	Summative - Student GPCs List of Identified Students
5. The district will provide a system to facilitate the transition for students from DAEP/JJAEP program to the regular campus.	Assistant Principal, Counselor(s), Principal, Social Worker	August 2014- June 2015	(O)Time & Staff	Summative - Student Rosters Student Referrals to DAEP/JJAEP Transition Plan
6. All campuses will implement a Character Education program for all grade levels.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Counselor Calendar Sign In Sheets
7. All campuses will provide Advanced Academic programs with challenging learning opportunities by utilizing programs such as, TX Performance Standards Projects (K-12), Distinguished Achievement Program (9-12), Dual Credit/Concurrent courses, Pre-AP/AP courses, and online courses.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014- June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Lesson Plans Master Schedule Student Rosters Student Enrollment in AA Programs

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. The district and campuses will ensure the quality of Advance Academic services by communicating expectations with all stakeholders, providing staff development for certification of all teachers providing Pre-AP, AP and GT services	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - Schedule of Staff Development List of GT, Pre-AP and AP Teachers Training Certificates
9. All campuses will ensure the appropriate identification, evaluation, and IEP implementation of students for Special Education.	Assistant Principal, Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Student Referrals List of Identified Special Ed. Students Student IEPs
10. The district and Mercedes COOP will conduct Child Find activities to identify students in need of special services and provide a list of pre-school options for educational placements for students with special needs.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - Child Find Plan Brochures/Announcements List of Pre-School Options
11. The district and Mercedes COOP will provide staff development to special education and regular education teachers and administrators on RTI, Inclusion, Accommodations/Modifications, IEP development and implementation and the ARD process.	Assistant Principal, Mercedes COOP, Principal	August 2014-June 2015	(L)199-Consulting Services-\$39,445, (O)Time & Staff	Summative - Schedule of Staff Development Meeting Agenda Sign In Sheets
12. The district and Mercedes COOP will provide support for new special education teachers on IEP development/implementation/evaluation and special education procedures.	Assistant Principal, Mercedes COOP, Principal	August 2014-June 2015	(O)Time & Staff	Summative - Meeting Agendas Sign In Sheets
13. The district will provide assistive technology devices and supplementary aids and services to promote access to the general education curriculum, address student individual needs and ensure a safe and orderly environment.	Assistant Principal, Principal, Special Ed Teacher	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Summative - IEPs Purchase Orders

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
14. The district and Mercedes COOP will conduct staffing and/or ARD meetings to monitor progress of students with disabilities who are at risk of failing/retention and to revise IEPs as appropriate.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - Staffing Documentation ARD Meeting Schedules ARD/IEP Documents
15. The district and Mercedes COOP will provide continuous training to campus teams and individuals responsible for implementing behavior strategies and techniques.	Assistant Principal, Principal, Special Ed Teacher	August 2014-June 2015	(L)199-Consulting Services-\$39,445, (O)Time & Staff	Summative - Schedule of Trainings Meeting Agendas Sign In Sheets
16. The district will implement a formal system to monitor, track, and communicate discipline assignments of special education students to special education personnel and will document, track and analyze this discipline with emphasis on comparison of SPED discipline placement ratio to total discipline placement ratio.	Assistant Principal, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - Discipline Referrals and Placements District and Campus Written Procedures
17. All campuses will monitor services for students with disabilities in disciplinary placements to ensure continued implementation of IEPs.	Assistant Principal, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - IEPs Discipline Referrals
18. The district will implement a supplemental athletic program (Special Olympics) for eligible students with disabilities.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	Spring 2015	(L)199-Misc. Operating Expenses-\$9729, (L)199-Principal Misc.-\$17,394	Summative - Special Olympic Event List of Eligible Students
19. The district and Mercedes COOP will monitor and analyze the effectiveness of the web-based software (e-Sped) and provide on-going training and technical assistance on e-Sped to Special Education personnel.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - Administrative Reports Meeting Agendas Sign In Sheets
20. SMMS and SMHS will increase career awareness and opportunities and ensure that necessary training is available to special education students in grades 6-12.	Assistant Principal, Counselor(s), Principal, Special Ed Teacher	August 2014-June 2015	(L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Schedule of Activities Agendas Sign In Sheets

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
21. The district and Mercedes COOP will update the SPED web page to enhance communication of special education issues and related topics to all stakeholders.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - District Web Page Mercedes COOP Newsletter
22. The district and Mercedes COOP will conduct SPED specialty team meetings to enhance communication and consistent implementation of policies, procedures and practices.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - Meeting Agendas Sign In Sheets Schedule of Meetings
23. The district and Mercedes COOP will coordinate and facilitate wheelchair and adaptive equipment clinics/trainings.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - Schedule of Trainings Training Agenda Sign In Sheets
24. The district and Mercedes COOP will provide opportunities for parent training on at least three of the following: Disability Awareness, Systems of Support, Parent Participation at ARD Meetings, Instructional/Behavior Interventions and Assistive Technology.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Schedule of Trainings Training Agendas Sign In Sheets
25. The district and Mercedes COOP will conduct a needs assessment to determine staffing patterns and the sufficiency of special education units/classrooms at each campus.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	Fall 2014 and Spring 2015	(O)Time & Staff	Summative - Needs Assessment Results
26. The district and Mercedes COOP will provide continuous training on Federal/State mandates, accountability systems, local policies, procedures and operating guidelines, and the development, implementation, and evaluation of TEKS-based IEP annual goals and objectives.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(L)199-Consulting Services-\$39,445, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Schedule of Trainings Training Agendas Sign In Sheets

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
27. All campuses will monitor ARD committee documents for compliance and appropriateness of decisions regarding IEP goals and objectives, placement, and participation in state assessments and maintain updated annual and evaluation status reports on a monthly basis.	Assistant Principal, Mercedes COOP, Principal, Special Ed Teacher	August 2014-June 2015	(O)Time & Staff	Summative - ARD Committee Document Review Forms Monthly Status Reports
28. All campuses will provide training and monitoring of required RTI documentation for SPED referrals for suspected learning disabilities.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Schedule of RTI Meetings Sign In Sheets
29. All campuses will provide training on ARD/LPAC collaboration and decision making process to key ARD/LPAC members and monitor ARD/LPAC meeting documentation to ensure appropriateness of decisions to address the needs of students coded SPED and LEP.	Assistant Principal, Counselor(s), Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Schedule of Meetings Meeting Agendas Sign In Sheets
30. The district Migrant department will ensure to identify and recruit migrant children and youth, including conducting annual residency verification and other Identification and Recruitment (ID&R)activities according to specific timelines as outlined in the TX Manual for the Identification and Recruitment of Migrant Students.	Assistant Principal, Migrant Coordinator, Principal, Social Worker	August 2014-June 2015	(O)Time & Staff	Summative - List of Identified Migrant Students Log of Home Visits
31. The district Migrant department will be on time and error free in encoding all required data into the New Generation System (NGS) and conduct all required activities as outlined in the NGS Implementation Guidelines.	Assistant Principal, Migrant Coordinator, Principal	August 2014-June 2015	(O)Time & Staff	Summative - NGS Monthly Reports

