

**SANTA ANNA**  
**INDEPENDENT SCHOOL DISTRICT**

Santa Anna Secondary School  
Campus Improvement Plan  
2018-2019

**2019 Accountability Rating: Met Standard**

School Board Approval: November 14, 2019

# MISSION STATEMENT OF THE SANTA ANNA SECONDARY SCHOOL

The mission of the Santa Anna Secondary School is to create a safe, nurturing environment that addresses the whole child and creates positive expectations for students, teachers, parents, and community. In collaboration with the total community, the staff will help students obtain the necessary tools to ensure present and future success academically, ethically, and socially. Students will be given varied opportunities to explore individual skills, interests, ambitions, and career choices. Graduates will be prepared to succeed in their chosen fields of endeavor.

## **Santa Anna ISD School Goals**

**Goal 1:** Santa Anna ISD will create an instructional climate that meets the needs of all students.

**Goal 2:** Santa Anna ISD will improve communication strategies for all stakeholders.

**Goal 3:** Santa Anna ISD will emphasize leadership, ensure accountability, and create a culture of increasing expectations.

**Goal 4:** Santa Anna ISD will provide technology that meets the emerging needs of students and staff.

**Goal 5:** Santa Anna ISD will ensure a well-maintained facility emphasizing safety and security while using a systematic process for improvements and growth.

**Goal 6:** Santa Anna ISD will enable educators to be active partners and community members in the overall education and co-curricular opportunities for SAISD students.

**Santa Anna Secondary Planning and Decision Making Committee**

<i>Name</i>	<i>Position</i>
<i>Laurie Hunter</i>	<i>Secondary Principal</i>
<i>Steffany Fitzpatrick</i>	<i>Junior High Teacher</i>
<i>Joan Karnes</i>	<i>Junior High Teacher</i>
<i>Devyn Hallmark</i>	<i>High School Teacher</i>
<i>Gidget McCrary</i>	<i>High School Teacher</i>
<i>Micah Anderson</i>	<i>Special Education Coordinator</i>
<i>Kristi Herrod</i>	<i>School Counselor</i>
<i>Billy Gay Abernathy</i>	<i>Business Representative</i>
<i>Stephen Donham</i>	<i>Parent Representative</i>
<i>Josh Daniel</i>	<i>Parent Representative</i>
<i>Shannon Bible</i>	<i>Parent Representative</i>

# Comprehensive Needs Assessment

## Data Sources Reviewed

### **Demographics**

Enrollment by grade and gender  
PEIMS student data  
TAPR  
PEIMS Attendance  
Enrollment by ethnicity  
Enrollment by student pop/program

### **Student Achievement**

State Accountability Reports/TAPR  
A-F Accountability Report  
STAAR Results  
Promotion/Retention Rates  
PSAT/SAT/ACT Results  
HS Completion Rates  
Graduates by Diploma Type  
Annual Dropout Rate/Longitudinal Rate  
Dual Credit Enrollment/Completion Data  
Texas Success Initiative (TSI) Data  
CTE Coherent Sequences  
College-Ready Graduates

### **Family and Community Engagement**

Community and Student Engagement Ratings  
21<sup>st</sup> Century Community Learning Centers Grant (ACE Program)  
Events—Parent Participation Logs  
Community Agencies/Support Services  
Event and/or Meeting Calendars

### **School Culture and Climate**

PEIMS Discipline Summary  
PEIMS Discipline Report  
Teacher/Staff Survey Results  
Student Incentive Program

### **Staff Quality, Recruitment and Retention**

Teacher Certifications  
Paraprofessional Qualifications  
Teacher Years of Experience/Years in ISD  
Staff Mobility/Stability  
Teacher/Student Ratios  
Professional Development Data  
Recruitment/Retention Strategies  
Teacher/Staff Survey Results  
Teacher Salaries

### **Technology**

Technology Plan  
Technology Professional Development  
Technology Policies and Procedures  
Resource Allocations  
Technology Inventory/Teacher Feedback

### **Curriculum, Instruction and Assessment**

TEKS Resource System Documents

TXGUIDE Resources

Unit Assessments/Benchmarks

Instructional Resources/Class Materials

Instructional Technology

Class/School/Special Programs Schedules

Enrichment Resources

Lesson Development

Instructional Delivery Strategies/Techniques

Professional Development Survey

College and Career Readiness Alignment and Resources

### **School Context and Organizations**

School Structure

Decision-Making Committee

Campus Communications

School Map and Physical Environment

Extracurricular/School Program Services

21<sup>st</sup> Century CCLC—ACE Program Data

# Comprehensive Needs Assessment

## Summary of Findings

### **Student Achievement**

Target student performance rates at less than State/Federal standards  
Improve performance on STAAR English EOC/Writing  
Improve performance on Social Studies STAAR

### **School Culture and Climate**

Training for and implementation of Positive Behavior Strategies/Supports  
Additional training on anti-bullying and character education  
Student Recognition Activities

### **Staff Quality, Recruitment and Retention**

Develop and sustain teacher mentor program  
Planning time for staff-based professional development and data-based instructional planning  
Competitive salaries  
Additional training for special programs (GT, special education)  
Increase opportunities for 21st century skills  
Support teachers in attainment of proficiency as defined by T-TESS  
Provide content-specific training and teacher share opportunities for teachers  
Focused Planning and Preparation for CTE Expansion/Change to Include Industry Certifications

