

**SANTA ANNA HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN
2021 – 2022**



Approved by Santa Anna ISD School Board

**High School Campus Improvement Plan
Committee Members for 2021 – 2022**

Edward Morales	Principal
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SANTA ANNA ISD

MISSION STATEMENT

Santa Anna Independent School District, in collaboration with parents and the community as a whole; will provide quality education in a nurturing environment for all students. Empowering them to become responsible, creative, and successful citizens in an everchanging independent world.

SANTA ANNA HIGH SCHOOL

MISSION STATEMENT:

Santa Anna High 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, interest, ambitions, and career choices. Graduates will be prepared to succeed in their chosen fields of endeavor.

Comprehensive Needs Assessment Demographics

Demographics Summary - **All this information will be updated once we receive the current information**

Total enrollment for 2018-2019 was 117 students.

- There were 0.9% African American, 25.6% Hispanic, 68.4% White, 3.4% American Indian, and 1.7% Two or More Races.
- There were 100% Economically Disadvantaged.
- There were 10.3% Section 504 students.
- There were 0% English Language Learners.
- There were 7.7% students with Dyslexia.
- There were 60.7% At-Risk.
- There were 11 students with disabilities.
- There were 25.4% Mobile students.
- Total staff for 2018-2019 was 14.7: 0.0% African American, 7.6% Hispanic, 84.9% White, and 7.6% Two or More Races.
- There were 47.9% male staff and 52.1% female staff.
- Average years of experience is 10.3 years and 2.3 years with the district.

Student Achievement

Student Achievement Summary

STAAR achievement scores in all grades are as follows:

All grades reported at Approaching Grade Level or Above for 2018 and 2019

- o All Subjects 79% 67%
- o All Grades ELA/Reading 76% 68%

- o All Grades Mathematics 85% 78%
- o All Grades Writing 74% 71%
- o All Grades Science 89% 61%
- o All Grades Social Studies 67% 39%

All grades reported at Meets Grade Level or Above for 2018 and 2019

- o All Subjects 52% 37%
- o All Grades ELA/Reading 49% 44%
- o All Grades Mathematics 61% 37%
- o All Grades Writing 32% 58%
- o All Grades Science 57% 21%
- o All Grades Social Studies 42% 13%

All grades reported at Master's Grade Level or Above for 2018 and 2019

- o All Subjects 19% 12%
- o All Grades ELA/Reading 18% 18%
- o All Grades Mathematics 24% 12%
- o All Grades Writing 0% 13%
- o All Grades Science 15% 5%
- o All Grades Social Studies 25% 0%

TSI Criteria Graduates are 50% for Santa Anna ISD and 18.1% for the state.

Students completing a CTE Coherent Sequence of Courses was 100% for Santa Anna ISD and 58.4% for the state.

Students scoring at or above criterion on SAT/ACT are 33.3% for Santa Anna ISD and 37.9% for the state.

Needs Assessment Continued

Family and Community Engagement

Community and Student Engagement Rating
21st Century Community Learning Centers Grant (ACE)
Events – Parent Participation Logs
Community Agencies/Support Services
Event and or Meeting Calendar

Curriculum, Instruction and Assessment

TEKS Resource System Documents
TXGUIDE Resources
Unit Assessments/Benchmarks
Instructional Resources/Class Materials
Class/School/Special Program Schedule
Enrichment Resources
Instructional Technology
Lesson Development
Instructional Delivery Strategies/Techniques
Professional Development Survey
College and Career Readiness Alignment and Resources

Technology

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

School Context and Organizations

School Structure
Decision Making Committee
Campus Communication
School Map and Physical Environment
Extracurricular/School Program Services
21st Century CCLC – ACE Program Data

Comprehensive Needs Assessment

Summary of Findings

Student Achievement

Target student performance rates at least at the State/Federal standards.
Improve performance on STAAR English EOC in Writing.
Improve performance on Social Studies STAAR.

School Culture and Climate

Training and implementation of Positive Behavior Strategies and Support.
Additional training on anti-bullying and character education.
Student Recognition.