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
32. The district Migrant department will coordinate services to ensure that all migrant students receive the following: 1)Instructional support services based on individual needs, 2)Receive available resources including referrals to address specific needs such as tutoring, WIC, drop-out prevention programs, 3)monitor and document student progress, 4)Coordinate with school staff and TX Migrant Interstate Program (TMIP) to ensure that migrant students who have failed STAAR/EOC content areas are able to access local, intrastate, and interstate opportunities available for summer STAAR/EOC remediation and retesting.	Assistant Principal, Migrant Coordinator, Principal	August 2014-July 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (O)Time & Staff	Summative - STAAR/EOC Assessment Results
33. The district Migrant department will ensure that all secondary students receive services that will provide opportunities for them to earn needed credits, make up course work, receive tutoring and homework assistance and the resources needed to ensure on-time graduation.	Assistant Principal, Migrant Coordinator, Principal	August 2014-June 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Summative - Student PGPs List of Identified Migrant Students Class Schedules
34. The district Migrant department will determine individual student needs and coordinate with or provide services for identified preschool migrant children within the first 60 days of school.	Assistant Principal, Migrant Coordinator, Principal	October 2014	(O)Time & Staff	Summative - Monthly NGS Reports of Services Rendered
35. The district and Migrant department will create a Migrant Parent Advisory Council to consult in the planning, implementation and evaluation of the district Migrant Program.	Assistant Principal, Migrant Coordinator, Principal	August 2014-June 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (L)199-Principal Misc.-\$17,394, (O)Time & Staff	Summative - NGS Priority for Services Reports

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
36. The district and Migrant department will run a monthly NGS Priority for Services (PFS) report to identify migrant students who require PFS services and to develop a PFS Plan which clearly articulates criteria for defining student success.	Assistant Principal, Migrant Coordinator, Principal	August 2014-June 2015	(O)Time & Staff	Summative - Monthly PFS Reports PFS Plans
37. SMHS will provide graduation plan support and offer a variety of alternative methods for credit accrual and recovery for Migrant students.	Assistant Principal, Counselor(s), Migrant Coordinator, Principal	August 2014-June 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (L)199-General Supplies/Basic Skills-\$106,288	Summative - Student PGP's Class Schedules
38. All campuses will provide supplemental instruction to Migrant students in need of assistance through after school tutoring, imbedded tutorial classes, Saturday Academies, flexible scheduling, etc.	Assistant Principal, Counselor(s), Instructional Facilitator, Migrant Coordinator, Principal, Teacher(s)	August 2014-June 2015	(F)100-CTE General Supplies-\$5000, (F)211-Title I Consulting/Contracted Serv.-\$53,000, (F)211-Title I Extra Duty Pay-26,000, (L)199-Consulting Services-\$39,445, (L)199-Teacher Extra Duty Pay-\$6444	Summative - Student Rosters for Supplemental Instruction Programs Attendance Rosters
39. The district and Migrant department will provide a summer work study program for identified migrant high school students in which they will work after attending summer school and/or completing courses required.	Assistant Principal, Migrant Coordinator, Principal	Summer 2015	(F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - List of Summer Work Study Programs List of Identified Students
40. The district Migrant department will provide academic and non-academic support services to all Migrant students such as the following: clothing, school supplies, support services to facilitate involvement of Migrant parents to school activities, registration for state/national workshops and conferences, and inform parents of dropout recovery programs.	Assistant Principal, Migrant Coordinator, Principal, Social Worker	August 2014-June 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Principal Misc.-\$17,394	Summative - PFS Reports Contact Logs

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
41. The district Migrant department will provide summer academic enrichment programs for migrant students in grades K-11th designed to develop reading, math, science and thinking skills and promote social development.	Assistant Principal, Migrant Coordinator, Principal	Summer 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Extra Duty Pay-\$6444	Summative - Summer School Attendance Rosters
42. All campuses will develop and implement college awareness activities to create an awareness in post secondary education opportunities.	Assistant Principal, Counselor(s), Migrant Coordinator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Schedule of Activities
43. The district will develop and implement parental enrichment activities that will be advertised through brochures, flyers, web page, etc. and recruit parent participation in these after school activities/programs. (ESL courses, Rosetta Stone, etc.)	Assistant Principal, Counselor(s), Migrant Coordinator, Principal, Social Worker	August 2014-June 2015	(L)199-Principal Misc.-\$17,394	Summative - List of Parental Activities Meeting Agendas Sign In Sheets
44. The district will appoint a Drop-out Prevention/Recovery Coordinator at each campus to work with the counselor and District At-Risk Coordinator to develop presentations for at-risk students.	Assistant Principal, Counselor(s), Migrant Coordinator, Principal, Social Worker	August 2014-June 2015	(O)Time & Staff	Summative - Schedule of Presentations Presentation Agendas Sign In Sheets
45. SMHS will provide each teacher/department chair with history of all at-risk students who failed STAAR/EOC and/or lacks credits to work on a plan of interventions to ensure they complete their graduation plan.	Assistant Principal, Counselor(s), Department Heads, Instructional Facilitator, Migrant Coordinator, Principal, Teacher(s)	Augsut 2014-June 2015	(O)Time & Staff	Summative - List of Identified Students Intervention Plans
46. SMMS and SMHS will provide a campus based committee that will be responsible to recover students who dropped out through phone calls and home visits.	Assistant Principal, Department Heads, Instructional Facilitator, Migrant Coordinator, Principal, Social Worker, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - Log of Phone Calls Log of Home Visits List of Identified Students

SANTA MARIA ISD

Goal 1. SMISD will provide a standardized K-12 curriculum framework for students to meet the Phase In Level 2 and College Readiness Standards by 2016.

Objective 6. SMISD will implement effective supplementary instructional programs for 90% of at-risk students to meet the Phase In Level 2 performance standards in all areas, reduce the drop-out rate (1.0% or less) and meet (100%) graduation/completion rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
47. The district will ensure the quality and integrity of dropout and completion rate data by providing all staff members with training on data input responsibilities, coding and supporting documentation, leaver codes, the process of auditing leaver codes, data integrity and dropout recovery.	Assistant Principal, Director of Student Services, Principal	August 2014-June 2015	(L)199-Consulting Services-\$39,445, (O)Time & Staff	Summative - Schedule of Trainings Training Agendas Sign In Sheets
48. SMHS will provide recovered dropouts with alternative scheduling options to allow the students to complete the regular curriculum.	Assistant Principal, Counselor(s), Instructional Facilitator, Migrant Coordinator, Principal	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (L)999-Technology-\$14,250, (O)Time & Staff	Summative - Student Schedules Attendance Rosters
49. SMHS will provide a mentor (teacher) to groups of 10-12 students identified as at-risk of dropping out of high school, not completing/graduating with their class, or have recently been recovered and will meet with them to discuss issues related to dropping out, completion rate, and other related issues.	Assistant Principal, Counselor(s), Instructional Facilitator, Migrant Coordinator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Summative - List of Mentors Roster of Student Groups Meeting Agendas Sign In Sheets

SANTA MARIA ISD

Goal 2. SMISD will provide for the recruitment, development, support and retention of highly qualified administrators, teachers, and auxiliary staff.