### **Curriculum, Instruction and Assessment**

Development of staff-based professional development opportunities  
Lesson development and planning for higher order of thinking focused on increased levels of instructional rigor and relevance  
Differentiation of instruction  
Develop programs for health education to encourage healthy lifestyle  
Increase level of student engagement through multiple research-based instructional strategies and tools  
Time and resources for building common assessments/benchmarks  
Vertical planning opportunities  
Training and disaggregation of data  
College and career readiness programs  
Develop student support programs designed to increase student success

### **Technology**

Library and media services  
Allocations for technology resources  
Teacher webpages training  
Parent Technology Workshops (Parent Portal Training)  
Data disaggregation and dissemination training  
Maintain updated campus website  
Laptop Distribution/Training prior to start of school

### **Family and Community Involvement**

Increase parent involvement including parents of at-risk and low SES students  
Parental information sessions on state assessments and academic information  
Regular updates to district/campus webpages

### **School Context and Organization**

Develop and sustain Teacher Mentor Program  
Disaggregation and dissemination of data  
Open dialogue of campus/district needs  
Collaborative teachers /department planning  
Time for professional development meetings  
Establish regular communication methods with staff that emphasize campus goals, important information and expectations.



## State & Local Compensatory Education

### State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year OR is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years (students in pre-k and k that are retained at parent request are not considered at-risk).
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument
5. Is pregnant or is a parent
6. Has been placed in an AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the preceding school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster or group home.

Santa Anna ISD students who meet the state and local compensatory eligibility criteria are served in our programs. Each student's progress is monitored and evaluated to determine if they are making academic progress. When students no longer meet the eligibility criteria, they are exited from the program's services.

# Federal, State, and Local Funding Sources

Federal funding sources to be integrated and coordinated with State and Local funds to meet needs of all students:

Program/Funding Source	Santa Anna Secondary	
		Totals
State Compensatory Education		\$141,391.27

## **Santa Anna Secondary 2018-2019 Performance Objectives**

### **STUDENT ACHIEVEMENT**

1. By May 2019, all students will show no less than 7% growth on all STAAR/EOCs.
2. By May 2019, Economically Disadvantaged students will show no less than 7% growth on the STAAR/EOC Writing test.
4. By May 2019, students taking post-secondary entrance exams, or TSI, will show no less than 10% growth in average score.
5. By May 2019, Santa Anna Secondary students will show no less than 10% growth (gain) at Masters Level on the STAAR/EOC tests.
6. By May 2019, Santa Anna Secondary students will show no less than 17% gain in College, Career and Military Readiness indicators.
7. By May 2019, Santa Anna Secondary will earn 3 or more Academic Distinctions.
8. By May 2019, Santa Anna Secondary will show no less than a 10% increase in the number of students taking post-secondary entrance exams.
9. By June 2019, Santa Anna Secondary will maintain a 100% or better four year graduation rate.
10. By June 2019, Santa Anna Secondary will increase the percentage of juniors and seniors enrolled in Dual Credit courses to 30% or greater.

### **SCHOOL CULTURE AND CLIMATE**

1. By May 2019, Santa Anna Secondary average daily attendance will increase by 0.5% or greater as reported in the 2017/2018 TAPR.
2. By May 2019, 100% of Santa Anna Secondary students will have been provided opportunities for prevention training and intervention education on dating violence, bullying, harassment, drugs, alcohol, tobacco and suicide.
3. By May 2019, students' participation rate in extracurricular activities will increase by no less than 10%.

### **CURRICULUM, INSTRUCTION AND ASSESSMENT**

1. By August 2018 – June 2019, teachers of core classes will utilize the TEKS Resource System 100% of the time for Scope and Sequence purposes as needed.
2. By May 2019, teachers of core classes will utilize DMAC to disaggregate data from STAAR/EOC exams, unit exams and benchmark tests.
3. By June 2019, 100% of teachers and paraprofessionals with instructional duties will have attended professional development designed to improve instructional strategies to enhance student success.
4. By August 2019, 100% of teachers will use The Rigor/Relevance Framework to ensure that their lesson plans exemplify a high level of instructional rigor and relevance.

### **TEACHER QUALITY, RECRUITMENT AND RETENTION**

By August 2019, 100% of the new/new to the district teachers will be mentored by an experienced teacher.

### **FAMILY AND COMMUNITY INVOLVEMENT**

1. By May 2019, Santa Anna Secondary will increase the number of parent and community involvement activities.

### **SCHOOL CONTEXT AND ORGANIZATION**

1. By August 2019, the Master Schedule will maximize CTE course offerings to provide students with multiple “Endorsement” choices.
2. By August 2019, the Master Schedule will include 35-45 minute STAAR/EOC Acceleration classes for qualified students.

### **TECHNOLOGY**

1. By August 2019, the Technology Plan will include parent technology workshops for Parent Portal access.
2. By August 2019, Santa Anna Secondary will have 100% of student laptops distributed prior to the first day of instruction.

