

SANTA GERTRUDIS EL

Campus Improvement Plan

2018/2019

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Date Reviewed:

Date Approved:

SANTA GERTRUDIS EL

Mission

The mission of Santa Gertrudis Independent School District is to engage in unique educational experiences and opportunities for students' success.

Vision

We strive to unleash our lion potential: Leading the way in educational innovation.

Nondiscrimination Notice

SANTA GERTRUDIS EL does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

Core Values

Legacy

Building on the past and blazing a trail to the future

Achievement

Setting, reaching, and achieving goals

Relationship

Meaningful connections between peers, teachers, co-workers, and community

Leadership

Ethical responsibility to everyone around you

Respect

The “Golden Rule” and respect for resources

Well-Being

Active process of becoming aware of and making choices toward a healthy and fulfilling life

SANTA GERTRUDIS EL Site Base

| Name | Position |
|-------------------|-------------------------|
| Bippert, Somer | SGS Teacher |
| Braden, Melissa | Community Member |
| Caldera, Jennifer | Community Member |
| Carrales, Norma | Child Nutrition Manager |
| Cheeseman, Mary | SGS Instructional Aide |
| Cherry, Amanda | Business Owner |
| Gonzalez, Nena | SGS Teacher |
| Jones, Michael | Elementary Principal |
| Kalinec, Liz | SGS teacher |
| Perroto, Humberto | Parent |
| Regalado, Francis | Parent |
| Ruiz, Lillie | SGS Teacher |
| Soliz, Linda | SGS Teacher |
| Trevino, Donna | SGS Teacher |
| Williams, Judy | Business owner |

Resources

| Resource | Source |
|--|---------|
| Brainpop | Federal |
| Compensatory Funds | Federal |
| Federal Grant | Federal |
| IDEA Special Education | Federal |
| Title I | Federal |
| Assessment Materials | Local |
| District Website/Social Media Accounts | Local |
| DMAC | Local |
| eSped | Local |
| Nessy | Local |
| PEIMS | Local |
| Local Funds | State |
| State Compensatory | State |
| TEA list of Certifications | State |
| TPRI | State |
| TXEIS | State |

SANTA GERTRUDIS EL

Goal 1. Santa Gertrudis School Santa Rosa and King Ranch campuses will maintain a physical environment that promotes a safe, clean and comfortable environment and high standards for learning and emotional well being through 2023.

Objective 1. Establish schedules for all facilities that includes cost effective preventative maintenance.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|---------------|----------------|----------------------|
| 1. Develop maintenance schedules for Santa Gertrudis King Ranch and Santa Rosa campuses. (CSFs: 6) | Business Manager, Facilities Manager | December 2018 | (S)Local Funds | Schedules/timesheets |
| 2. Develop a cost analysis on preventative maintenance. (CSFs: 6) | Business Manager, Facilities Manager, Superintendent | December 2018 | (S)Local Funds | Comparative costs |
| 3. Implement preventative HVAC maintenance schedules. (CSFs: 6) | Business Manager, Facilities Manager | December 2018 | (S)Local Funds | Maintenance schedule |
| 4. Implement family beautification days twice a year | | end of 2019 | | |

SANTA GERTRUDIS EL

Goal 1. Santa Gertrudis School Santa Rosa and King Ranch campuses will maintain a physical environment that promotes a safe, clean and comfortable environment and high standards for learning and emotional well being through 2023.

Objective 2. Investigate funding methods for construction of additional parking lot at the Santa Gertrudis Santa Rosa campus.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|-------------------------------------|---------------|----------------|-------------------------------|
| 1. Establish a grant writing committee that will seek possible grants. (CSFs: 5,6) | Business Manager, Superintendent | December 2018 | (S)Local Funds | Committee sign-in and agendas |
| 2. Seek additional resources through grants, donations and sponsorship. (Strategic Priorities: 4) (CSFs: 6) | Business Manager | May 2019 | (S)Local Funds | funds awarded |

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Goal 1. Santa Gertrudis School Santa Rosa and King Ranch campuses will maintain a physical environment that promotes a safe, clean and comfortable environment and high standards for learning and emotional well being through 2023.

Objective 3. Incorporate a career day into schedule

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|-----------------------|----------|----------------|--|
| 1. Career classes design and implement a career day (Title I SW: 6,9) (Target Group: All) (Strategic Priorities: 3) (CSFs: 5,6) | Teachers | Annually | (S)Local Funds | Formative - Summary of success of event to include surveys |

SANTA GERTRUDIS EL

Goal 2. Santa Gertrudis School will strive to ensure student success by establishing support services that meet the needs of 100% of its student population by the end of the school year 2023.