Objective 1. SMISD will maintain highly qualified administrators, teachers, and instructional paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will utilize a systematic plan for identifying the need to post vacancies and will post all vacancies in accordance with TEC 11.1513 and link to respective job descriptions so that education/certification criteria are available.	Business Manager, Human Resources Department, Superintendent	August 2014-July 2015	(O)Time & Staff	Copy of Plan Copies of Posting of Vacancies
2. The Human Resources department will provide current information to district and campus administrators regarding NCLB Highly Qualified requirements.	Assistant Principal, Human Resources Department, Principal	August 2014-July 2015	(O)Time & Staff	Meeting Agenda Sign In Sheets
3. The district will recruit quality personnel by advertising in the local newspaper, SMISD website, Region I ESC website, and listings at the Human Resources Office, campuses and departments, as well as hosting a District Job Fair, participating in Job Fairs at Region I and state universities.	Assistant Principal, Human Resources Department, Principal, Superintendent	August 2014-July 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	HQ Compliance Report
4. The Human Resources department will review all applications to ensure the integrity of data submitted on the application and that only HQ candidates are made available to principals.	Human Resources Department, Principal	August 2014-July 2015	(O)Time & Staff	HQ Compliance Report
5. The Human Resources department will maintain communication with ACP programs and IHE's and utilize ACP's list of HQ teachers and administrative candidates and continue to receive UTPA student teachers.	Human Resources Department	August 2014-July 2015	(O)Time & Staff	Telephone Logs Emails Sent List of ACP's HQ Teacher Candidates List of UTPA Student Teachers
6. The district will recruit Bilingually certified elementary teachers to allow for Master schedule flexibility to accommodate student growth.	Human Resources Department, Principal, Superintendent	August 2014-July 2015	(F)263-Title III Bilingual Gen. Supplies-\$4300, (O)Time & Staff	List of Certified Bilingual Teachers
7. The district will study and propose revisions to the instructional stipends including those stipends that support the needs of our district, including special population students.	Business Manager, Human Resources Department, Superintendent	August 2014-July 2015	(L)199-General Supplies-\$6100	Sign In Sheets Copy of Recommendations List of Stipends

SANTA MARIA ISD

Goal 2. SMISD will provide for the recruitment, development, support and retention of highly qualified administrators, teachers, and auxiliary staff.

Objective 1. SMISD will maintain highly qualified administrators, teachers, and instructional paraprofessionals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. Each campus will provide new teachers with a support system, which includes TxBESS mentor teachers.	Assistant Principal, Principal, Superintendent, Teacher(s)	August 2014-June 2015	(L)199-Principal Gen. Supplies-\$8266, (O)Time & Staff	List of New Teachers and Their Mentors
9. The district will promote opportunities for staff to continue their professional growth through post secondary/graduate studies.	Principal, Superintendent	August 2014-June 2015	(O)Time & Staff	List of Staff Enrolled in Secondary/Graduate Studies
10. The district will continue to provide stipends to teachers who acquire a Masters degree in the field they teach, and to teachers in the secondary Science, Math, and dual enrollment courses.	Business Manager, Human Resources Department, Principal, Superintendent	August 2014-July 2015	(L)199-General Supplies/Basic Skills-\$106,288	List of Teachers Receiving Masters Stipends
11. The district will continue current employee recognition programs such as Teacher of the Year, Retiree receptions, Perfect Attendance awards, and Service Awards receptions.	Business Manager, Director of Student Services, Human Resources Department, Principal, Superintendent	Spring 2015	(L)199-Principal Misc.-\$17,394, (O)Time & Staff	Schedule of Events List of Personnel Receiving Awards

SANTA MARIA ISD

Goal 2. SMISD will provide for the recruitment, development, support and retention of highly qualified administrators, teachers, and auxiliary staff.

Objective 2. SMISD will provide all staff with professional development opportunities with PK-12 curriculum standards and assessments for all students to meet College and Career Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will conduct a district-wide on-line Needs Survey for Leadership Development.	Director of Technology, Principal, Superintendent	January - June 2015	(O)Time & Staff	Survey Results On-Line Survey
2. The district will provide professional development options, such as online instruction, Saturday and after hours training, which should reduce the number of teacher absences/substitute use by at least 50%.	Assistant Principal, Instructional Facilitator, Principal, Superintendent	August 2014-June 2015	(F)211-Title I Extra Duty Pay-26,000, (F)211-Title I Gen. Supplies-\$103,142, (F)263-Title III Bilingual Extra Duty Pay-\$4368, (L)199-Consulting Services-\$39,445, (O)Time & Staff	Schedule of Trainings PD 360 Reports Training Agendas Sign In Sheets
3. Each campus will implement a Trainer of Trainers model for professional development in which teachers will return from staff development sessions and conduct a TOT with campus personnel.	Assistant Principal, Instructional Facilitator, Principal, Superintendent, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (L)199-Teacher Travel-\$11,184, (O)Time & Staff	Staff Development Logs Training Agendas Sign In Sheets
4. The district will implement a system to track all staff development and professional development attendance within the district.	Assistant Principal, Business Manager, Human Resources Department, Principal	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	POs Training Certificates Schedule of Professional Development Trainings
5. The district will develop and implement a process to evaluate all staff development training as to the effectiveness towards improving teacher and student performance.	Assistant Principal, Instructional Facilitator, Principal, Superintendent	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (O)Time & Staff	Walkthrough Documentation Assessment Results Six Weeks Grades
6. The district will conduct staff development for mentor teachers, substitutes and paraprofessionals.	Assistant Principal, Instructional Facilitator, Principal, Superintendent	August 2014-June 2015	(L)199-Principal Gen. Supplies-\$8266, (O)Time & Staff	Schedule of Staff Development Training Agendas Sign In Sheets
7. The district will provide and promote review sessions, resources, and materials to assist personnel with certification requirements.	Assistant Principal, Human Resources Department, Principal, Superintendent	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Meeting Agenda Sign In Sheets
8. Each campus will establish Campus Learning Communities/Professional Learning Communities (PLC) for sharing information, research, and book studies.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Superintendent	August 2014-June 2015	(O)Time & Staff	Meeting Agendas Sign In Sheets

SANTA MARIA ISD

- Goal 3.** SMISD will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.
- Objective 1.** SMISD will implement technology-based professional development for staff to enhance and increase effective use of technology devices and programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district Technology department will provide staff development for instructional staff through multiple mediums in scheduled sessions or on-demand training sessions.	Assistant Principal, Director of Technology, Instructional Facilitator, Principal, Technology Department	August 2014-June 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Schedule of Trainings Training Agendas Sign In Sheets
2. The district Technology department will create a District Training Topics Catalog and a calendar of training sessions will be made available online/website.	Assistant Principal, Director of Technology, Principal, Technology Department	August 2014-June 2015	(O)Time & Staff	Topics Catalog Calendar of Training Sessions
3. The district Technology department will evaluate the usage of all technology programs for instructional purposes.	Assistant Principal, Director of Technology, Principal, Technology Department	Spring 2015	(O)Time & Staff	List of Technology Utilized for Instruction Evaluation Results
4. The district Technology department will provide trainings to parents such as, Parent Access training, online tutorials, videos, etc.	Assistant Principal, Counselor(s), Director of Technology, Principal	August 2014-June 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Schedule of Trainings Training Agendas Sign In Sheets