**Goal 1:** Santa Anna ISD will create an instructional climate that meets the needs of all students.

**Objectives:**

1. Increase the academic performance of all students and all student ethnic groups while closing the achievement gaps between students of special populations.
2. Implement and support a TEKS-based, vertically aligned curriculum that reflects and utilizes best practices with emphasis on critical thinking skills and relevant content.
3. Provide successful transitions for all students to post-secondary college and/or career opportunities.

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
The consistent implementation of the curriculum framework (TEKS Resource System) will be continued, and the components of the framework will be discussed and reinforced with teachers.	Supt; Principal	Aug -June	TEKS Resource System (TRS) Framework; Local funds	TRS curriculum documents reviewed w/ Teachers; Professional development sign-in sheets	Consistent scope and sequence; curriculum documents outlined for teachers in core content areas; Unit and lesson plans; Classroom observations/walkthroughs
The TEKS Resource System will be followed in the core content areas to ensure a vertically and horizontally aligned curricula. (1) Year at a Glance (YAG) (2) Vertical Alignment Documents (VADs) (3) Instructional Focus Documents (IFDs)	Principal	Aug - June	TEKS Resource System (TRS) Framework Documents; Local Funds	Unit / Lesson plan documentation; TRS documents; TRS sign-in documentation	Administrative Observations/Walkthrough Documentation; Adherence to state standards; increase in state assessment scores
Utilize unit assessments and benchmarks (2 X yr.) in the core content areas to assess students' learning, disaggregate data, and target learning needs.	Principal	Aug-June	Local Funds	Unit Exam / Benchmark Results	Student grades; state assessments / course work performance
Teachers will utilize DMAC to disaggregate data from STAAR, unit assessments, benchmarks and universal screening instruments.	Principal; Teachers;	Aug-June	Local Funds	Disaggregated data	Utilization of data to inform instruction and plan for learning needs

<b>Activity / Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Review</b>	<b>Summative</b>
Study disaggregated data from STAAR, unit assessments, and benchmarks to provide appropriate interventions for students.	Principal; Teachers;	Aug-June	Local Funds	Disaggregated data to inform instruction and plan for learning needs	Improvement of student performance - grades, coursework, state assessments
All subject area TEKS will be taught with research-based instructional methods focused on academic rigor and relevance.	Principal; Teachers	Aug-June	Local Funds ;	Prof dev registrations and certificates; sign-in documents (local PD), lesson plans, walkthrough data	High quality instructional delivery and design Observation, Lesson Plan Review and Performance Task Review
Teachers will focus on depth and complexity in instructional practices and student learning activities to ensure the readiness of all students for college and careers.	Principal; Teachers	Aug-June	Local Funds ;	Prof dev registrations and certificates; sign-in documents (local PD); admin walkthroughs	High quality instructional delivery and design; Admin observations, Lesson and Performance Task Reviews
Schedule team / departmental meetings for curriculum planning.	Principal	Aug-June	Local Funds	Schedule of meetings; meeting notes / communication	Increased collaboration for planning quality instruction, Observation data
Evaluate course offerings and sequences in science, social studies, math, and language arts for STAAR preparation and the implementation of the graduation requirements under HB 5.	Principal; Counselor	Ongoing	Local Funds	Record of meetings w/ counselor / HS principal; timeline for planning and implementation of HB 5 requirements; ESC 15 training	Course catalog of offerings, sequences, and graduation requirements
Offer, schedule, and implement acceleration class periods for students that have struggled on state assessments.	Principal; Counselor	Ongoing	Local Funds and State Comp. Funds	AIP Plan Data; Benchmark Data; Qualitative Performance Data	Improvement of Student Performance; STAAR Performance Data
Identify At-Risk students according to state compensatory criteria (as listed in district plan) and provide accelerated instruction to identified students.	Principal; Counselor	August 2018- June 2019	State Comp. Funds	State Assessment Results	Increased student performance on report cards, state assessments, lower dropout rates, lower retention rates; credit accruals
Identified At-Risk Students will be referred to the 21 <sup>st</sup> Century Grant ACE Tutorial Program for additional academic support and enrichment opportunities.	Principal; ACE Grant Coordinator	Sept 2018- May, 2019	21 <sup>st</sup> CCLC Grant Funds	ACE Grant Enrollment Data; Schedule of ACE Grant Activities	EOY ACE Grant Report