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 and 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 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 assessment/benchmark.

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 webpage training.

Parent Technology Workshop (Parent Portal Training).

Data disaggregation and dissemination training.

Maintain undated 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 regularly.

Updates to district/campus websites.

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, essential information, and expectations.

State and Local Compensatory Education

State of Texas Student Eligibility Criteria:

A student under 21 years of age and who:

1. Is in PreK – 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 years (student in PreK or Kinder that are retained at a parents' 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 (Public Education Information Management System) 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.

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 Sources	Santa Anna Secondary	
		Totals
State Compensatory Education		\$188,515

Santa Anna High School 2021 – 2022 Performance Objectives

STUDENT ACHIEVEMENTS

- All students will show no less than 7% growth on all STAAR/EOC Assessments.
- Economically Disadvantaged students will show no less than 7% growth on the STAAR/EOC Writing test.
- Students taking post-secondary entrance exams, or TSI, will show no less than 10% growth in average score.
- Students will show no less than 10% growth (gain) at the master's level on the STAAR/EOC.
- Students will show no less than 17% gain in College, Career and Military Readiness indicators.
- The campus will earn three or more Academic Distinctions.
- The campus will show no less than a 10% increase in the number of students taking post-secondary entrance exams.
- Students at the senior level will gain 1 point towards College, Career, and Military Readiness standards required by the state.
- The campus will maintain a 100% four-year graduation rate.
- The campus will increase the percentage of juniors and seniors taking Dual Credit courses to 30% or more.

SCHOOL CULTURE AND CLIMATE

- Average daily attendance on the campus will increase by 0.5% or more.
- All students will have the opportunities for prevention and intervention education on dating violence, bullying, harassment, drugs, alcohol, tobacco, and suicide.
- Students will have been provided an opportunity for the Character Education.
- Participation rate in extracurricular activities will increase by 10%.

CURRICULUM, INSTRUCTION AND ASSESSMENT

- Teachers of core subjects will utilize the TEKS Resource System for Scope and Sequence.
- Teachers of core subjects will utilize DMAC to disaggregate data from STAAR/EOC assessments, unit exams and benchmark testing.
- All teachers and paraprofessionals with instructional duties will have attended professional development designed to improve instructional strategies to enhance student success.
- All teachers will use the Common Instructional Framework to ensure that their lesson plans exemplify a high level of instruction.

TEACHER QUALITY, RECRUITMENT AND RETENTION

- 100% of all new or new to the district will be mentored by an experienced teacher.

FAMILY AND COMMUNITY INVOLVEMENT

- The campus will increase the number of parent and community involvement activities.
- All parents will have been offered at least two sources of information from the classroom level teacher.

SCHOOL CONTEXT AND ORGANIZATION

- The Master Schedule will maximize CTE course offerings to provide students with multiple Endorsement opportunities.
- The Master Schedule will include 25 minutes of STAAR/EOC Accelerated instructional for qualifying students.

TECHNOLOGY

- The Technology Plan will include parent technology workshops for parents to learn to use the Parental Portal.
- The campus will have 100% of student laptops distributed prior to the first day of instruction.

Santa Anna High Schools 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 all students and staff.

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

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

Goal 1: Will create an instructional climate that meets the needs of all students.

Objectives:

1. Increase the academic performance of all students' ethnic groups while closing the achievement gaps between students of special population.
2. Implement and support a TEKS based, vertically aligned curriculum that reflects and utilizes best practices with emphasizes on critical thinking skills and relevant content.
3. Provide successful transitions for all students to post-secondary college, career, and military 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.	Superintendent Principal	Aug. '21- June '22	TEKS Resources System and Local funds	TRS Curriculum documents reviewed w/ teachers. Professional development sign-in sheets.	Consist of scope and sequence, curriculum documents outlined for teachers in core content areas, units and lesson plans, Classroom observations/walkthroughs.
The TEKS Resources System will be followed in the core content areas to ensure a vertically and horizontally aligned curriculum. 1) Year at a Glance (YAG) 2) Vertical Alignment Document (VAD) 3) Instructional Focus Documents (IFD)	Principal	Aug. '21- June '22	TEKS Resource System Framework Documents; Local funds	Unit/Lesson Plan documentation, TRS documents, TRS sign-in documentation.	Administrative Observations/Walk throughs Documentation, Adherence to state standards, increase in state assessment scores.
Utilize unit assessments and benchmark (2 x yr.) in the core content areas to assess students' learning, disaggregate data, and target learning needs.	Principal	Aug. '21- June '22	Local funds	Unit Exams/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. '21- June '22	Local funds	Disaggregated Data.	Utilization of data to inform instruction and plan for learning needs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Study disaggregated data from STAAR, unit assessments, and benchmark to provide appropriate interventions for students.	Principal Teachers	Aug. '21 - June '22	Local Funds	Disaggregated data to inform instruction and plan for learning needs.	Improvement of student performance grades, course work, state assessment.
All subject area TEKS will be taught with research based instructional methods focused on academic rigor and relevance.	Principal Teachers	Aug. '21 - June '22	Local Funds	Professional development registrations and certificates, sign-in sheets, (local PD), lesson plans, walkthrough data.	High quality instructional delivery and design Observations, Lesson Plan, Review and Performance task review.
Teachers will focus on depth and complexity in instructional practices and students learning activities to ensure the readiness of all students for college and careers.	Principal Teachers	Aug. '21 - June '22	Local Funds	Professional development registration and certificates, sign-in sheets, (local PD) admin. Walkthroughs.	High quality instructional delivery and design: Admin. Observations, lessons, and performance task reviews.
Schedule team/departmental meetings for curriculum planning.	Principal	Aug. '21 - June '22	Local Funds	Scheduled 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	Records of meetings with counselor, 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 accelerated 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	Aug. '21 - June '22	State Comp. Funds	State assessment results.	Increased student performance on report cards, state assessment, lower dropout rates, lower retention rates, credit accruals.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Formative Review	Summative
Identify At-Risk students will be referred to the 21 st Century Grant (ACE) tutorials program for additional academic support and enrichment opportunities.	Principal ACE Grant Coordinator	Sept. '21 - May '22	21 st Century Grant Funds	ACE Grant enrollment data, schedule of ACE Grant activities.	EOY ACE Grant Report.
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, 6) Summer school, 7) After school acceleration sessions, 8) Mandatory after school detention for missing work, 9) ACE tutorial Program.	Principal ACE Program Coordinator Counselor Teachers	Aug. '21 - May '22	Local Funds, State Comp. Funds, 21 st Century CCLC Grant	Grades, unit exams, benchmarks, prior STAAR/EOC results, credit recovery records, ACE attendance records.	Increased performance on grades and state assessment, 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 ESC 15.	Principal	2021-2022 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 practices implementation. 1) Site visits, 2) Team PD implementation, 3) Teacher share opportunities.	Principal	2021-2022 School year	Local Funds	Visit documentation, Teacher Reports.	Increased teacher uses of innovative instructional strategies and new skill implementation, Admin. Walkthroughs, and observations.
Provide professional development to ELA teachers to assist with best practices for reading and writing instruction and strategies. Professional development and classroom instructional coaching provided by ESC 15.	Principal	Fall '21 Spring '22	Local Funds	Training documents, Sign-in sheets, teacher feedback, professional development documentation.	Increased teacher knowledge of content and delivery or reading and writing instruction and skill, Admin. observations.