SANTA MARIA ISD

- Goal 3.** SMISD will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.
- Objective 2.** SMISD will implement technology-based professional development for effective use of district productivity systems.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will use Financial software and web based applications to enhance overall effectiveness and to maintain records.	Business Manager, Superintendent	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288, (L)999-Technology-\$14,250, (O)Time & Staff	Audits Budgets
2. Each campus will use DMAC reports to adjust instructional strategies.	Assistant Principal, Instructional Facilitator, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	DMAC Assessment Reports
3. Each campus will utilize Educator Access Plus Grade Book to maintain student records.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Special Ed Teacher, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Grade Book Grading Report
4. Each campus will provide parents with the capability to monitor student performance via the web using Family Access.	Assistant Principal, Counselor(s), Director of Technology, Principal, Teacher(s)	August 2014-June 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Usage Logs
5. The district will provide staff with access to personal absence, payroll and related information using the web-based Employee Access account.	Business Manager, Human Resources Department	August 2014-July 2015	(L)199-Misc. Operating Expenses-\$9729, (O)Time & Staff	Usage Logs
6. The district Technology department will provide staff with access to a Sharp School account to create and maintain a website/webpage.	Assistant Principal, Director of Technology, Principal, Teacher(s), Technology Department	Fall 2014	(L)999-Technology-\$14,250, (O)Time & Staff	Teacher Webpages Usage Log
7. The district Technology department will maintain and evaluate a technology plan through regularly scheduled committee meetings.	Director of Technology, Technology Department	August 2014-June 2015	(O)Time & Staff	Technology Plan Meeting Agenda Sign In Sheets
8. All campus libraries will utilize the library automation system.	Assistant Principal, Librarian Assistants, Principal	August 2014-June 2015	(O)Time & Staff	Usage Reports
9. The district will develop a Business Continuity Plan (BCP) to ensure that critical activities such as payroll, student operations and other functions may be carried out in the event of a service interruption as well as ensure that data is stored securely and is accessible in case of emergency.	Business Manager, Director of Technology, Human Resources Department, Superintendent	August 2014-June 2015	(L)199-Misc. Operating Expenses-\$9729, (O)Time & Staff	BCP Plan

SANTA MARIA ISD

Goal 3. SMISD will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.

Objective 3. SMISD will provide technology-based solutions which promote and support the instructional needs of teachers and the learning needs of students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Campus Technology Coordinators (CTCs) will provide training, basic tech support and in-classroom assistance in technology integration for campus educators.	Assistant Principal, Director of Technology, Principal, Teacher(s), Technology Department	August 2014-June 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Training Logs CTC Log of Daily Events
2. The district will seek external funding opportunities to leverage district funds and provide additional goods and services to students and staff.	Business Manager, Director of Technology, Principal, Superintendent	August 2014-July 2015	(O)Time & Staff	List of Funding Sources
3. The district will provide necessary technology equipment, consumables and services to ensure efficient day to day instructional operations.	Assistant Principal, Business Manager, Director of Technology, Principal, Technology Department	August 2014-June 2015	(L)199-Misc. Operating Expenses-\$9729, (L)999-Technology-\$14,250, (O)Time & Staff	Purchase Orders Inventory of Equipment
4. Each campus will implement usage of the classroom intercom system.	Assistant Principal, Director of Technology, Principal, Teacher(s), Technology Department	August 2014-June 2015	(O)Time & Staff	Usage Reports
5. The district Technology department will increase digital camera availability to all campuses.	Assistant Principal, Director of Technology, Librarian Assistants, Principal, Technology Department	August 2014-June 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Inventory of Digital Cameras Available
6. The district Technology department will increase the student to technology ratio by providing IPADs for the classrooms.	AP Teachers, Director of Technology, Principal, Technology Department	Fall 2014 and Spring 2015	(L)999-Technology-\$14,250	Inventory of IPADs per Classroom Purchase Orders

SANTA MARIA ISD

- Goal 3.** SMISD will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.
- Objective 4.** SMISD will establish and maintain a technology infrastructure that promotes and supports communication and instructional technology for students, staff and the community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district Technology department will conduct monthly meetings to discuss issues, concerns and acknowledge exemplary performance with department staff.	Director of Technology, Technology Department	August 2014-July 2015	(O)Time & Staff	Meeting Agendas Sign In Sheets
2. The district Technology department will maintain a student to computer ratio of 3:1, working towards a goal of 1:1.	Assistant Principal, Director of Technology, Principal, Technology Department	August 2014-July 2015	(O)Time & Staff	Inventory of Computers Available Purchase Orders
3. The district Technology department will maintain wide area and local area networks (WAN and LAN) to meet the needs of district and community users.	Director of Technology, Technology Department	August 2014-July 2015	(O)Time & Staff	Repair and Bandwidth Reports
4. The district Technology department will maintain a 1 to 1 computer to staff ratio.	Assistant Principal, Director of Technology, Principal, Technology Department	August 2014-July 2015	(O)Time & Staff	Computer Check Out Inventory Monthly Inventory and Repair Reports
5. The district Technology department will maintain a CSME fiber wide area network (WAN) using Erate discounts.	Director of Technology, Technology Department	August 2014-July 2015	(O)Time & Staff	Annual Budget Plan
6. The district Technology department will implement and maintain a voice over IP (VOIP) telecommunications system.	Director of Technology, Technology Department	August 2014-July 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Usage and Repair Reports
7. The district will maintain a technician at every campus.	Assistant Principal, Business Manager, Director of Technology, Principal, Technology Department	August 2014-June 2015	(O)Time & Staff	List of Technicians per Campus
8. The district Technology department will provide assistance to campuses and departments on including technology related funding in their budgets and annual planning.	Assistant Principal, Business Manager, Director of Technology, Principal, Technology Department	Spring 2015	(O)Time & Staff	Campus Budget Plans Funding Quotes
9. The district Technology department will ensure a reliable electronic infrastructure is available for data, voice and video communications.	Director of Technology, Technology Department	August 2014-July 2015	(O)Time & Staff	Inventory Report Usage Report
10. The district Technology department will maintain a four year computer replacement plan to ensure effective systems.	Director of Technology, Principal, Technology Department	August 2014-June 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Computer Inventory Reports Repair/Replacement Reports

SANTA MARIA ISD

- Goal 3.** SMISD will provide up-to-date technology equipment and applications and promote training for effective use to meet the needs of students, educators and administrators.
- Objective 4.** SMISD will establish and maintain a technology infrastructure that promotes and supports communication and instructional technology for students, staff and the community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. The district Technology department will implement an online Substitute management system.	Director of Technology, Human Resources Department, Principal, Technology Department	August 2014-June 015	(L)999-Technology-\$14,250, (O)Time & Staff	Usage Report List of Substitutes

SANTA MARIA ISD

Goal 4. SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

Objective 1. SMISD will enhance and increase Parent/Community involvement in schools to promote academic achievement and College and Career readiness as measured by the annual evaluation of parental involvement opportunities and participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will develop a systematic framework for small group information sharing and counseling regarding college and other post-high school options for parents.	Assistant Principal, Counselor(s), Migrant Coordinator, Parental Department, Principal	August 2014-June 2015	(L)199-Principal Misc.-\$17,394, (O)Time & Staff	Calendar of Events Agendas Sign In Sheets
2. The district will provide parent training in ESL, nutrition and wellness, how to develop entrepreneurial skills, school safety procedures and how to assist their children academically at home.	Assistant Principal, Counselor(s), Migrant Coordinator, Parental Department, Principal	August 2014-May 2015	(L)199-Misc. Operating Expenses-\$9729, (L)199-Principal Misc.-\$17,394, (O)Time & Staff	Calendar of Events Meeting Agendas Sign In Sheets Parent Notices
3. Each campus will provide Parent Awareness sessions on the curriculum requirements in the four core areas of Reading/ELA, Math, Science, and Social Studies.	Assistant Principal, Counselor(s), Instructional Facilitator, Migrant Coordinator, Parental Department, Principal, Teacher(s)	Fall 2014 and Spring 2015	(O)Time & Staff	Schedule of Meetings Meeting Agendas Sign In Sheets
4. The district will provide a Parent Awareness session on the Fine Arts to support development of the "whole child" by promoting a global perspective of instructional strategies.	Assistant Principal, Migrant Coordinator, Parental Department, Principal, Teacher(s)	Fall 2014 and Spring 2015	(O)Time & Staff	Schedule of Meetings Meeting Agenda Sign In Sheets
5. The district will expand the information link on the Santa Maria ISD website by adding a Parent tab to the home page, posting college entrance procedures, college and scholarship application timelines, and provide a Parental Involvement website in English and Spanish.	Director of Technology, Principal, Technology Department	August 2014-July 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Copy of Website
6. All campuses will provide parent support for school transitions from community to pre-kindergarten/kindergarten, elementary to middle school, middle school to high school and high school to post-secondary (Pre-K - high school).	Assistant Principal, Counselor(s), Instructional Facilitator, Migrant Coordinator, Principal, Social Worker, Teacher(s)	May/August 2015	(L)199-Principal Misc.-\$17,394, (O)Time & Staff	Schedule of Event Sign In Sheets Meeting Agendas