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Provide additional support to students through: (1) Tutorials; (2) Inclusion support as appropriate (3) ELA and math intervention services; (4) Accelerated math / ELA instruction; (5) Credit recovery (HS); (6) Summer school. (7) Afterschool Acceleration Sessions (8) Mandatory After-school detention for missing work (9) ACE Tutorial Program	Principal; ACE Program Coordinator; Counselor; Teachers	Aug-May	Local Funds; State Comp Funds; 21 <sup>st</sup> Century CCLC Grant	Grades, Unit Exams/ Benchmarks, , Prior STAAR/EOC Results;; credit recovery records, ACE attendance records	Increased performance on grades and state assessments, student credits recovered, ACE Summative Data
Provide professional development to ELA teachers to assist with best practices for writing instruction and strategies. Professional Development and Classroom Instructional Coaching Provided by Region XV	Principal	2018-2019 School Year	Local Funds;	Training documents; Sign-In sheets; Teacher input	Increased teacher knowledge of content and delivery of instruction and use of instructional strategies; Admin observations
Provide additional professional development opportunities to expand teacher access to best practice implementation. (1) Site Visits (2) Team Professional Development Implementation (3) Teacher Share Opportunities	Principal	2018-2019 School Year	Local Funds	Visit Documentation; Teacher Reports	Increased teacher use of innovative instructional strategies and new skill implementation; Administrative Walkthroughs and observations.
Provide professional development to ELAR teachers to assist with best practices for reading and writing instruction and strategies. Professional Development and Classroom Instructional Coaching Provided by Region XV	Principal	Fall-Spring 2018-2019	Local Funds;	Training documents; Sign-In sheets; Teacher Feedback; Professional Development Documentation	Increased teacher knowledge of content and delivery of reading and writing instruction and skills; Admin observations
Provide for the needs of dyslexic students. (1) Utilize research-based instructional strategies to help and support dyslexic students. (2) Provide small group instruction (as appropriate) to dyslexic students. (3) Provide dyslexia specialist for dyslexia classes. (4) Provide professional development to dyslexia teachers.	SPED; RTI Coordinator; Principal	Aug-June	Local Funds, State Comp	Screening data on reading levels and skills and documented interventions; documentation of professional development for dyslexia teacher	Increased student performance in reading, grades, state assessments; increased teacher proficiency

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Provide accommodations for instruction and assessments as appropriate, and focus on differentiated instruction to meet the needs of various student populations (SPED, GT, 504, Migrant, Dyslexia, and At-Risk students).	Principal; Teachers; SPED.	Aug-June	Local Funds	Unit assessments, benchmarks	Increased student performance on report cards, state assessments results
Utilize instructional technology resources to provide prescriptive support for students. (1) APEX Learning (2) Other Resources as Discovered	Principal; Teachers	Aug-June	Local Funds; Technology Funds;	Progress monitoring reports provided by technology resources	Increased student performance in reading and math; state assessments
Require all content area teachers to develop and include varied writing assignments as an integral part of their weekly classroom instruction.	Principal; Teachers	Aug-June	Local Funds	Lesson Plans; Walk-throughs	Improved student writing performance
Identify students who are struggling in math and schedule accelerated instruction as needed. (1) Tutorials (2) Accelerated instruction (3) Summer school (4) ACE Program Support	Principal; Teachers	Aug-June	Local Funds; StateComp; 21 <sup>st</sup> CCLC Grant	Unit exams, benchmarks, progress reports, report card grades;	State assessments; end of year grades;
Monitor the progress of at-risk students and provide additional support for students to obtain mastery of the grade-level / content specifics TEKS. (1) Acceleration Program Monitoring (2) Tutorials (3) Small group instruction (4) Progress Notices / Report Cards	Principal; Teachers	Aug-June	Local Funds; 21 <sup>st</sup> CCLC Grant	Unit assessments, benchmarks, progress reports, grades	End of year grades, STAAR



<b>Activity / Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Review</b>	<b>Summative</b>
Target the needs of GT students in the regular classroom by differentiating instruction and implementing GT strategies.	Principal; Teachers	Aug-June	Local Funds	Unit assessments, benchmarks, progress reports, Lesson plans	End of year grades; State assessments
Continue to provide increased number of rigorous courses (Advanced/Dual Credit) to increase challenging opportunities for both GT students and general education students	Principal	Aug-June	Local Funds	Course Catalog; Student course enrollment	Course success Data; Student performance
Include career opportunities and occupational information in the regular curriculum and vocational classes and relate the subject matter relates to occupations and use in real life.	Principal; Teachers	Weekly	Local Funds	Unit assessments, benchmarks, progress reports	End of year grades; State assessments
Administer career inventory surveys to students at the high school.	Principal; Counselors	Spring Semester	Local Funds; Carl Perkins Grant	Inventory results	Career pathway / coursework recommendations
Provide career, vocational, and job-related courses and training for both Special Education and regular education students.	SPED; Principal	Aug-June	Carl Perkins Grant	Course catalog; Courses and courses sequences articulated for endorsements	Student schedules that reflect vocational pathways/ career endorsements
Continue to expand programs of study with coordinated sequences of CTE courses.	Principal; CTE Teachers	Fall 2018- Spring 2019	Local funds; Carl Perkins Grant	Course catalog; Courses and courses sequences articulated for endorsements	Student schedules that reflect vocational pathways/ career endorsements