Activity/Strategy	Person Responsible	Timeline	Resources	Formative Review	Summative
Provide for the needs of dyslexic students. 1) Utilize research based instructional strategies to help & support dyslexic students. 2) Provide small group instruction (as appropriate) to dyslexic students. 3) Provide dyslexia specialist. 4) Provide professional development to dyslexia teachers.	Principal SPED Teacher RTI Coordinator	Aug. '21 - June '22	Local Funds State Comp. Funds	Screening data on reading levels and skills and documented interventions, documentation of professional development for dyslexia teacher.	Increased student performance in reading grades, state assessment, increased teacher proficiency.
Provide accommodations for instruction and assessment as appropriate and focus on differentiated instruction to meet the needs of various student populations (SPED, GT, 504, Migrant, Dyslexia, and At-Risk).	Principal Teachers SPED Teacher	Aug. '21 - June '22	Local Funds	Unit assessments and benchmarks.	Increased student performance on report cards and state assessment results.
Utilize instructional technology resources to provide prescriptive support for students. 1) APEX Learning. 2) Other resources as discovered.	Principal Teachers	Aug. '21 - June '22	Local Funds Technology Funds	Progress monitoring reports provided by technology resources.	Increased student performance in reading and math on state assessment.
Require all content area teachers to develop and include varied writing assignments as an integral part of their weekly classroom instruction.	Principal Teachers	Aug. '21 - June '22	Local Funds	Lesson plans and walkthroughs.	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. '21 - June '22	Local Funds State Comp. Funds 21 st Century CCLC Grant Funds	Unit exams, benchmarks, progress reports and report card grades.	State assessment and end of year grades.

Activity/Strategy	Person Responsible	Timeline	Resources	Formative Review	Summative
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 Reports/ Report Cards.		Aug. '21 - June '22	Local Funds 21 st Century Grant	Unit assessments, Benchmarks, Progress Reports, Grades.	End of year grades and STAAR results.
Target the needs of GT students in the regular classroom by differentiating instruction and implementing GT strategies.		Aug. '21 - June '22	Local Funds	Unit assessments, Benchmarks Progress Reports Lesson Plans	End of year grades and State Assessment.
Continue to provide increased number of rigorous courses (Advanced/Dual Credit) to increase challenging opportunities for both GT students and general education students.		Aug. '21 - June '22	Local Funds	Course Catalog, Student course enrollment.	Course success data and student performance.
Include career opportunities and occupational information in the regular curriculum and vocational classes and relate the subject matter to occupations and use real world.		Weekly Aug. '21 June '22	Local Funds	Unit assessments, Benchmarks, Progress Reports.	End of year grades and State assessments.
Administer career inventory surveys to students at the high school.		Spring Semester	Local Funds Carl Perkins Grant	Inventory results.	Career pathways and course work recommendations.
Provide career, vocational, and job-related courses and training for both SPED and regular education students.		Aug. '21 June '22	Carl Perkins Grant	Course catalog, course and course sequences articulated for endorsements.	Student schedules that reflect vocational pathways and career endorsements.
Continue to expand programs of study with coordinated sequences of CTE courses.		Ongoing.	Local Funds Carl Perkins Grant	Couse catalog, course and course sequences articulated for endorsement.	Student schedules that reflect vocational pathways and career endorsements.

Activity/Strategy	Person Responsible	Timeline	Resources	Formative Review	Summative
Provide Career Exploration and College Readiness Activities to enhance student planning and preparedness.		Sept. '21 - June '22	Local Funds	Student attendance in college and career activities, student feedback forms.	Student attendance in college and career activities. Student feedback forms.

Continue to offer dual credit courses for HS students.		Fall 2021 - Spring 2022	Local Funds	Course catalog, prerequisites for dual credit course articulation.	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) Athletic classes/participation 3) Maintain Health course 4) Fitness Gram Assessment 5) CPR/First Aid instruction		Aug. '21 - June '22	Local Funds	Participation in Health Education and Physical Education programs and activities, Progress in course work.	Fitness gram results, grade in PE, athletics, and Health courses, Academic Achievement Record.
Maintain high school courses that reflect the changes mandated in HB 5 including components of all graduation plans, course descriptions, clearly articulated course sequences, endorsements, and course options within endorsements.		Fall 2021 - Spring 2022	HB 5 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.		Aug. '21 - Ongoing	Local Funds	Information on identification of Homeless students.	Campus rosters of homeless students, PEIMS Reports.
Assistances will be provided to homeless students to help identified students meet academic success.		Aug. '21 - June '22	Homeless Education, ESC 15	Progress Reports.	Student Report Cards and 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 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	Principal	Weekly	Local Funds	Principal review of websites for updates and maintenance.	Review of websites, Parental and community feedback.

