

Ector County Independent School District

OCTECHS

2025-2026 Board Goals/Performance Objectives/Strategies

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Board Goals

Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.





Performance Objective 1: By May 2026, the percentage of students scoring Meets or Masters on the Algebra 1 STAAR will increase from 36% to 40%.

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%, Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps Math - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 31%, Algebra I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 30%

Evaluation Data Sources: EOCs, SCA, MAP

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use district checkpoints and MAP assessments to assess students' achievement level and track growth as they work towards meeting the performance objective. Teachers will use PLCs to disaggregate data to further assess students' learning level and adjust lessons accordingly. Strategy's Expected Result/Impact: Student growth and achievement will increase. Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Campus Administrator will conduct ten walkthrough observations per week and provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Targeted tutoring will be implemented using district checkpoints and MAP assessment data to identify students & create individual instruction tutoring sessions to increase student growth. (Home Room &/or After School Tutoring 2X per week) Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR EOCs. Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.





Performance Objective 2: The percentage of students scoring meets or exceeds standard on English I EOC will increase from 56% to 60% as measured by 2026 STAAR.

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%, Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%, English I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2026 Goal: 38%

Evaluation Data Sources: MAP, EOCs, District checkpoints

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use district checkpoints and MAP assessments to assess students' achievement level and track growth as they work towards meeting the performance objective. Teachers will use PLCs to disaggregate data to further assess students' learning level and adjust lessons accordingly. Strategy's Expected Result/Impact: Student achievement will increase. Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Campus Administrator will conduct ten walkthrough observations per week and provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Targeted tutoring will be implemented using district checkpoints and MAP assessment data to identify students & create individual instruction tutoring sessions to increase student growth. (Home Room &/or After School Tutoring 2X per week) Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.





Performance Objective 3: The percentage of students scoring meets or exceeds standard on English II EOC will increase from 81% to 83% as measured by 2026 STAAR.

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%, Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%

Evaluation Data Sources: MAP, EOCs, District checkpoints

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use district checkpoints and MAP assessments to assess students' achievement level and track growth as they work towards meeting the performance objective. Teachers will use PLCs to disaggregate data to further assess students' learning level and adjust lessons accordingly. Strategy's Expected Result/Impact: Student achievement will increase. Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Campus Administrator will conduct ten walkthrough observations per week and provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Targeted tutoring will be implemented using district checkpoints and MAP assessment data to identify students & create individual instruction tutoring sessions to increase student growth. (Home Room &/or After School Tutoring 2X per week) Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 4: The percentage of students scoring meets or exceeds standard on Biology EOC will increase from 87% to 89% as measured by 2026 STAAR

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%, Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%

Evaluation Data Sources: MAP, EOCs, District checkpoints

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use district checkpoints and MAP assessments to assess students' achievement level and track growth as they work towards meeting the performance objective. Teachers will use PLCs to disaggregate data to further assess students' learning level and adjust lessons accordingly. Strategy's Expected Result/Impact: Student achievement will increase. Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Campus Administrator will conduct ten walkthrough observations per week and provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Targeted tutoring will be implemented using district checkpoints and MAP assessment data to identify students & create individual instruction tutoring sessions to increase student growth. (Home Room &/or After School Tutoring 2X per week) Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.





Performance Objective 5: The percentage of students scoring meets or exceeds standard on History EOC will increase from 81% to 83% as measured by 2026 STAAR.

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%, Growth (STAAR) - % of students who meet or exceed the STAAR academic annual growth - 2026 Goal: 62%, Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%

Evaluation Data Sources: MAP, EOC, District checkpoints

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use district checkpoints and MAP assessments to assess students' achievement level and track growth as they work towards meeting the performance objective. Teachers will use PLCs to disaggregate data to further assess students' learning level and adjust lessons accordingly. Strategy's Expected Result/Impact: Student achievement will increase. Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Campus Administrator will conduct ten walkthrough observations per week and provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Strategy 3 Details	Reviews			
Strategy 3: Targeted tutoring will be implemented using district checkpoints and MAP assessment data to identify students & create individual instruction tutoring sessions to increase student growth. (Home Room &/or After School Tutoring 2X per week) Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Instructional Coach, Teacher TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 2: Strategic Staffing, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 6: By May 2026, the percentage of students achieving or exceeding their READING RIT goal will increase from 50 % to 53 %.