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Provide Career Exploration and College Readiness Activities to enhance student planning and preparedness.	Principal; Counselor;	September - June	Local Funds	Student attendance at College & Career Activities; Student Feedback Forms	Student attendance at College & Career Activities; Student Feedback Forms
Continue to offer dual credit courses as appropriate for HS students	Supt; Principal	Fall-Spring 2018-2019	Local Funds	Course catalog; pre-requisites for dual credit courses articulated	Student schedules that reflect dual credit courses
Continue to focus on Health education and provide opportunities to exercise and develop healthy living habits. (1) Physical Education Classes (2) Athletics classes / participation (3) Maintain Health course (4) FitnessGram Assessment (5) CPR/First Aid Instruction	Principal; Teachers; Nurse; SHAC Committee	Aug-June	Local Funds	Participation in Health Education and Physical Education programs / activities; progress in coursework	FitnessGram Results; grade in PE/Athletics/Health courses; Academic Achievement Record
Maintain high school courses that reflect changes the mandates in HB5 including components of all graduation plans, course descriptions, clearly articulated course sequences, endorsements and course options within endorsements.	Principal; Counselor;	Fall-Spring 2018-2019	HB5 Requirements; Local Funds	Courses and course sequences articulated for endorsements; graduation plans outlined	Course catalog
Administrators, teachers, campus attendance clerks, secretaries, and counselors will receive current information to identify new and existing students who may be homeless.	Counselor	Aug	Local Funds	Information on Identification of Homeless Students	Campus rosters of homeless students; PEIMS Reports
Assistance will be provided to homeless students to help identified students meet academic success.	Counselor; Homeless Liaison	Aug-June	Homeless Education ESC 15	Progress Reports	Student Report Cards; State assessment scores

**Goal 2:** Santa Anna ISD will improve communication strategies for all stakeholders.

**Objective:** Strengthen parental and community relationships and increase parental and community involvement.

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Utilize the district and campus websites and other social media outlets to inform parents and community about district and campus information and post a calendar of events for the district and campuses.	Principal;	Weekly	Local Funds	Principal review of websites for updates / maintenance	Review of websites; parental and community feedback
Post the Student-Parent Handbook and the Student Code of Conduct.	Principal	Aug – Handbook and Student Code of Conduct	Local Funds	Principal review websites for updates	Review of websites; parental and community feedback
Communicate with parents via telephone, email, or parent-teacher conferences regarding academic progress, attendance, etc.	Principal; Teachers; Office Staff	Aug-June	Local Funds	Principal Calendar; Teacher Schedules / Logs of Contacts	Parental Feedback; Teacher/Principal Documentation
Develop student-led (student council), curriculum based, communication opportunities for students, teachers and other stakeholders	Principal; Teachers	September - June	Local Funds	Periodic Checks	Survey Results; Feedback;
Utilize teacher websites to communicate classroom information such as course syllabi, teacher expectations, assignments, and resources.	Principal; Teachers; Tech Director	Aug-June	Local Funds	Principal review website for updates / maintenance	Parental Feedback
Keep parents informed of academic progress via three-week progress notices, grading period report cards, grading period IEP reports, and other reports.	Principal; Teachers	Progress reports every 3 weeks	Local Funds	Progress reports / reports cards / IEP reports	Parental Feedback
Utilize “Remind 101” to inform parents of school events, announcements, etc.	Principal; Tech Director; Counselor; Teachers	August 2018-June 2019	Local Funds	Messages from principal, teachers, coaches, etc.	Parental Feedback, Record of Messages
Parents and community members will serve on campus advisory committees.	Principal	Four times per year	Local Funds	Meeting agendas; committee member attendance	Sign-in sheets; meeting minutes; increased school/parent/community communication

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Career and Technology committee meetings will be conducted and include participation of parents and community.	Principal; CTE Teachers	Fall semester meeting and spring semester meeting	Carl Perkins Funds	Meeting agendas; committee member attendance	Record of attendance; meeting minutes; school/parent/community communication / input
Provide parent information meetings regarding state assessments and assessments required for high school students to meet graduation requirements.	Principal; Counselor	Fall and spring semester	Local Funds	Student Handbooks; Course Catalog; graduation plan meetings	Increased parental involvement
Counselor will provide career and college readiness information such as state testing information, college entrance exams (PSAT, ACT, SAT), college and career days, Career Exploration and the FAFSA on each campus website (as applicable).	Principal; Counselor	Fall and spring semester	Local Funds	Review website postings; documentation of information / communication to parents and students	Parental feedback; student participation in college entrance exams, college/career days, number of college-bound students
Parents and students will be advised of the advantages of taking the PSAT, SAT, and ACT.	Principal; Counselor	Fall semester w/ each grade level	Local Funds	Documentation of meetings	Number of students taking college entrance exams – PSAT, SAT, ACT
Inform and involve parents of students for graduation planning, scheduling, and degree/career planning. Information provided will include: (1) Requirements for graduation. (2) Graduation plans. (3) Higher education admissions and financial aid opportunities; (4) The TEXAS grant program and the Teach for Texas grant programs; (5) The need for students to make informed choices to be prepared for success beyond high school; (6) Sources of information on higher education admissions and financial aid.	Principal; Counselor	Fall and Spring semester	TEA Information ; THECB Publications; College Entrance and Financial Aid Information ; local funds	Documents, brochures, website links	Increased parental communication, parent informational meetings

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Conduct graduation plan meetings with parents of high school students as required.	Principal; Counselor	Spring semester - HS meetings	Local Funds	HS graduation plans; schedule of meetings	Record of meetings / graduation plans signed by parents and students; increased parental communication and involvement
Parents will be contacted by the campus administrative staff regarding "excessive" absences for their child (ren).	Principal; Secretary	Aug-June	Local Funds;	Documentation of contacts; attendance data	Improved Attendance
Provide ways to foster communication with parents and community members, and assist staff members with acquiring information and skills on building positive relationships.	Superintendent; Principal;	August-June	Local Funds;	Record of professional development attended / book studies; faculty meeting agendas	Parent / student / community feedback

**Goal 3:** Santa Anna ISD will emphasize leadership, ensure accountability, and create a culture of increasing expectations.