SANTA MARIA ISD

Goal 4. SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

Objective 1. SMISD will enhance and increase Parent/Community involvement in schools to promote academic achievement and College and Career readiness as measured by the annual evaluation of parental involvement opportunities and participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. The district and all campuses will increase regular two-way communications between home, school and the community to develop and promote a variety of opportunities to improve academic achievement for all students by utilizing the following: trainings by Parent Liaisons, campus websites, newsletters, calendar of events, school/parent trainings, community newspaper, fine arts program, 'mass blast' system to send out information to parents, etc.	Assistant Principal, Director of Technology, Instructional Facilitator, Migrant Coordinator, Parental Department, Principal, Teacher(s)	August 2014-June 2015	(L)999-Technology-\$14,250, (O)Time & Staff	Campus Website Updates Announcements Flyers to Parents Newsletters
8. The district and all campuses will provide trainings and activities related to parent involvement for parents, volunteers, and district personnel including information about: effective communication techniques, effective parent-teacher conferences, and college and career readiness.	Assistant Principal, Counselor(s), Migrant Coordinator, Parental Department, Principal	August 2014-June 2015	(L)199-Principal Misc.-\$17,394, (O)Time & Staff	Schedule of Events/Meetings Meeting Agendas Sign In Sheets
9. All campuses will implement school-parent compacts that outline how the parents, school staff, and students share responsibility for improved student achievement and building a positive partnership with the school.	Assistant Principal, Counselor(s), Principal, Teacher(s)	Fall 2014	(O)Time & Staff	Copy of School-Parent Compact
10. The district Migrant department will provide Parental Involvement programs that target unique community needs values and strengths of the migrant parent population and will implement the Migrant Parent Advisory Council.	Assistant Principal, Migrant Coordinator, Principal	August 2014-June 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (O)Time & Staff	Schedule of Meetings Meeting Agendas Sign In Sheets
11. The district Migrant department will provide the opportunity for migrant parents to participate in leadership seminars.	Assistant Principal, Migrant Coordinator, Principal	August 2014-June 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (O)Time & Staff	Schedule of Leadership Seminars Sign In Sheets

SANTA MARIA ISD

Goal 4. SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

Objective 1. SMISD will enhance and increase Parent/Community involvement in schools to promote academic achievement and College and Career readiness as measured by the annual evaluation of parental involvement opportunities and participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
12. The district will conduct a Parental Involvement survey and evaluation to measure program effectiveness.	Assistant Principal, Director of Technology, Migrant Coordinator, Parental Department, Principal	Spring 2015	(O)Time & Staff	Copy of Survey Evaluation/Survey Results
13. The district will provide individual and peer counseling, and self-help programs designed to improve school attendance, increase graduation rates, and enhance parenting skills for students who are pregnant or are parents and at-risk of dropping out of school.	Assistant Principal, Counselor(s), Migrant Coordinator, Parental Department, Principal, Social Worker	August 2014-June 2015	(F)211-Title I Gen. Supplies-\$103,142, (O)Time & Staff	List of Students Receiving Assistance
14. Each campus will disseminate and discuss the Bilingual/ESL Program Design with parents and community members through campus Parent/PTO/Migrant meetings.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal	Fall 2014 and Spring 2015	(F)263-Title III Bilingual Gen. Supplies-\$4300, (O)Time & Staff	Bilingual/ESL Flyer Schedule of Meetings Meeting Agendas Sign In Sheets
15. The district Migrant department will ensure that migrant parents have a thorough understanding of the criteria for Priority for Services students have, such as grade recovery, tutoring, and special programs.	Assistant Principal, Migrant Coordinator, Principal	August 2014-July 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (O)Time & Staff	Schedule of Meetings Sign In Sheets
16. The district will create, disseminate and post on the web site a District Parental Involvement Calendar at the beginning of each school year.	Assistant Principal, Director of Technology, Migrant Coordinator, Parental Department, Principal, Superintendent	Fall 2014	(L)999-Technology-\$14,250, (O)Time & Staff	Copy of Calendar Website
17. Each campus will provide Parent trainings/meetings/Open Houses to support student learning and their active participation in their child's college and career readiness.	Assistant Principal, Counselor(s), Instructional Facilitator, Migrant Coordinator, Parental Department, Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Schedule of Events Sign In Sheets
18. Each campus will provide parent training on the Student Success Initiatives to increase awareness of district-wide academic requirements and developmental initiatives and resources.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	Fall 2014 and Spring 2015	(F)211-Title I Gen. Supplies-\$103,142, (O)Time & Staff	Schedule of Meetings Meeting Agendas Sign In Sheets

SANTA MARIA ISD

Goal 4. SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

Objective 1. SMISD will enhance and increase Parent/Community involvement in schools to promote academic achievement and College and Career readiness as measured by the annual evaluation of parental involvement opportunities and participation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
19. Each campus will provide training and counseling for parents on how to prevent unwanted physical or verbal aggression, sexual harassment and other forms of bullying.	Assistant Principal, Counselor(s), Migrant Coordinator, Parental Department, Principal	Fall 2014 and Spring 2015	(L)199-Consulting Services-\$39,445, (L)199-Counselor Gen. Supplies-\$1802, (L)199-Principal Misc.-\$17,394	Schedule of Meetings Sign In Sheets Meeting Agendas

SANTA MARIA ISD

Goal 4. SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

Objective 2. SMISD will provide PK-12 Parental engagement opportunities to support student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will facilitate and coordinate communication among Santa Maria ISD parent groups for systematic input on emergent critical issues. (Parent Advisory Council-PAC, Migrant PAC, School Health Advisory Council-SHAC, SIT, SBDM)	Assistant Principal, Migrant Coordinator, Parental Department, Principal	August 2014-June 2015	(O)Time & Staff	Meeting Agendas Sign In Sheets
2. All campuses will promote inclusion of parent participation on the Campus Improvement Committee/Campus Site Based Decision Making Committee (SBDM)and parent input on significant issues relevant to the campus and district.	Assistant Principal, Counselor(s), Migrant Coordinator, Parental Department, Principal	Fall 2014 and Spring 2015	(L)199-Principal Misc.-\$17,394, (O)Time & Staff	List of Committee Members Schedule of Meetings Meeting Agendas Sign In Sheets
3. Each campus will develop a written Parent Involvement Policy that will be developed jointly with and agreed upon by and distributed to parents of participating students.	Assistant Principal, Counselor(s), Migrant Coordinator, Parental Department, Principal	Fall 2014 and Spring 2015	(O)Time & Staff	Copy of Written Policy

SANTA MARIA ISD

Goal 4. SMISD will promote and support participation, cooperation, and accountability of parents and educators as partners in the overall education of students.