information and post a calendar of events for the district and campuses.					
Post the Student-Parent Handbook and the Student Code of Conduct.	Principal	August Handbook Student & Code of Conduct	Local Funds	Principal review of websites for updates and maintenance.	Review of websites, Parental and community feedback.
Communicate with parents via telephone, email, or parent-teacher conferences regarding academic progress and attendance.	Principal Teachers Office Staff	Aug. '21 - June '22	Local Funds	Principal calendar, teacher schedules and logs of contacts with parents.	Parental feedback, Teacher/Principal Documentation.
Develop student led (student council) curriculum based, communication opportunities for students, teachers, and other stakeholders.	Principal Teachers	Sept. '21 - June '22	Local Funds	Periodic Checks.	Survey Results and Feedback.
Utilize teacher websites to communicate classroom information such as course syllabi, teacher expectations, assignments, and resources.	Principal Teachers Tech Director	Aug. '21 - June '22	Local Funds	Principal review of websites for updates and 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, Report cards and IEP reports.	Parental feedback.
Utilize "Remind 101" to inform parents of school events, announcements, etc.	Principal Tech Director Counselor Teachers	Ongoing.	Local Funds	Messages from principal, teachers, coaches, and sponsors.	Parental feedback and record of messages.

Activity/Strategy	Person Responsible	Timeline	Resources	Formative Review	Summative
Parents and community members will serve on campus advisory committees.	Principal	Four times a year	Local Funds	Meeting Agendas, committee member attendance and sign-in sheets.	Sign-in Sheets, meeting minutes, increased school, parent, and community communication.
Career and Technology committee meetings will be conducted and include participation of parents and community members.	Principal CTE Teachers Counselor	One meeting per semester.	Carl Perkins Funds	Meeting Agendas, committee member attendances and sign-in sheets.	Record of attendance, meeting minutes, school, parent, community communication and input.

Provide informational meetings for parents regarding state assessment and requirements for high school students to meet graduation requirements.	Principal Counselor	Fall and Spring Semesters	Local Funds	Student Handbook, course catalog and graduation plan meetings.	Increased parental involvement.
Counselor will provide career and college readiness information such as state testing, college entrance exams (PSAT, TSI, ACT, SAT), college and career days, Career Exploration and the FAFSA information on campus website.	Principal Counselor	Fall and Spring Semesters	Local Funds	Review website postings, documentation of information and communication to parents and students.	Parental feedback, student participation in college entrance exams, college and career days, number of college bound students.
Parents and students will be advised of the advantages of taking the PSAT, TSI, SAT and ACT test.	Principal Counselor	Fall semester with each grade level.	Local Funds	Documentation of meetings.	Number of students taking college entrance exams like the TSI, PSAT, SAT and ACT.
Inform and involve parents of students for graduation planning, scheduling, and degree/career planning information provide 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 & 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 Responsible	Timeline	Resources	Formative Review	Summative
Conduct graduation plan meetings with parents of high school students as required.	Principal Counselor	Spring Semester HS meeting	Local Funds	HS graduation plans, Schedule of meetings.	Record of meetings, graduation plans signed by parents and students, Increased parental communication and involvement.

Parent will be contacted by the campus administrative staff regarding “excessive” absences for their child (ren).	Principal PEIMS Coordinator Office Secretary	Aug. ‘21 - June ‘22	Local Funds	Documentation of contact, 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	Aug. ‘21 – June ‘22	Local Funds	Record of professional development attendance, Book studies, Faculty meeting agendas.	Parents, Students, 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 Responsible	Timeline	Resources	Formative Review	Summative
Inform staff members of district and campus accountability indicators and set expectations for meeting the standards..	Principal	August '21	Accountability Reports	Reports, Interpreted and needs identified.	Campus and district plan for meeting indicators.
Communicate district and campus accountability reports, Texas Academic Performance Reports. Lead staff members in efforts to target indicators where improvements are needed.	Principal	August November January	District and Campus Accountability Reports and TAPR Reports	Needs assessment.	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. '21 - May '22	Local Funds	Units, 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 instruction, curriculum and planning support.	Principal	Aug. '21 - May '22	Local Funds	New teacher orientation. Mentoring meetings.	Increased retention of teachers in district, Increased teacher proficiencies and support.
Seek high quality certified teachers.	Principal	Aug. '21 - May '22	SBEC Certifications	Evaluation of Teacher, Qualifications. Teaching Certificates.	Certification Records.