Objective 1. Establish a culture of college, career and military readiness for 100% of our students through strategies that provide students and parents information for these topics.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|----------------------------------|----------|--|--|
| 1. Implementation of student-led, scaffolding leadership program to guide post-secondary plans. (Title I SW: 1,2,3,4) (Target Group: ECD, ESL, SPED, AtRisk) (Strategic Priorities: 2,4) (CSFs: 1,2) | Counselor , Principals, Teachers | Annually | (F)Compensatory Funds, (S)Local Funds, (S)State Compensatory | Summative - STAAR Scores Student Grades |
| 2. SGS will be innovative in having students as early as 5th grade develop a plan, with the goal of becoming contributing members of society. (Title I SW: 9) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,6) | Counselor , Principals, Teachers | Anually | (S)Local Funds, (S)State Compensatory | Summative - Student plans |

SANTA GERTRUDIS EL

Goal 2. Santa Gertrudis School will strive to ensure student success by establishing support services that meet the needs of 100% of its student population by the end of the school year 2023.

Objective 2. Create a culture where students advocate for their social and academic wellness.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|----------------------------------|----------|---------------------------------------|------------------------------|
| 1. Teaching academic skill for the promotion of self advocacy (Title I SW: 1,3) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,6) | Counselor , Principals, Teachers | Annually | (S)Local Funds, (S)State Compensatory | Summative - |
| 2. Development of social and emotional training to students, staff and parents. (Title I SW: 4,6,9) (Target Group: All) (CSFs: 1,5,6) | Counselor , Principals | Annually | (S)Local Funds, (S)State Compensatory | Summative - Training agendas |

SANTA GERTRUDIS EL

Goal 2. Santa Gertrudis School will strive to ensure student success by establishing support services that meet the needs of 100% of its student population by the end of the school year 2023.

Objective 3. Create a culture where teachers & students work together to close achievement gaps between all subpopulations

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|----------|--|--|
| 1. Identify students who need additional instructional support. (Title I SW: 2,3) (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1,2) | Counselor , Director of Special Programs, Principals, Teachers | Annually | (L)Pride Time, (L)RTI, (S)Local Funds, (S)State Compensatory | Summative - List of students and RTI plans |
| 2. Provide additional resources and support for students experiencing achievement gaps (Title I SW: 1,3) (Target Group: AtRisk) (Strategic Priorities: 2) (CSFs: 1,2) | Counselor , Principals, Teachers | annually | (F)Brainpop, (L)Nessy, (L)Pride Time, (L)Read 180, (L)RTI | Summative - Student intervention list RTI reports |
| 3. Involve teachers in the design of ongoing professional development (Title I SW: 1,4) (Target Group: All) (Strategic Priorities: 1,2) (CSFs: 1,2,7) | Director of Federal Programs, District Testing Coordinator, Principals, Superintendent, Teachers | annually | (F)Title I, (S)Local Funds, (S)State Compensatory | Summative - Staff development agendas |
| 4. Help teachers work effectively with families and communities (Title I SW: 4,6) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,5,6) | Director of Federal Programs, Principals, Superintendent | Annually | (S)Local Funds, (S)State Compensatory | Summative - |
| 5. Support students via mentors, peer support networks, and role models (Target Group: All) (Strategic Priorities: 3) (CSFs: 6) | Counselor , Principals, Teachers | Annually | (S)Local Funds, (S)State Compensatory | Summative - list of mentors |

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Goal 2. Santa Gertrudis School will strive to ensure student success by establishing support services that meet the needs of 100% of its student population by the end of the school year 2023.

Objective 4. Continue to narrow the performance gap between subpopulations

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|------------------------|--|--|
| 1. students will track progress of academic goals | Teachers | throughout 2018/2019 | (L)DMAC | Summative - Results of State assessments |
| 2. Targeted tutorials (Title I SW: 1,3) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4,6) | Principals, Teachers | Impliment January 2019 | (F)Title I, (L)Assessment Materials, (L)DMAC, (S)TXEIS | End of Year State Assessment |
| 3. Saturday school (Title I SW: 1,6,8,9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4,6,7) | Interventionists, Principals, Teachers | Spring 2019 | (F)Title I, (L)DMAC, (S)Local Funds | End of Year State Assessments |

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Goal 3. Santa Gertrudis School community and parental involvement will increase by 5% by the end of the school year 2023.