Objective 3. SMISD will promote Community Involvement and communication by utilizing the district's technology resources to highlight district/campus programs and activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district and all campuses will provide communications of district and campus events on the Santa Maria ISD and campus websites in English and Spanish.	Assistant Principal, Director of Technology, Principal, Technology Department	August 2014-July 2015	(O)Time & Staff	Copies of Websites
2. The district Migrant department and campuses will provide parent trainings in the use of computers.	Assistant Principal, Director of Technology, Migrant Coordinator, Principal, Technology Department	Fall 2014 and Spring 2015	(F)212-Title I Mig. Gen. Supplies-\$4000, (L)199-Teacher Extra Duty Pay-\$6444	Schedule of Trainings Training Agendas Sign In Sheets
3. The district will develop a system for parents to register for listserv or email alerts and free webinars about college and scholarship application deadlines.	Assistant Principal, Counselor(s), Director of Technology, Parental Department, Principal, Technology Department	August 2014-July 2015	(L)999-Technology-\$14,250, (O)Time & Staff	List of Parents Registered Copies of Emails

SANTA MARIA ISD

Goal 5. SMISD will provide state-of-the-art facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 1. SMISD will implement comprehensive Safety, Health and Fitness initiatives to enhance the learning climate for 100% of the students to graduate under the Distinguished or Recognized Graduation plan and meet College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will increase the awareness and knowledge regarding the dangers of alcohol, tobacco and other drugs to decrease the use and availability to students in grades PK-12.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014-June 2015	(L)199-General Supplies/Basic Skills-\$106,288	Schedule of Events Sign In Sheets
2. All campuses will reduce the number of criminal and violent incidents in schools by developing and enhancing skills addressing conflict in a non-confrontational manner as well as promoting Character Education.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	Schedule of Events/Meetings Sign In Sheets
3. All campuses will reduce the number of disruptive behavior incidents and out of school suspensions by enforcing district Student Code of Conduct discipline policies and by enforcing legal requirements (HB 283) regarding bullying, harassment and hit lists.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	List of Student Referrals Schedule of Events Sign In Sheets
4. All campuses will increase student involvement in schools by increasing participation in positive alternatives such as extra-curricular activities and school organizations.	Assistant Principal, Counselor(s), Principal, Teacher(s)	August 2014-June 2015	(O)Time & Staff	List of Clubs/Organizations List of Extra-Curricular Activities Calendar of Events
5. All campuses will increase parental and community involvement by promoting prevention and educational programs for families and communities regarding alcohol, tobacco, and other drugs.	Assistant Principal, Counselor(s), Parental Department, Principal	Fall 2014 and Spring 2015	(O)Time & Staff	Schedule of Meetings Meeting Agendas Sign In Sheets
6. The district will provide training for administrators regarding the tracking and documentation of discipline data including special education discipline.	Mercedes COOP, Superintendent	Fall 2014 and Spring 2015	(L)199-Consulting Services-\$39,445, (L)199-Principal Travel-\$1933	Schedule of Training Training Agendas Sign In Sheets
7. The district will develop/revise and evaluate a system to ensure correct entry and submission of PEIMS discipline data.	Principal, Superintendent	Fall 2014 and Spring 2015	(O)Time & Staff	PEIMS Reports

SANTA MARIA ISD

Goal 5. SMISD will provide state-of-the-art facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 1. SMISD will implement comprehensive Safety, Health and Fitness initiatives to enhance the learning climate for 100% of the students to graduate under the Distinguished or Recognized Graduation plan and meet College Readiness Standards by 2016.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. The district will conduct a comprehensive District-Wide Facility Study to address projected student growth, instructional program needs, grade level configuration of schools, support facilities, and facility remodeling plans.	Assistant Principal, Principal, Superintendent	Spring 2015	(O)Time & Staff	Study Results

SANTA MARIA ISD

Goal 5. SMISD will provide state-of-the-art facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 2. All campuses will provide transition activities within grade levels, from campus to campus and to higher education institutions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Tony Gonzalez Elementary will provide activities with outside agencies such as Head Start, TX Migrant Council, and daycares to promote smooth transitions for children from their agencies to the school environment.	Migrant Coordinator, Parental Department, Principal	Fall 2014 and Spring 2015	(L)199-Principal Misc.-\$17,394, (O)Time & Staff	Schedule of Activities Sign In Sheets
2. All campuses will provide transition activities between home and school by inviting the student and family to visit their respective campuses and attend school activities such as Back to School Night and Meet the Teacher Night.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	Fall 2014 and Every Six Weeks	(L)199-Principal Misc.-\$17,394, (O)Time & Staff	Schedule of Events Sign In Sheets
3. Tony Gonzalez Elementary will implement a strand of activities to transition Head Start to Pre-K 3, Pre-K 3 to Pre-K 4, and Pre-K 4 to Kindergarten and Kindergarten students to first grade.	Counselor(s), Principal, Teacher(s)	Fall 2014	(O)Time & Staff	Schedule of Activities Student Rosters
4. Each campus will conduct fieldtrips for incoming students to visit their new campus for the following school year.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	Spring 2015	(L)199-Student Travel-Field Trip-\$17,577, (O)Time & Staff	Schedule of Fieldtrips Student Rosters
5. Santa Maria High School will conduct college/high school success summer camps to help students transition from 8th to 9th and 11th to 12th grades.	Assistant Principal, Counselor(s), Instructional Facilitator, Principal, Teacher(s)	Summer 2015	(L)199-Student Travel-Field Trip-\$17,577, (L)199-Teacher Travel-\$11,184, (O)Time & Staff	Schedule of Event Student Rosters
6. The district will coordinate district-wide College Days and/or college visits to enable students to gain insight to college experiences.	Assistant Principal, Counselor(s), Instructional Facilitator, Migrant Coordinator, Parental Department, Principal	Fall 2014 and Spring 2015	(O)Time & Staff	Schedule of Events Sign In Sheets List of Colleges Participating
7. Santa Maria High School will implement services that prepare students for school-to-work connections such as Job Shadowing for high school students and actual work experience for Special Education and regular high school students.	Counselor(s), Human Resources Department, Migrant Coordinator, Principal, Teacher(s)	Fall 2014 and Spring 2015	(F)331-CTE Materials/Travel-\$11,356, (O)Time & Staff	Roster of Students Job Shadowing Roster of Students Participating in Work Experiences

SANTA MARIA ISD

Goal 5. SMISD will provide state-of-the-art facilities, support services, and maintain a safe and drug-free environment for students and employees.

Objective 2. All campuses will provide transition activities within grade levels, from campus to campus and to higher education institutions.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
8. The district will implement a web-based curriculum (Compass Learning) for DAEP (Credit Recovery).	Assistant Principal, Counselor(s), Director of Technology, Principal	August 2014-June 2015	(L)999-Technology-\$14,250	Student Class Schedules Compass Learning Student Progress Reports

Comprehensive Needs Assessment

Demographics

Demographics Summary

Comprehensive Needs Assessment

Demographics

Demographics Summary

Santa Maria Independent School District is located in Cameron County. SMISD has a traditional high school, a 6th-8th grade middle school and a PK-5th grade elementary school.

For the 2013-2014 PEIMS Fall Submission, Santa Maria Independent School District had 727 students and employed 129 staff. The district ended the 2013-2014 school year with 727 students. The student population was 98.9% Hispanic and 96.0% Economically Disadvantaged. Other demographic information includes students in Special Education (5.6%), CTE (25.7%), At-Risk (71.5%), Migrant (15.8%), Bilingual/ESL (41.1%), and Gifted and Talented (10.6%).