**Objectives:**

1. Maintain a “Met Standard” accountability rating.
2. Focus on positive staff morale and support.
3. Promote an atmosphere of high expectations for all students and staff.
4. Seek, develop, and retain highly qualified personnel.

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Inform staff members of district and campus accountability indicators and set expectations for meeting the indicators.	Principal	August	Accountability Reports	Reports interpreted and needs identified	Campus / district plans for meeting indicators
Communicate district and campus accountability reports and Texas Academic Performance Reports, and lead staff members in efforts to target indicators where improvements are needed.	Principal	August / November / January	Dist / Campus Accountability Reports and TAPR Reports	Needs assessments	Campus plan for meeting indicators
Adhere to the district scope and sequence to ensure that all students receive instruction on the tested TEKS prior to state assessments.	Principal	Aug-June	Local Funds	Unit / Lesson Plans; Admin Walkthroughs	T-TESS; SLO Process
Provide mentors for new/new to the district teachers and provide support to these teachers with orientation to the district / campus, classroom management techniques, “best practices” in instructional, curriculum and planning support, etc.	Principal	Aug-June	Local Funds	New teacher orientation; Mentoring meetings	Increased retention of teachers in district; increased teacher proficiencies / support
Seek high quality certified teachers.	Principal	Aug-July	SBEC Certifications	Evaluations of Teacher Qualifications/ Teaching Certificates	Certification Records

<b>Activity / Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Review</b>	<b>Summative</b>
Incorporate additional ways to recognize teachers and show teacher appreciation.	Principal	Aug-June	Local Funds	Increased retention / support of teachers	Teacher surveys
Utilize walk-throughs and T-TESS to provide feedback to teachers.	Principal	Aug-May	Local Funds	Appraisal calendar; documented walkthroughs and observations in DMAC	T-TESS scores; quality instruction, SLO Process
Schedule times for departments to meet frequently to plan.	Principal	Aug-June	Local Funds	Schedule of meetings; meeting notes	Planned, collaborative instruction and lesson activities
Study the STAAR guidelines and the depth and complexity of the TEKS needed for success on STAAR/EOCs. Adjust course content/ instruction, unit assessments, benchmarks, and provide resources needed to prepare for state assessments.	Principal	Aug-June	Local Funds;	Progress reports; Unit exams and benchmarks	Student performance on state assessments
Study STAAR results and provide strategies and resources to help students meet success on objectives and student expectations.	Principal	Aug-June	Local Funds;	Progress reports; Unit exams and benchmarks	Student performance on state assessments
Provide interventions for students who are identified as needing additional assistance or who are failing or in danger of failing a subject and/or grade level.	Principal;	Aug-June	Local Funds,	Progress reports; Unit exams and benchmarks	Student performance on state assessments
Monitor instruction for the incorporation of higher order thinking skills and problem solving in all classes.	Principal;	Aug-June	Local Funds	Progress reports; Unit exams and benchmarks	Student performance on state assessments
Examine student records and diagnostic information to provide appropriate accommodations.	SPED Teacher; ARD Committee	Aug-June	Local Funds	Progress reports; Unit exams and benchmarks	Student performance on state assessments

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Continue to participate in the Region 15 Career and Technology Education Cooperative.	Supt.; Principal	Aug-June	Local Funds, Perkins Grant	Record of teacher / staff participation in professional development and trainings and requests for materials; Documentation from Region 15 SSA contacts	Increase in teacher proficiencies and student achievement; admin observations; Documentation from Region 15 SSA contacts
Work collaboratively from campus to campus to provide an orientation for 8 <sup>th</sup> grade students as they enter high school.	Principal, Counselor	Aug-June	Local Funds	Documentation of student orientation; documents provided at orientation	Expectations / communication for transition into high school
Campus administrative staff will monitor students' attendance and implement systematic procedures for notifying parents/guardians for students with excessive absences.	Principal; Secretary	Aug-June	Local Funds	Attendance records, campus documentation	Increase in attendance rate
Campus administrative staff will communicate attendance procedures to teachers and staff, and stress the importance of encouraging student attendance.	Principal; Secretary	Aug-June	Local Funds	Attendance records, campus documentation	Increase in attendance rate
Campus administrative staff will ensure that parents/guardians are contacted regarding their student's absence if the parents have not provided documentation or contacted the school regarding their student's absence.	Principal; Secretary	Aug-June	Local Funds	Attendance records, campus documentation	Increase in attendance rate
Campus administrator and teachers will continue to seek ways to increase student participation and student performance in extracurricular and co-curricular activities such as athletics, band, UIL Academic Competition, and other organizations.	Principal; Ath. Dir.; Band Dir.; UIL Coaches; Teachers	Aug-June	Local Funds	Documentation of campus meetings/events and outreach through various sources	Increase in student participation and performance



**Goal 4:** Santa Anna ISD will provide technology and professional development that meets the emerging needs of students and staff.