Objective 1. Establish communication and monitoring strategies between the district, parents and community.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|----------------------------------|---------------|---|---------------------------------|
| 1. Design system of tracking volunteer hours for parents, students and community. (Title I SW: 6) (Target Group: All) (CSFs: 5,6) | Principals | May 2019 | (S)Local Funds | Summative - End of year reports |
| 2. Monitor parent involvement in school sponsored activities (Title I SW: 6,10) (Target Group: All) (Strategic Priorities: 3,4) (CSFs: 5,6) | Principals, Teachers | Continuously | (S)Local Funds, (S)State Compensatory | Summative - |
| 3. All teachers have electronic systems outside of emails (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6) | Teachers | December 2018 | (L)School Messenger, (O)Classroom DoJo, (O)Remind 101 | Formative - |
| 4. Require parents to sign up for Texas Connect (Title I SW: 6) (Target Group: All) (CSFs: 5,6) | Counselor , Principals, Teachers | Fall 2019 | (S)Local Funds | Summative - |
| 5. Develop parent involvement stations for each campus (Title I SW: 6) (Target Group: All) (Strategic Priorities: 2,3,4) (CSFs: 3,5,6,7) | Counselor , Principals | January 2019 | (F)Title I | Formative - |

SANTA GERTRUDIS EL

Goal 3. Santa Gertrudis School community and parental involvement will increase by 5% by the end of the school year 2023.

Objective 2. Increase parental involvement opportunities.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|---|---------------|---------------------------------------|------------------------------|
| 1. Create Math and Literacy nights for all grade levels located at SGS Santa Rosa and Ranch campuses (Title I SW: 6,9) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,3,5) | Principals, Teachers | Spring 2019 | (S)Local Funds, (S)State Compensatory | Summative - Sign-ins Agendas |
| 2. Homework help nights for parents (Title I SW: 6,9) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,3,4,5,6) | Principals, Teachers | Februray 2019 | (S)Local Funds, (S)State Compensatory | Summative - Sign-ins Agendas |
| 3. Have events such as coffee with administrators, Nurses, counselors, librarians, teachers, etc. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 3,4) (CSFs: 5) | Counselor , Food Service Manager, Principals, School Nurse, SRO Officer, Superintendent, Teachers | Spring 2019 | (S)Local Funds | Summative - Sign-ins Agendas |

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Goal 4. Santa Gertrudis School will strive to increase technology in the classroom by providing each junior high student their own electronic device and equip all elementary classrooms with state of the art interactive technology by the end of the 2023 while also providing teachers the tools necessary to effectively integrate these devices.

Objective 1. Staff development opportunities will be aligned to meet the technological needs of teachers and students.

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|----------|----------------------------|--|
| 1. Provide opportunities to properly train staff for Google Classroom. (Title I SW: 4) (Strategic Priorities: 1) (CSFs: 1) | Principals, Teachers | Annually | (F)Title I, (S)Local Funds | Summative - Lesson plans and sample use of Google Classroom |
| 2. Implement one day of Staff Development yearly providing staff training on: SmartBoard, Outlook and Microsoft Office. (Title I SW: 4,9) (Strategic Priorities: 1) (CSFs: 1,7) | Director of Federal Programs, Director of Special Programs, Principals, Superintendent | Annually | (S)Local Funds | Summative - Teacher lesson plans and staff development sign-ins |
| 3. Incorporate state and federally required staff development to meet the needs of our special needs students to include: Special Education, 504, and Gifted and Talented. (Target Group: All, ECD, ESL, SPED, GT, Dys) (Strategic Priorities: 1) (CSFs: 1,2,7) | Director of Federal Programs, Director of Special Programs, Principals, Superintendent | Annually | (S)Local Funds | Summative - Teacher lesson plans and staff development sign-ins. |

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Goal 4. Santa Gertrudis School will strive to increase technology in the classroom by providing each junior high student their own electronic device and equip all elementary classrooms with state of the art interactive technology by the end of the 2023 while also providing teachers the tools necessary to effectively integrate these devices.

Objective 2. Increase number of Portable units in classrooms

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|--|--|-----------|----------------|---|
| 1. Develop more grant and fundraiser opportunities (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 3) (CSFs: 1,4) | Principals, Teachers | Annually | | Summative - inventory of portable devices |
| 2. 5 year plan to account for obsolescence (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 2,3) (CSFs: 1) | Director of Technology, Principals, Teachers | Fall 2019 | (S)Local Funds | documentation of 5 year plan |

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Goal 4. Santa Gertrudis School will strive to increase technology in the classroom by providing each junior high student their own electronic device and equip all elementary classrooms with state of the art interactive technology by the end of the 2023 while also providing teachers the tools necessary to effectively integrate these devices.

Objective 3. STEM: Coding, Robotics, and GIS education opportunities for students

| Activity/Strategy | Person(s) Responsible | Timeline | Resources | Evaluation |
|---|--|-------------|---|---|
| 1. Teacher training in Computer and technology education (Title I SW: 1,9,10) (Target Group: All) (Strategic Priorities: 2,3,4) (CSFs: 1,2,3,4,6) | Director of Technology, Teachers | Fall 2019 | (S)Local Funds, (S)State Compensatory | Formative - Number of programs included in schedule |
| 2. Partnership with Multiple Colleges within TAMUK (Title I SW: 3,4,5) (Target Group: All) (Strategic Priorities: 1,2,3) (CSFs: 3,4,6,7) | Director of Federal Programs, Director of Special Programs, Principals, Teachers | Spring 2020 | (F)Title I, (S)Local Funds, (S)State Compensatory | Formative - Number of partnerships |
| 3. Creation of STEM based clubs such as robotics (Title I SW: 1) (Target Group: All) (Strategic Priorities: 2,3,4) (CSFs: 1,2,4,6,7) | Principals | Spring 2020 | (S)Local Funds | Formative - number of students involved in clubs |