Activity/Strategy	Person Responsible	Timeline	Resources	Formative Review	Summative
Incorporate additional ways to recognize teachers and show teacher appreciation.	Principal	Aug. '21 - May '22	Local Funds	Increased retention Support of teachers	Teacher surveys.

Utilize walk-throughs and T-TESS to provide feedback to teachers.	Principal	Aug. '21 - May '22	Local Funds	Appraisal calendar, documented walkthroughs, and observation in DMAC	T-TESS scores, quality instruction, SLO Process.
Schedule times for departments to meet for planning.	Principal	Aug. '21 - May '22	Local Funds	Schedule meetings & Meeting notes.	Planned, collaborative instruction and lesson planning.
Study the STAAR guidelines and the depth and complexity of the TEKS needed for success on the STAAR/EOC. Adjust course content, instruction, unit assessments, benchmarks and provide resources needed to prepare for the state assessment.	Principal	Aug. '21 - May '22	Local Funds	Progress reports, Unit exams, & Benchmark.	Student performance on state assessment.
Study the STAAR results and provide strategies and resources to help students meet the success on objectives and student expectations.	Principal	Aug. '21 - May '22	Local Funds	Progress reports, Unit exams, & Benchmarks.	Student performance on state assessment.
Provide intervention 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. '21 - May '22	Local Funds	Progress reports, Unit exams, & Benchmarks.	Student performance on state assessment.
Monitor instruction for the incorporation of higher order thinking skills and problem solving in all classes.	Principal	Aug. '21 - May '22	Local Funds	Progress reports, Unit exams, & Benchmarks.	Student performance on state assessment.
Examine student records and diagnostic information to provide appropriate accommodations.	SPED Teacher & ARD Committee	Aug. '21 - May '22	Local Funds	Progress reports, Unit exams, & Benchmarks.	Student performance on state assessment.

Activity/Strategy	Person Responsible	Timeline	Resources	Formative Review	Summative
Continue to participate in the ESC 15 Career and Technology Education Cooperative.	Superintendent Principal	Aug. '21 - May '22	Local Funds Perkins Grant	Record of teachers/staff participation in professional development and training and request for materials; Documentation from ESC 15 contacts.	Increase in teacher proficiencies and student achievement; Admin. Observations; Documentation from ESC 15 SSA contacts.
Work collaboratively from campus to campus to provide an orientation for 8 th grade students as they enter high school.	Principal Counselor	Aug. '21 - May '22	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 systemic procedures for notifying parents of students with excessive absences.	Principal Secretary	Aug. '21 - May '22	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. '21 - May '22	Local Funds	Attendance records, Campus documentations.	Increase in attendance rate.
Campus administrative staff will ensure that parents are contacted regarding their student's absences if the parent have not provided documentation or contacted the school regarding their student's absence.	Principal Secretary	Aug. '21 - May '22	Local Funds	Attendance records, Campus documentations.	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 Academics, and other organizations.	Principal Athletic Director Band Director UIL Coaches Teachers	Aug. '21 - May '22	Local Funds	Campus documentations 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. All 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 21st 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 all students in learning.

Activity/Strategy	Person 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.	Principal SPED Teacher	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	Increase in teacher proficiencies. Admin. Observations.
Continue to provide professional development opportunities for teachers in the TEKS and strategies to help students meet success outcomes on state mandated assessments.	Principal ACE	Aug. '21` - May '22	Local Funds ACE	Records of teachers/staff participation in professional development and training.	Increase in teacher proficiencies. Admin. Observations.
Provide professional development to teachers to assist with best practices for rigorous instruction and strategies.	Principal	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	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 Director, Principal	Aug. '21 - May '22	Local Funds	Replacement of antiquated devices. Schedule for regular replacement. Acquisition of new devices.	Yearly progress on updating technology and acquisition of new technology tools.

