

SANTA ROSA H S

Campus Improvement Plan

2020/2021



SANTA ROSA H S

Mission

Santa Rosa High School is in partnership with the administration, staff, teachers, parents, and the community. The district is committed to providing all students with the highest quality instruction through the use of modern technology, well-trained teachers, and high performing learning environments. It is our goal to reach a level of high student performance, exemplary academic achievement, and to produce self-motivated citizens who will fulfill their potential and enhance their welfare for the future.

Nondiscrimination Notice

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

SANTA ROSA H S Site Base

Name	Position
Ramos, Rocio	Principal
Cuevas, Marcy	Dean of Instruction
Trevino, Adrian	English Dept. Representative
Ortega, Rene	Math Dept. Representative
Vela, Rolando	Social Studies Dept. Representative
Deleon, Alyssa	Science Dept. Representative
Bernal, Cesar	Elective Dept. Representative
Diaz, Mary	CTE Dept. Representative
--, --	Parent Representative
--, --	Community Member Representative

Santa Rosa Independent School District Board of Trustees

Santos Castaneda, President

Sandra Rickford, Vice-President

Mark Chairez, Secretary

Cynthia Saldivar, Trustee

Rachel Olivarez, Trustee

Roy Guerra, Trustee

Juan Manuel Perez, Trustee

Superintendent of Schools

Dr. Angela Gonzalez

Principal

Rocio Ramos

Dean of Instruction

Marcy Cuevas

Counselor

Antony Cantu

Gear-Up Facilitator

Annabel Collins

CCMR Specialist

Yvette Reyes

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- Goal 1.** (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.
- Objective 1.** (HB 3-STUDENT OUTCOME GOAL READING CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former or current), English learners (current, monitored) will demonstrate a 4% increase in student achievement by 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide supplemental reading resources, materials, and professional development for all teachers and classrooms based on all student data and students in special programs, such as EL, SPED, 504, AND MIGRANT. (Target Group: All,ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys,504)	After School Program Director/Coordinators, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
2. We will promote literacy through our libraries by creating a well-balanced and diverse library collection in both printed and electronic books and provide multiple platforms such as Accelerated Reader, MyOn, MackenVIA, Brain POP in all grade levels to provide options for leveled reading for struggling students. (Target Group: ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys, 504)	After School Program Director/Coordinators, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
3. We will provide extended learning opportunities beyond the regular school day for students that are not demonstrating curriculum mastery through classroom extensions such as blitzes, academies, and tutorials. (Target Group: All)	After School Program Director/Coordinators, Coordinator for Special Services, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
4. SRHS will integrate the ACE program to extend and enrich student learning such as but not limited to experimental learning activities at Austin State Capital, NASA in Houston, Texas State Aquarium, Pirates' Landing Pier, World Birding Centers, Gladys Porter Zoo, Border Patrol, Texas State Wildlife Parks, archery instructions and competitions, Greenpower USA electric car activities and competitions, and other after-school enrichment activities. (Title I SW Elements: 2.1,2.5,3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators	Ongoing		

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- Goal 1.** (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.
- Objective 1.** (HB 3-STUDENT OUTCOME GOAL READING CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former or current), English learners (current, monitored) will demonstrate a 4% increase in student achievement by 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Implementation of lesson designs through professional development and department/grade level professional learning communities. (Title I SW Elements: 2.2,2.5,2.6) (Target Group: All) (Strategic Priorities: 3,4)	Dean of Instruction, Department Heads, Director of Curriculum and Instruction, Principal, Teacher(s)	Ongoing		
6. Conduct frequent classroom walk-throughs and observations followed by post conferences for feedback and evaluation. (Title I SW Elements: 2.2,2.5) (Target Group: All) (Strategic Priorities: 1,3,4)	Dean of Instruction, Principal	Ongoing		
7. Formative and summative Assessments, six weeks and benchmarks, will be given in order to gather and analyze data that will be used to drive instruction and tutorials. (Title I SW Elements: 1.1) (Strategic Priorities: 2,4)	Dean of Instruction, Principal, Teacher(s)	Six Weeks		

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- Goal 1.** (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.
- Objective 2.** (HB 3 - STUDENT OUTCOME GOAL MATH CLOSING THE GAPS) All identified Hispanic, economically disadvantaged, special education (former,current) English Learners (current, monitored) will demonstrate a 4% increase in student achievement by 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide supplemental Math resources, materials and professional development for all teachers and classrooms based on all student data and students in special programs, such as EL, SPED, 504, AND MIGRANT. (Target Group: All,ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys,504)	After School Program Director/Coordinators, Dean of Instruction, Principal	Ongoing		