**Objectives:**

1. One hundred percent of teachers and staff will participate in high quality professional development.
2. Professional development will be utilized to help teachers and staff enhance their knowledge and skills and address the diverse needs of students.
3. Professional development will incorporate the 21<sup>st</sup> Century skills for students and staff.
4. Technology infrastructure and resources will be improved for students and staff.
5. Technology will be utilized to increase the level of engagement of students in learning.

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Provide opportunities for teachers and paraprofessionals to participate in professional development in meeting the needs of special populations including SPED, 504, dyslexic, and homeless students.	Principal; SPED	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; Admin observations
Continue to provide professional development opportunities to teachers in the TEKS and strategies to help students meet success on state-mandated assessments.	Principal	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; admin observations
Provide professional development to teachers to assist with best practices for rigorous instruction and strategies for reinforcing writing across the curricula. (1) Content Area Writing Workshops (2) ESC 15 ELAR Consultant/Instructional Coach	Principal	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; Admin observations
Increase student access to technology through the replacement of antiquated devices and the acquisition of new technology tools.	Superintendent; Technology Dir.; Principal	Aug-June	Local Funds	Replacement of antiquated devices; Schedule for regular replacement; Acquisition of new devices	Yearly Progress on updated technology and acquisition of new technology tools

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Provide training to teachers in data disaggregation and data disaggregation tools (DMAC). (1) Meetings w/ Teachers on Use of DMAC (2) Lead4Ward resources	Principal	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; Admin observations
Provide staff development for all staff in identifying and helping homeless students and families.	Homeless Coordinator; counselor	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; Admin observations
Work to ensure that at least one teacher from HS and one from JH acquire certification/training (30 hours) in GT.	Principal	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; Admin observations
Increase the use of various types of instructional media to enhance instructional delivery and engagement in the classroom.	Principal; Tech. Director	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; Admin observations

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Utilize Smart boards and technology tools (as available) in teacher classrooms to increase the level of student engagement in learning and incorporate 21 <sup>st</sup> Century skills.	Principal; Tech Director	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increase in teacher proficiencies; Use of Smart boards; Level of student engagement; Admin observations: Student grades / academic performance
Provide training to teachers and students regarding cyber safety and security. (1) Presentations by Instructional Technologist (2) Safety Presentations (3) Cyber Safety and Security training provided in 8 <sup>th</sup> Tech App classes	Tech Director	Aug-June	Local Funds	Record of teacher / staff participation in professional development and trainings	Increased awareness of cyber safety and security; teacher feedback
Teachers will increase opportunities for students to use technology for class projects and assignments.	Principal; Tech director; Teachers	Aug-June	Local Funds	Unit / Lesson Plans	Increase in student engagement; Admin observations; Level of student engagement; Student grades / academic performance
Utilize technology in presentations in all classes and competitions.	Teachers	Aug-June	Local Funds	Unit / Lesson Plans	Increase in student engagement; Admin observations, Level of student engagement
Provide teachers with planning time to apply professional development activities to the improvement of student performance.	Principal	Aug-June	Local Funds	Sign-in Sheets; Completion of Planning Product	Improvement in student performance in coursework and STAAR/EOC

**Goal 5:** Santa Anna ISD will ensure a well-maintained facility emphasizing safety and security while using a systematic process for improvements and growth.

**Objective:** SAISD will ensure a healthy, safe, and secure learning environment for all students.

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Train staff in campus emergency policies and procedures and communicate emergency policies and procedures to staff and students.	Principal	Aug	Local Funds;	Date / documentation of trainings/policies and procedures	Emergency management preparedness
Conduct routine safety drills as required.	Principal	Aug-June	Local Funds	Date / documentation of drills conducted	Reports of drills
All students will be oriented to the Student Handbook and Code of Conduct during the first week of school.	Principal; Teachers	Aug	Local Funds	Student Handbooks and Code of Conduct Acknowledgment Forms; Discipline Forms	PEIMS End of Year Discipline Reports
FHS will address teen dating violence, sexual harassment, sexual violence, and bullying prevention with students.	Principal; Counselors	Aug-May	Local Funds;	Reduction in number of bullying and sexual harassment incidents;	Campus Discipline Reports; Resources
The SHAC Committee will explore and support activities for health and wellness education.	Nurse; SHAC Committee	4X per year	Local Funds	Meeting agendas; sign-in sheets	Increased health and wellness education and activities for students/staff
Teachers will be trained on bullying, sexual harassment, dating violence, suicide prevention, child abuse and neglect, and human trafficking. (1) Dating Violence Prevention Month (2) Suicide Information Presentation (2) Bullying Prevention (3) Internet / Cyberbullying Presentation (4) Hope Alliance Dating Violence Prevention Activities (5) Child Abuse and Neglect Training (6) Human Trafficking Training	Principal; Counselors;	Aug - May	Local Funds;	Sign-in Sheets; Staff Development Agendas / Records	Campus Discipline Reports / PEIMS End of Year Reports
Students and staff will conduct and participate in Red-Ribbon week activities to teach students about the dangers of various drugs. (1) Safe and drug-free awareness activities	Principal; Counselor	Oct	Local Funds	Reduction in the number of incidents involving drugs	Campus Discipline Reports; End of year PEIMS Discipline Report