Activity/Strategy	Monitor	Timeline	Resources	Formative Review	Summative
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Provide training to teachers in data disaggregation and data disaggregation tools in DMAC. 1) Meetings w/ teachers on use of DMAC, 2) Lead4Ward resources.	Principal	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	Increase in teacher proficiencies, Admin. Observations.
Provide staff development for all staff in identifying and helping homeless students and families.	Homeless Coordinator Counselor	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	Increase in teacher proficiencies, Admin. Observations.
Work to ensure that at least one teacher from JH acquires certification/training in GT.	Principal	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	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	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	Increase in teacher proficiencies, Admin. Observations.
Utilize Smart TV technology tools (as available) in classrooms to increase the level of student engagement in learning and incorporate 21 st Century skills.	Principal Technology Director	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	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) Presentation by instructional Technologist 2) Safety Presentations 3) Cyber Safety and Security training.	Technology Director	Aug. '21 - May '22	Local Funds	Records of teachers/staff participation in professional development and training.	Increased awareness of cyber safety and security, Teacher feedback.
Teachers will increase opportunities for students to use technology in the classroom (projects and assignments).	Principal Tech. Director Teachers	Aug. '21 - May '22	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. '21 - May '22	Local Funds	Unit/Lesson Plans.	Increase in student engagement, level of student engagement, Admin. observations.
Provide teachers with planning time to apply professional development activities to facilitate the improvement of student performance.	Principal	Aug. '21 - May '22	Local Funds	Master Schedule Completion of Planning Product.	Improvement in student performance in course work and State assessments.

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

Objective: Santa Anna ISD will ensure a healthy, safe, and secure learning environment for all students.

Activity/Strategy	Monitor	Timeline	Resources	Formative Review	Summative
Train staff in campus emergency policies and procedures and communicate emergency policies and procedures to staff and students.	Principal	August 2021	Local Funds	Date, documentation of trainings, Policies and Procedures.	Emergency management preparedness.
Conduct routine safety drills.	Principal	Aug. '21 - May '22	Local Funds	Date. Documentation of drills conducted.	Reports of drills.
Student orientation to the Student Handbook and Code of Conduct during the first week of school.	Principal Counselor Teachers	August 2021	Local Funds	Student Handbook and Code of Conduct Acknowledgement forms, Discipline forms.	PEIMS End of year Discipline Reports.
HS will address teen dating violence, sexual harassment, sexual violence, and bullying prevention with students.	Principal Counselor	Aug. '21 - May '22	Local Funds	Reduction in number of bullying and sexual harassment incidents.	Campus Discipline Reports and Resources.
The SHAC Committee will explore and support activities for health and wellness education.	Nurse SHAC committee	4 x per year	Local Funds	Meeting agendas, Sign-in sheets.	Increased health and wellness education and activities for students and staff.
Teachers will be trained in: 1) Bullying Prevention, 2) Sexual harassment, 3) Dating Violence Prevention, 4) Suicide & Mental Health Prevention, 5) Child Abuse and Neglect Training, 6) Human Trafficking, 7) Internet/Cyberbullying.	Principal Counselor	August 2021	Local Funds	Sign-in sheets, Staff Development/EduHero, Certificates.	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. Safe and drug free awareness activities.	Principal Counselor	October 2021	Local Funds	Reduction in the number of incidents involving drugs.	Campus Discipline Reports, PEIMS end of year Reports.