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- Goal 1.** (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.
- Objective 3.** (HB 3 - COLLEGE AND CAREER READINESS) The percentage of high school graduates that meet the criteria for Career and College Readiness in the Texas A-F accountability system will increase from 60% in the graduating Class of 2020 to 64% in the graduating Class of 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide college-ready resources, materials, and professional development for all teachers and classrooms based on data and student needs. (Target Group: All)	Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
2. We will use Gear Up activities and informational sessions to prepare students and parents about college and career (CTE) opportunities, scholarships and financial aid options, and admission requirements (Target Group: 9th)	Dean of Instruction, Director of Curriculum and Instruction, Gear Up Facilitator, Principal	Ongoing		
3. We will use the ACE Afterschool program staff to support college readiness for students through enrichment activities and informational student and parent sessions focused on college and career opportunities. (Target Group: 9th,10th,11th,12th)	After School Program Director/Coordinators, Coordinator for Special Services, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
4. We will use the ACE Afterschool program staff to support student achievement for students struggling in academics in all content areas through afterschool tutoring and assist in sustaining student engagement by providing enrichment activities. (Target Group: All,9th,10th,11th,12th)	After School Program Director/Coordinators, Coordinator for Special Services, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		
5. SRHS will provide nominations, screening, and evaluations for those that are gifted and talented program and provide rigorous curriculum and enrichment opportunities within the classroom for those that are identified as gifted and talented. (Target Group: All,GT)	Counselor(s), Director of Curriculum and Instruction, Principal	Ongoing		
6. We will promote CTE pathways and career opportunities and certifications. (Target Group: CTE,9th,10th,11th,12th)	Director of Curriculum and Instruction, Principal	Ongoing		
7. We will provide a guidance program through the counseling department for college/career	Counselor(s), Director of Curriculum and Instruction,	Ongoing		

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
readiness and awareness. (Target Group: CTE,9th,10th,11th,12th)	Principal			
8. We will provide a social-emotional curriculum and prevention programs for bullying, cyberbullying, tobacco and drug use, suicide prevention, character building, leadership, and mental health. (Target Group: 9th,10th,11th,12th)	After School Program Director/Coordinators, Counselor(s), Director of Curriculum and Instruction, Principal, Safety Coordinator/SRISD Chief of Police, School Nurse	Ongoing		

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- Goal 1.** (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.
- Objective 4.** (HB 3 - COLLEGE AND CAREER READINESS CLOSING THE GAPS) Identified Hispanic, special education, and economically disadvantaged students will demonstrate a 4% increase by 2024.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will provide supplemental college ready resources, materials and professional development for all teachers and classrooms based on data for students in special programs, such as EL, SPED, 504, AND MIGRANT. (Target Group: H,ECD,ESL,Migrant,LEP,SPED,GT,AtRisk,Dys,504)	Coordinator for Special Services, Dean of Instruction, Director of Curriculum and Instruction, Principal	Ongoing		

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Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 5. (ATTENDANCE) SRHS will continuously strive to maintain a 97% attendance rate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will sustain a progress monitoring system for all grade levels and ensure that all PEIMS reporting is correct and in accordance with statutes, policy, and truancy prevention laws. (Target Group: All)	PEIMS Coordinator/Clerks, Principal	Ongoing		
2. Campuses will ensure that retention/promotion practices are implemented according to policy, statutes, and TEC code. (Target Group: All)	Counselor(s), Dean of Instruction, PEIMS Coordinator/Clerks, Principal	Ongoing		
3. SRHS will provide incentive for all students for motivational purposes and/or to reward students who excel in attendance/academics and/or behavior programs. (Title I SW Elements: 2.2) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Instruction, Principal, Teacher(s)	Ongoing		

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Goal 1. (STUDENT ACHIEVEMENT) We will create a transformative school campus that ensures ALL students receive a high-quality education that results in EVERY student's maximum individual achievement.

Objective 6. (CLUBS/ORGANIZATIONS) SRHS will provide leadership opportunities through clubs and organizations such as: Student Council, National Honor Society, Fellowship of Christian Athletes, Skills USA, FFA, and UIL.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
No strategies defined.				