<b>Activity / Strategy</b>	<b>Person(s) Responsible</b>	<b>Timeline</b>	<b>Resources</b>	<b>Formative Review</b>	<b>Summative</b>
Incorporate character education Lessons by Counselor on the positive attributes associated with leadership and exemplary character.	Principal, Counselor	Aug- June	Local Funds	Counselor lessons; posters; books; Character Ed resources	Campus Discipline Reports; End of year PEIMS Discipline Report
Provide tobacco, drug, and alcohol prevention education to students.	Principal; counselor; Health/PE teachers; Nurse	Aug- June	Local Funds	Lesson plans; brochures; Health / counseling resources	Campus Discipline Reports; End of year PEIMS Discipline Report
Provide counseling for students as appropriate. (1) Individual counseling	Counselor	Aug- June	Local Funds	Number of referrals	Academic performance; discipline reports
Train required staff in CPR, First Aid, and use of the AED.	Nurse	June- Aug	Local Funds	Sign-in sheets; CPR certifications issued ; Training agenda	Certified staff in Safety and First Aide Education
Coordinate efforts with community organizations to build support systems for students. (1) Community mentors (2) Communities in Schools (3) Food Drives (4) 21 <sup>st</sup> Century CCLC – ACE Program	Principal; Counselor; Teachers	Aug- June	Local Funds; 21 <sup>st</sup> CCLC Grant	List of mentors / schedule of events	Increased community participation and support for students
Refer students in need of assistance to 21 <sup>st</sup> CCLC – ACE Program.	Principal; Counselor	Aug- June	21 <sup>st</sup> CCLC Grant	List of activities / events / support	Increased community outreach/support of students
Train staff in positive behavior supports and interventions.	Principal/Region XV Workshops	Aug- June	Local Funds;	Sign-in sheets; meeting agendas	Campus Discipline Reports; End of Year PEIMS Discipline Report

**Goal 6:** Enable educators to be active partners with parents and community members in the overall education and co-curricular opportunities for Santa Anna Secondary students.

**Objectives:** Increase opportunities for student participation in co-curricular and extracurricular activities and events, and increase parent and community participation in these opportunities.

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Continue to provide numerous opportunities for students to participate in a wide range of co-curricular and extracurricular activities.	Principal; Band Dir.; Athletic Dir.; Coaches; Teachers	2018-2019 School Year	Local Funds	Record of student participation	Increase in student involvement; parent support / attendance at activities and events
Continue to encourage and increase student involvement and participation in extracurricular and co-curricular activities such as athletics, band, UIL Academics, Student Council, FFA and other school based activities.	Principal; Band Dir.; Athletic Dir.; Coaches; CTE Teachers	Aug-June	Local Funds	Record of participation	Increase in student involvement; increase in academic achievement; parent support / attendance at activities and events
Host parent-student "Open House," Parent Technology Workshops, ACE Program Family Activities	Principal; Counselor; Lead Teachers	Aug-June	Local Funds; 21 <sup>st</sup> CCLC Grant	Sign-in sheets; documentation of activities /information	Parental feedback and participation
Provide opportunities for family / community academic events such as STAAR presentations, College Day, Financial Aid night, Veteran's Day Program, band concerts, etc.	Principal; Teachers	Aug-June	Local Funds	Record of attendance; documentation of activities	Increase in parent and community participation/support; parental involvement in academics
Involve parents and community in school activities and special events / presentations. (1) Homecoming PEP Rally (2) Band Concerts (3) FFA Activities (4) One Act Play Productions (5) Athletic Events (6) Banquets/Awards Ceremonies (7) Veteran's Day (8) Student Recognition Lunches	Principal, Teachers	Aug-June	Local Funds	Programs; documentation of events; number of parents and community in attendance	Increased parent / community support and participation in school events; student involvement; increase in academic achievement

Activity / Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Strengthen volunteer programs and booster clubs and communicate opportunities for parent / community participation.	Principal; Band Dir.; Athletic Dir.; Coaches; Teachers	Aug-June	Local Funds	Meeting agendas; sign-in sheets	Parental / community participation and support of school organizations
Assist students and parents with the pursuit of college/vocational programs and scholarship opportunities for students. (1) Post scholarship opportunities on counselor website (2) Participate in field trips to institutions of higher education (3) Provide military service information	Principal; Counselor	Aug-June	Local Funds	Website postings; counselor – student & parent meetings; scheduled field trips; military information	Increased college and career support and awareness
Publicize student and campus accomplishments to parents and community.	Principal; Band Dir.; Athletic Dir.; Coaches/Teachers	Aug-June	Local Funds	Postings of successes in newspaper and on website; convey successes at special events; staff to correspondence	Increased parent / community support and participation in school events; student involvement; increase in academic achievement
Recognize student accomplishments at banquets and/or awards ceremonies.	Principal; Band Dir.; Athletic Dir.; Coaches; Coordinators; Teachers	Fall and Spring as Scheduled	Local Funds	Communication of student accomplishments / successes	Increased parent / community support and participation in school events; student involvement; increase in academic achievement