Activity/Strategy	Monitor	Timeline	Resources	Formative Review	Summative
Incorporate character education lessons by the Counselor on the positive attributes associated with leadership and exemplary character.	Principal Counselor	Aug. '21 - May '22	Local Funds	Counselor lessons, poster books Character Education resources.	Campus Discipline Reports and End of year PEIMS Discipline Reports.
Provide tobacco, drug, and alcohol prevention education to students.	Principal Counselor Health/PE teachers Nurse	Aug. '21 - May '22	Local Funds	Lesson plans, brochures, health, and counseling resources.	Campus Discipline Reports and End of year PEIMS Discipline Report.
Provide individual counseling to students as needed.	Counselor	Aug. '21 - May '22	Local Funds	Number of referrals.	Academic performance and Discipline reports.
Train required staff in CPR/First Aid.	Nurse	Aug. '21 - May '22	Local Funds	Sign-in sheets, CPR certifications issued, Training agenda.	Certified staff in Safety and First Aide Educations.
Coordinate efforts with community organizations to build support systems for students. 1) Community mentors 2) Communities in Schools 3) Food Drives and 4) 21 st Century CCLC – ACE Grant.	Principal Counselor Teachers	Aug. '21 - May '22	Local Funds, 21 st CCLC Grant	List or mentors and schedule of events.	Increase community participation and support for students.
Refer students in need of assistance to 21 st Century CCLC – ACE Grant.	Principal Counselor	Aug. '21 - May '22		List of activities, events, and support.	Increase community participation and support for students.
Train staff in positive behavior supports and interventions.	Principal, ESC15 Workshops	Aug. '21 - May '22	Local Funds	Sign-in sheets, meeting agendas.	Campus Discipline Reports and End of year PEIMS Discipline Reports.

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.

Objective: Increase opportunities for student participation in co-curricular and extracurricular activities and events. Increase parent and community participation in these opportunities.

Activity/Strategy	Monitor	Timeline	Resources	Formative Review	Summative
Continue to provide numerous opportunities for student to participate in a wide range of co-curricular and extracurricular activities.	Principal, Band Dir. Athletic Director, Coaches & Teachers	Aug. '21 - May '22	Local Funds	Records 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 Director Athletic Director Coaches & CTE teacher	Aug. '21 - May '22	Local Funds	Records of student participation.	Increase in student involvement, increase in academic achievement, parent support/attendance at activities and events.
Host an Open House, Parent Technology Workshop, ACE Program family activities.	Principal, Counselor Teachers	Aug. '21 - May '22	Local Funds 21 st Century Grant	Sign-in sheets, documentation of activities and information.	Parental feedback and participation.
Provide opportunities for family/community academic events, such as STAAR presentations, College Signing Day, Financial Aid night, Veteran's Day Program, band concerts, etc...	Principal & Teachers	Aug. '21 - May '22	Local Funds	Records 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/Award Ceremonies, 7) Veteran's Day Program, and	Principal & Teachers	Aug. '21 - May '22	Local Funds	Programs, documentation of events, number of parents and community members in attendance.	Increase parent and community support and participation in school sponsored events, student involvement, increase in academic achievement.

8) Student Recognition Lunches.					
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Activity/Strategy	Monitor	Timeline	Resources	Formative Review	Summative
Strengthen volunteer programs and booster clubs and community opportunities for parent/community involvement.	Principal band director athletic director Coaches & teachers	Aug. '21 - May '22	Local Funds	Meeting agendas & Sign-in sheets.	Parental and community participation and support of school organizations.
Assist students and parents with the pursuit of college/vocational programs and scholarships opportunities for students. 1) Post scholarships opportunities on counselor website, 2) Participate in field trips to institutions of higher education, and 3) Provide military service information.	Principal Counselor	Aug. '21 - May '22	Local Funds	Website postings, counselor, student & parent meetings Scheduled field trips & Military information.	Increase college and career support and awareness.
Publicize student and campus accomplishments to parents and community.	Principal Band Director Athletic Director Coaches & Teachers	Aug. '21 - May '22	Local Funds	Posting of accomplishments in newspaper & website, Recognize accomplishments at special events.	Increase parent and community support and participation with school events, Student involvement, Increase academic achievement.
Recognize student accomplishments at banquets and award ceremonies. Post A/B Honor Roll. Name a Student of the Week in Scoop News. Recognize students at the end of each 6 Weeks.	Principal Band Director Athletic Director Coaches & Teachers	Fall '21 - Spring '22	Local Funds	Communication of student accomplishments and successes.	Increase parent and community support and participation in school events, student involvement, increase in academic achievement.