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Goal 2. (BUILDING CAPACITY) We will recruit, support, and retain highly effective staff, educators, and administrators and afford them the resources and preparation needed to maximize efficiency and student achievement.

Objective 1. SRHS will provide the needed preparation for staff members to maximize efficiency and student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will recruit highly effective staff by marketing/advertisement, job fairs, website announcements, social media outlets, and public relations.		Ongoing		
2. We will ensure that all SRHS employees have the required credentials and certifications for their assignments.		Ongoing		
3. We will align staffing levels with student enrollment and validate staffing guidelines and requirements		Ongoing		
4. We will provide support for new teachers by coordinating New Teacher/Mentor academies through Region One to maximize effectiveness.		Ongoing		
5. Professional development will be provided to teachers for sheltered instruction, ESL strategies, reading/mathematics strategies, differentiated instruction, classroom management, and specific software used within the campus. (Title I SW Elements: 2.5) (Target Group: All)	Dean of Instruction, Department Heads, Director of Curriculum and Instruction, Teacher(s)	Ongoing		
6. SRHS will provide professional development for the academic core areas as needed for academic growth and success. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Director of Curriculum and Instruction, Principal	Ongoing		
7. SRHS will provide professional development to staff and teachers for the integration of technology and instructional software. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 1,4)	Dean of Instruction, Director of Curriculum and Instruction, Principal, Teacher(s), Technology Specialist	Ongoing		
8. Appropriate staff will attend Region One TEKS resource sessions for lesson designs and to maintain vertical and horizontal alignments. (Title I SW Elements: 1.1,2.5)	Dean of Instruction, Department Heads, Director of Curriculum and Instruction, Principal, Teacher(s)	Ongoing		

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Goal 2. (BUILDING CAPACITY) We will recruit, support, and retain highly effective staff, educators, and administrators and afford them the resources and preparation needed to maximize efficiency and student achievement.

Objective 1. SRHS will provide the needed preparation for staff members to maximize efficiency and student achievement.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
(Target Group: All) (Strategic Priorities: 1,4)				
9. SRHS will utilize Region One and consultants as resources to enhance staff and student learning. (Title I SW Elements: 1.1,2.5) (Target Group: All) (Strategic Priorities: 1,2,3,4)	Dean of Instruction, Department Heads, Director of Curriculum and Instruction, Principal, Teacher(s)	Ongoing		
10. Teachers, staff, and administration will attend training on their area of specialty and/or areas of need to complete their CPE hours for the school year. (Title I SW Elements: 2.1,2.5) (Target Group: All) (Strategic Priorities: 1,4)	Counselor(s), Dean of Instruction, Department Heads, Director of Curriculum and Instruction, PEIMS Coordinator/Clerks, Principal, Teacher(s)	Ongoing		
11. SRHS will purchase incentives, plan events and/or luncheons to promote a positive culture where administrators, teachers and staff feel valued and appreciated. (Title I SW Elements: 2.1) (Target Group: All)	Counselor(s), Dean of Instruction, Prin Secretary, Principal, Teacher(s)	Ongoing		

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Goal 3. (FINANCIAL STABILITY) We will maintain financial stability while continuing to improve academics, extracurricular programs, technology, and facilities.

Objective 1. Ensure all grant deadlines and requirements are met

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Create systems and processes to meet all deadlines and requirements in a timely manner. (Target Group: All)	Chief Financial Officer, Director of Curriculum and Instruction, Principal	Ongoing		

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Goal 3. (FINANCIAL STABILITY) We will maintain financial stability while continuing to improve academics, extracurricular programs, technology, and facilities.

Objective 2. We will upgrade the necessary equipment to ensure equity for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Upgrade needed technology and software programs. (Target Group: All)	Chief Financial Officer, Director of Curriculum and Instruction, Principal, Technology Specialist	As needed		

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Goal 4. (FAMILY AND COMMUNITY ENGAGEMENT) We will increase the communication between teachers, parents, students, and business partners to meet student academic and social-emotional needs.

Objective 1. We will increase opportunities for all parents to become a part of the learning process and their child's education.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. We will increase informational sessions for parents on multiple topics. (Title I SW Elements: 2.1) (Target Group: All) (Strategic Priorities: 2,3,4)	After School Program Director/Coordinators, Counselor(s), Dean of Instruction, Gear Up Facilitator, Principal, Teacher(s)	Yearly		

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Goal 4. (FAMILY AND COMMUNITY ENGAGEMENT) We will increase the communication between teachers, parents, students, and business partners to meet student academic and social-emotional needs.