Comprehensive Needs Assessment

Demographics

Demographics Strengths

Enrollment: 458
Ranch Residents: 43
Female: 228
Male: 230
At Risk: 100
Economically Disadvantaged: 269
LEP: 20
ESL: 9
G/T: 86

Demographics Weaknesses

43 Students reside in the district

Demographics Summary

Total number of students who reside in the district is less than 10% of population. As a result we need to ensure that these students are given every opportunity to succeed.

Student Achievement

Student Achievement Strengths

Meets standards 92% for all tests

Growth in all areas except 4th grade math and 6th grade reading.

85% growth for Economically disadvantaged in Reading compared to 75% for all students.

Comprehensive Needs Assessment

Student Achievement Strengths (Continued)

75% growth for Economically disadvantaged in Math compared to 67% for all students.

Distinctions were received in all areas except Science

Student Achievement Weaknesses

Writing scores are not in line with other tests

8th grade Social Studies went down over 10% in all areas (Approaches, Meets and Mastery)

6th grade cohort went down in Meets and Mastery

Student Achievement Needs

Improvement in 8th grade social studies, 6th grade reading and 4th grade math

More emphasis needs to be on writing

Increase mastery levels in science.

Student Achievement Summary

Santa Gertrudis School can improve by increasing growth for resident students. Although there has been a narrowing of the gap between At risk and all students growth can increase for all sub-populations

School Culture and Climate

Comprehensive Needs Assessment

School Culture and Climate Strengths

communication
teacher experience
professional growth opportunities
Collaboration among colleagues
Reasonable Student and Teacher expectations
Parent support for teachers
Admin support of teachers
Useful feedback from administration
Opportunities for teachers, parents and community to get involved.

School Culture and Climate Weaknesses

More parent participation in climate survey (57/ 800)
More teacher participation in survey (31/60)

School Culture and Climate Summary

Parental involvement in activities outside of volunteer hours are limited. Teacher participation in non-mandatory activities is limited and needs improvement.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

highly qualified teachers
Some incentives for teachers

Staff Quality, Recruitment and Retention Weaknesses

Comprehensive Needs Assessment

- Special programs staffing
- Special population identification program
- Better training for school structures
- More opportunities for collabor
- more opportunities for outside training

Staff Quality, Recruitment and Retention Summary

There is a need for increase opportunities for training both in and out of district.
Improved scheduling for more opportunities for for collaboration is needed.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Strengths

- Scope and Sequence
- Professional development in High Yield Strategies
- Teachers universally using Lead4ward strategies.

Curriculum, Instruction and Assessment Weaknesses

- Need more content based professional development
- District collaborative opportunities in content areas
- More student centered instruction needed
- Student goal setting training

Curriculum, Instruction and Assessment Summary

More training in subject areas is needed. More training in how to manage the student self monitoring utilizing the trackers that allow students to check the progress of their learning

Comprehensive Needs Assessment

Family and Community Involvement

Family and Community Involvement Strengths

Strong PTO involvement and support from PTO
teacher/parent communication
Parental volunteers for events

Family and Community Involvement Weaknesses

resident involvement
better communication for parent feedback is needed
Improve traffic rules communication

Family and Community Involvement Summary

There should be more ways to promote participation by residents in school activities.
School and community should develop a specific partnership to improve traffic with school.
There needs to better communication on traffic rules and procedures.

School Context and Organization

School Context and Organization Strengths

Availability for systems, process and procedures

School Context and Organization Weaknesses

More opportunities for collaboration

Comprehensive Needs Assessment

School Context and Organization Weaknesses (Continued)

better communication for new teachers

School Context and Organization Summary

Improve training and mentor program for new teachers and staff on expectation, systems and procedures

Technology

Technology Strengths

Smart technology in classrooms
2 chrome book carts and 2 iPad carts at Santa Rosa
State of the art screens and 1 iPad cart at ranch campus
Study Island
Accelerated reading and math
read 180

Technology Weaknesses

service needs updating
lack of Tech staff for each campus
Obsolete equipment
little training for staff on how to use technology

Technology Summary

Campuses are in need of proper technology training. There is a lack of programs that encourage innovative, real world and post secondary opportunities.

Strategic Priorities

Priority 1. Recruit, support, and retain teachers and principals

Priority 2. Build a foundation of reading and math

Priority 3. Connect high school to career and college

Priority 4. Improving low-performing schools