The teachers serving the district are 96.4% Hispanic. Santa Maria ISD has an average of 7.3 years of experience and has an average of 3.0 years with the district. The teacher turnover rate is 31.9% compared to 16.2% for the state. The class size is below the state rate for grades 1-5 and below the state rate for secondary.

The retention rates for non-special education and special education students are above the state rate for grades 1 and 8. The non-special education retention rate for grade 1 is 7.6% and 2.6% for grade 8 compared to 4.4% and 0.7%, respectively, for the state. The special education student retention rate is 10.3% for grade 1 and 4.5% for grade 8 compared to 8.2% and 1.5%, respectively, for the state. Special education retention rates are among the highest for grades 2 (6.3%) and grade 6 (20.0%) when compared to the state rate of 3.9% and 1.0%, respectively.

The district dropout rate was 1.1% which is lower than the state dropout rate of 2.2%. Data released from TEA for graduation rates is always reported two years behind our

Comprehensive Needs Assessment

Demographics Summary (Continued)

current school year. SMISD's graduation rate for the Class of 2013 was 86.8% for ALL students and 86.8% for Hispanic students. This was an increase from the year before (84.8%). The state rate was 88.0% for ALL students and 85.1% for Hispanic students. The district dropout rate and graduation rate is based on federal guidelines.

PBMAS data indicates a LEP graduation rate of 80.0% and a Migrant graduation rate of 71.4%.

Demographics Strengths

Class size

Teacher and student population are similar in demographics

Demographics Needs

The following Demographics needs are in priority order:

Teacher experience

Teacher commitment to the district

Teacher turnover rate

Improve graduation rates for All students, LEP, Sp Ed and Migrant

Student Achievement

Student Achievement Summary

Student Achievement

Comprehensive Needs Assessment

Student Achievement Summary (Continued)

Student Achievement Summary

The 2012-13 school year marked the launch of the new state accountability system. Under this new accountability system, The Texas Accountability Intervention System (TAIS) SMISD Met Standard on all four performance indices for 2013-14, but was below the state average on all four indices. One of three campuses in SMISD did not meet the standard and received a campus rating of Improvement Required. However, Santa Maria Middle School received earned a distinction in Academic Achievement in mathematics. On the System Safeguards Report SMISD met 79% of the indicators.

Phase-in - Passing standards will be phased in because of the significant increase in the rigor of the STAAR program. A gradual increase in passing standards sets both realistic and challenging expectations. The phase-in provides districts with time to adjust instruction, provide additional staff training, and close gap knowledge. Even though the Level II (Satisfactory) phase-in 2 passing standards were set for the 2013-14 and 2014-15 school years, the state adjusted the timeline due to changes in the new Texas Essential Knowledge and Skills (TEKS) mathematics curriculum, elimination of STAAR Modified, first administration of STAAR Accommodated, and first administration of the redesigned STAAR Alternate. The adjusted timeline for the new three-step phase-in plan is outlined below:

- The current phase-in 1 performance standards will be maintained for the 2014-2015 school year.
- The new phase-in 2 performance standards will be implemented beginning in the 2015-2016 school year.
- The new phase-in 3 performance standards will be implemented in the 2018-2019 school year.

The final recommended performance standards will be implemented in the 2021-2022 school year.

2014 Accountability Summary State Target SMISD Score Region I Score State Score

Index 1: Student Achievement 55 59 71 77

Index 2: Student Progress 16 36 42 40

Index 3: Closing the Achievement Gap 28 32 41 38

Comprehensive Needs Assessment

Student Achievement Summary (Continued)

Index 4: Postsecondary Readiness 57 63 73 69

System Safeguards 100% 79% 95% 96%

For Index 1 Student Achievement Performance, the District was below the Index score for both the Region (71) and the State (77). For Index 2 Student Progress, the District was below the Index score for both the Region (42) and the State (40). For Index 3, the District was below the Index score for the Region (41) and near the Index score for the State (38). For Index 4, the District was below the Index score for the State (69) and below the Index score for the Region (71).

The 2014 system safeguards status report indicates that overall 79% of all system safeguards were met.

Student Achievement Strengths

Summary of Identified Student Achievement Strengths:

Results for 8th Grade Algebra I EOC were at 100.0% passing.

Increase in 8th Grade All subject areas; math (24%), reading (17%), science (46%), and social studies (49%).

Student Achievement Needs

Summary of Prioritized Needs:

- Increase student performance in reading, writing, science and social studies for Special Education and ELLs to meet the state targets.

Comprehensive Needs Assessment

Student Achievement Summary (Continued)

- Improve student performance in all subjects at Level II Final Performance for ALL, Hispanic, Economically Disadvantaged, Special Education and ELLS.
- Improve student performance in all subjects at Level III Performance for All, Hispanic, Economically Disadvantaged, Special Education and ELLS.

School Culture and Climate

School Culture and Climate Summary

District Culture and Climate

District Culture and Climate Summary

Santa Maria ISD has identified the characteristics of district culture and climate through an analysis of the discipline program, character education, classroom management, student attendance and parental involvement. An analysis of student discipline indicates a slight increase in the number of DAEP placements from 1.0% to 1.4% for ALL students. However, the number of placements for Out-of-School Suspension indicates a slight increase for ALL students from 3.8% to 4.8%. The number of students placed in In-School Suspension increased for ALL students from 20.0% to 23.7%. The majority of the placements for In-School Suspension, Out-of-School Suspension and the DAEP were for violating the student code of conduct.

The attendance rate for Santa Maria ISD for ALL students indicated a slight decreased from 96.6% to 96.5% and Hispanic from 96.6% to 96.5%, Special education indicates an increased from 93.9% to 95.4%. Economically Disadvantaged decreased from 96.7% to 96.6% and from 97.1% to 96.6% for ELLs. The attendance rate reflects data from the 2012-13 and 2013-14 school years. This year, Santa Maria ISD will implement the School-wide Positive Behavior Intervention and Support system to address discipline issues for all students that includes positive interventions and supports. The district also provides three truancy officers, one at each campus. In addition, the district provides New Generation System (NGS) Specialist/Recruiter and a district-wide parental liaison for migrant students.

District Culture and Climate Strengths

Comprehensive Needs Assessment

School Culture and Climate Summary (Continued)

- Attendance rate for all students and sub-populations
- Student support for bilingual and migrant students

District Culture and Climate Needs

The following needs are listed in priority order:

- 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.
- Improve monitoring of School-Wide Positive Behavior Intervention and Supports

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Summary

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Santa Maria ISD values hiring and retaining talented and effective personnel. Having 100% of teachers highly qualified and certified is a high priority. Providing high-quality, focused professional development is also important in SMISD. By narrowing the focus, the professional development is more effective. It strengthens the efforts of campus and district administrators and teachers in implementing, monitoring, and evaluating programs. Topics are determined through an analysis of both campus and district data.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Summary (Continued)

August 2014 professional development was designed based upon needs determined at the end of the 2013-2014 school year. Those topics included: Teacher Orientation, Data Analysis, Accountability, Inclusionary Practices, ELPS instruction, Reading Strategies and Planning from the Instructional Focus Document.

Although the teacher turnover rate is above the state average, the district has seen an increase in the turnover rate from 9.4% (2011-2012) to 31.9% in (2013-2014). The recruitment efforts of the district include participation in regional job fairs (Region One, UTPA) and representation at state-wide job fairs (Region One), use of an electronic application system to increase reach (One App from 2011-2014) and posting of vacancies through the Regional Service Center.