Objective 2. By the end the 2020-2021 school year parental and community involvement will increase by a minimum of 5%.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 100% of parents within SRHS will be invited to attend all educational and informational sessions at the campus or virtually. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators, Dean of Instruction, Principal, Teacher(s)	Ongoing		
2. SRHS will create family involvement activities such as but not limited to Family Fun Night, Dia de Cultura, Fall Festival, Literacy Night, College Night, and Science Expos, and Winter Wonderland. (Title I SW Elements: 2.1,2.6,3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators, Counselor(s), Dean of Instruction, Principal, Teacher(s)	Ongoing		
3. SRHS will encourage a parent volunteer program. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators, Gear Up Facilitator, Principal	Yearly		
4. Site Based Decision Making Committees will meet once a month to discuss campus, teacher and student needs. (Title I SW Elements: 1.1) (Target Group: All)	SBDM Committee	Monthly		
5. SRHS will use communication software to increase home/school communication. (Title I SW Elements: 2.1,2.2) (Target Group: All) (Strategic Priorities: 3,4)	Principal	Ongoing		

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Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 1. SRHS will increase safety and security measures across the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will train required staff on safety and emergency protocols and procedures. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Ongoing		
2. SRHS will conduct state mandated safety drills (fire, lock down, lock out, evacuation drills, etc.). (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Monthly		
3. SRHS will implement a multi-hazard emergency plan and ensure all staff members are trained on procedures. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
4. SRHS will create crisis intervention teams and train all staff on non-violent crisis intervention protocols. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
5. SRHS will train required personnel in CPR, AED equipment and diabetic policies and procedures. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 1)	District Police Dept, Principal, School Nurse	Yearly		
6. SRHS will provide public fairs and assemblies for safety initiatives. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators, Counselor(s), Dean of Instruction, District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
7. SRHS will continue updates on security cameras and software systems. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	District Police Dept, Technology Specialist	Ongoing		
8. SRHS will continue to use Raptor Systems for security. (Title I SW Elements: 2.4) (Target Group: All) (Strategic Priorities: 4)	Principal, Safety Coordinator/SRISD Chief of Police	Ongoing		

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Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 1. SRHS will increase safety and security measures across the campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
Group: All) (Strategic Priorities: 4)	Police			

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Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 2. SRHS will provide a Social and Emotional curriculum for students and professional development for staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will implement a suicide prevention and intervention program. (Title I SW Elements: 2.1,2.4) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), Dean of Instruction, District Police Dept, Principal, Safety Coordinator/SRISD Chief of Police, Teacher(s)	Ongoing		

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Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 3. SRHS will have assemblies and campaigns to create awareness on topics such as bullying, cyberbullying, suicide, drugs, tobacco, self-harm.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will invite guest speakers and organizations to participate in class and campus presentations and events. (Title I SW Elements: 1.1) (Target Group: All)	Counselor(s), Gear Up Facilitator, Principal, Safety Coordinator/SRISD Chief of Police	Yearly		
2. SRHS will implement an alcohol, tobacco, and drug awareness program. (Title I SW Elements: 2.4,2.6) (Target Group: All) (Strategic Priorities: 4)	Counselor(s), District Police Dept	Ongoing		

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Goal 5. (STUDENT SAFETY, HEALTH AND WELLNESS) We will create secure, safe, clean, and welcoming environments that provide students and staff with the social/emotional and mental health supports needed to create a positive and encouraging work and learning environment.

Objective 4. Santa Rosa High School will maintain supportive school culture in order to meet the physical well-being of all campus students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. SRHS will provide public fairs and assemblies for health initiatives. (Title I SW Elements: 2.1,3.1) (Target Group: All) (Strategic Priorities: 4)	After School Program Director/Coordinators, Principal, School Nurse	Yearly		
2. SRHS will promote a healthy lifestyle for ALL students by implementing a physical activity program to include nurse screenings and physical assessment fitness grams. (Title I SW Elements: 1.1) (Target Group: All) (Strategic Priorities: 4)	Athletic Coordinator, PE/Health Teachers, Principal, School Nurse	Ongoing		
3. SRHS will conduct school health advisory council meetings quarterly to evaluate and provide input into the development of the eight components of a coordinated school health program and the campus safe and drug free plan. (Title I SW Elements: 1.1) (Target Group: All)	School Nurse	Quarterly		