SMISD maintains highly qualified personnel and provides current information to district and campus administrators and the public as required by NCLB. The District actively recruits quality personnel by advertising SMISD website, Region 1 ESC website, and listings at the Human Resources Office, campuses, and participating in job fairs at Region 1 and state universities, depending on needs of the district. Additionally, communication is maintained by providing lists of HQ teachers. Based on need, the District recruits bilingual certified elementary teachers to allow for Master Schedule flexibility to accommodate student growth.

Each year, the district studies and proposes revisions to the instructional stipends including those stipends that support the needs of our district in the areas of special population (certified Sp. Ed., Advanced Academics [GT] and Bilingual). The district will continue to provide stipends to teachers who acquire a Master's degree in the field they teach, and to teachers in the secondary science, math, and dual enrollment courses. The District maintains its competitiveness with neighboring school districts.

The District continues its current employee recognition programs: Teacher of the Year, Retirement, Service Awards, and Board Recognitions.

Staff Quality, Recruitment, and Retention Strengths

- Targeted Professional Development
- SMISD actively recruits quality personnel.
- Highly qualified information is disseminated and reported as required.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Summary (Continued)

- Annually, stipends are reviewed, stipend recommendations and changes from campuses and departments considered, and adjustments made to support the needs of the District.
- The District maintains its current recognition program

Staff Quality, Recruitment, and Retention Needs

The following reflects our prioritized need:

- New Teacher Mentor Program

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Summary

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Santa Maria ISD utilizes the South Texas Curriculum Project (STCP) in conjunction with the TEKS Resource System for its curriculum which is implemented in ELAR, SLAR, Math, Science, and Social Studies in grades PK-12. District and campus administrators will be monitoring the implementation of STCP by conducting classroom observations and facilitating professional learning communities.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Summary (Continued)

The district utilizes Curriculum-Based Assessments, in tested grades and content areas, developed by the Office of Curriculum and Instruction and Campus Leaders to monitor student progress toward reaching State Standards. Assessments will be administered each six weeks at Pre Kinder through 12th grades. The district has implemented Three-Week Check Points for all grades levels in the areas of Mathematics, ELAR and Science. In addition to the district curriculum, Compass Learning is utilized by secondary campuses for credit recovery and accrual purposes to allow students to stay on track for on time graduation. IStation is an online reading system which after an initial assessment, provides for a customized path for students to

improve reading skills. State and local assessment data is disaggregated by teachers and administrators using the online data management for assessment and curriculum system (DMAC).

Santa Maria ISD has on-going partnerships with Texas State Technical College in Harlingen, Texas and Permian Basin College in Odessa, TX via online course work to pursue dual enrollment opportunities for students attending Santa Maria High School.

Santa Maria Middle School has a newly designated STEM Academy, will be able to provide a more focused instruction with emphasis on STEM careers & curriculum.

The district provides fine arts opportunities both curricular and co-curricular for students to participate grades 6-12. Secondary 6-12 students may select from art, dance, and instrumental (band or orchestra) music also taught by certified fine arts teachers.

Curriculum, Instruction, and Assessment Strengths

- Standardized K-12 viable, equitable and aligned curriculum
- Scheduled, TEA approved early release staff development days

Curriculum, Instruction, and Assessment Needs

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Summary (Continued)

The following needs are listed in priority order:

- Fidelity in the implementation and monitoring of the district curriculum
- Increase implementation and monitoring of online programs to ensure students' success in grade & credit recovery
- Increase efforts to improve students' scores on National Exams (ACT, SAT, AP, etc.)
- Increase Dual Enrollment Opportunities

School Context and Organization

School Context and Organization Summary

District Context and Organization

District Context and Organization Summary

Santa Maria ISD is committed to improving the academic performance for all students in the areas of Reading, Writing, Mathematics, Science and Social Studies with a focus on improving student performance for LEP and Special Education students. The District Site-Based Team (SBDM) composed of district-wide, elected professional staff, parents, community member and business representatives, advise the Board or its designee in establishing and reviewing the District's educational goals, objectives, and staff development needs. For 2014-2015, the District SBDM proposed staff development waiver days on September 29, November 10, and December 19.

The District SBDM utilizes DMAC data, ACT, Accountability Reports, dropout data, retention rates, graduation rates, TELPAS, PEIMS discipline and attendance reports to determine goals and objectives for the district. The district engages in the Texas Accountability Intervention System (TAIS) intervention activities through the Performance-Based Monitoring Analysis System (PBMAS), which is composed of district-wide staff and parents. Intervention activities include a data analysis and needs assessment to determine the needs and goals of the district which are addressed through the Critical Success Factors (CSFs) and the Nine Principals

Comprehensive Needs Assessment

School Context and Organization Summary (Continued)

The district will monitor quarterly the progress of the district improvement plan through principal, director and coordinator meetings and the District SBDM.

District Context and Organization Strengths

- Commitment to improve student achievement

District Context and Organization Needs

The following needs are listed in priority order:

- Monitoring of the district improvement plan
- Collaboration among the different departments- Special Education, Bilingual/ESL, Migrant, NCLB and CTE

Technology

Technology Summary

Technology

Technology Summary

Comprehensive Needs Assessment

Technology Summary (Continued)

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 District mission:

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, SMISD uses innovative procedures and methods to integrate technology into classrooms' daily instruction. A classroom equipment standard is also followed district-wide. Each PK-12 core content classroom is equipped with an LCD projector, a high resolution visualizer (document camera), three desktop computers, a workgroup laser printer and high speed access to the Internet. 6-12 classrooms are further enhanced through the inclusion of a tablet set consisting of (at least) 25 iPads and a lockable safe for storage and in 6-8 Kuno android devices are 1:1. SMISD also provides scheduled and just-in-time staff development to campuses and departments.

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,
3. completion of the TEA Star Chart by all district teachers.

Technology Strengths

Comprehensive Needs Assessment

Technology Summary (Continued)

- Providing filtered high speed internet services to students, staff and visitors district wide using enterprise Cisco managed access points
- Every core content area classroom contains a media system comprised of: high lumen LCD projector (wall or ceiling mount), document camera/visualizer, modern desktop computers, high speed workgroup and printer.
- Hired a district level instructional technology coach to provide small group and individualized training and mentoring for teachers and staff.
- District users provided with web based enterprise level Gmail and Google Apps accounts with real time collaboration and document sharing through the use of Google Drive.
- SMISD provides 40 mbps bandwidth (to Internet) for instructional and administrative use.
- Public information infrastructure include: Family access (provides parent access to student grades, attendance, etc.), school to parent messaging with use of Bright Arrow Online Communication Services system for emergency and relevant information (phone call, text and email), district website, and a marquee.
- Technology Coach to provide teachers and staff quicker access to technology needs and support for instructional technology methods.

Technology Needs

- Purchase additional school owned devices (I-Pads, NetBooks) to provide more classrooms technology rich content and learning opportunities.
- Additional Cisco managed access points to support bandwidth for additional devices (school owned and BYOD).
- Additional instructional technology specialist to assist in trainings and the implementation of SMISD technology integration plan for each campus.
- Provide teachers/students resources for online textbooks and books to address literacy concerns.
- Provide Science/Math teachers with innovative technology tools and training that focus on initiatives such as flipped classroom, PBL and hybrid learning designs.
- Promote the use of e-learning, mobile technologies, and collaboration through Google's new LMS, Google Classroom.
- Purchase a robust online safety curriculum that allows district technology personnel to monitor usage and delivery.