Indicators of Success:

Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps RLA - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 37%

Evaluation Data Sources: MAP, EOCs, Checkpoints

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use district checkpoints and MAP assessments to assess students' achievement level and track growth as they work towards meeting the performance objective. Teachers will use PLCs to disaggregate data to further assess students' learning levels and adjust lessons accordingly. Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Instructional Coach, Teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: School Principal will conduct a minimum of ten walkthrough observations per week and provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal & Instructional Coach TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 1: The percentage of students achieving or exceeding the meets standard on state assessments will increase from 35% to 48% by May 2029 across all tested content areas.

Performance Objective 7: By May 2026, the percentage of students achieving or exceeding their MATH RIT goal will increase from 45% to 52%.

Indicators of Success:

Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%, Closing the Gaps Math - The performance of ECISD high focus subgroup compared to their peers across the state of Texas - 2026 Goal: 31%

Evaluation Data Sources: MAP, EOCs, Checkpoints

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use district checkpoints and MAP assessments to assess students' achievement level and track growth as they work towards meeting the performance objective. Teachers will use PLCs to disaggregate data to further assess students' learning levels and adjust lessons accordingly. Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Instructional Coach, Teachers TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Campus Principal will conduct a minimum of ten walkthrough observations per week and provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal, Instructional Coach TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 2: The percentage of 3rd grade students reading at or above grade level will increase from 34% to 48% by May 2029.

Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 1: OCTECHS will increase the percentage of current seniors meeting at least one CCMR accountability indicator by the fall of the senior year to 50% by 2026.

Indicators of Success:

College, Career, and Military Readiness - % of current seniors meeting at least one CCMR accountability indicator by the completion of their junior year - 2026 Goal: 37%

Evaluation Data Sources: Texas Academic Performance Report (TAPR)

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with our partnering institutions, Odessa College, to increase dual credit enrollment. The Campus CCMR Coordinator, School Counselors, and College Liaison will actively promote and enroll students in dual credit courses, focusing on every grade level. Strategy's Expected Result/Impact: Increase the percentage of students enrolling in and passing dual credit courses on our campus by 10% compared to the previous year. Staff Responsible for Monitoring: Teachers, Counselor, College Liaison, Instructional Coach, Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Through our partnership with Odessa College, we will offer students and parents from grades 8-12 valuable information on our 11 career pathways and academic opportunities as they transition into high school. This will ensure that incoming freshmen have a clear understanding of all available academic options. Additionally, juniors and seniors will receive support with college planning, admissions, financial aid, and scholarship opportunities. Strategy's Expected Result/Impact: Increase the percentage of graduating seniors who will move into a post-secondary education and/or enter industry pathways by 10% compared to the previous year. Staff Responsible for Monitoring: Principal, AVID Instructor, College Liaison, Counselor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
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Board Goal 3: The percentage of high school graduates considered College, Career or Military Ready will increase from 88% to 93% by May 2029.

Performance Objective 2: OCTECHS's four-year campus graduation rate will increase from 95% to 96% for the Class of 2026 and overall attendance will increase to 96.5%.

Indicators of Success:
4 Year Graduation Rate - % of students in grades 9-12 who graduate within four years of entering high school - 2026 Goal: 86%

Evaluation Data Sources: Texas Academic Performance Report (TAPR)

Strategy 1 Details	Reviews			
Strategy 1: OCTECHS's average daily attendance will increase to 96.5%. Strategy's Expected Result/Impact: As daily attendance increases, more students will be on track to graduate. Staff Responsible for Monitoring: Principal, Teachers, Attendance Clerk, College Liaison, Counselor TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: Campus leaders will proactively track and monitor students to intervene when students show early signs of attendance, behavior, and academic concerns. Individualized supports will be provided for students who have fallen off track and a plan will be created that leads to graduation. Strategy's Expected Result/Impact: Identifying struggling students and providing early intervention will lead to an increase in graduation rates. Staff Responsible for Monitoring: Principal, Counselor, Teachers, College Liaison TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Board Goal 4: Classroom Excellence

Performance Objective 1: Additional systems will be implemented in the 2025-26 school year to improve attendance and reduce tardies.





Evaluation Data Sources: PIEMS

Strategy 1 Details	Reviews			
Strategy 1: All teachers will greet students at the doorway to their classrooms and check student IDs for attendance. Attendance will be taken and submitted within the first 15 minutes of class starting. Strategy's Expected Result/Impact: Attendance will improve, as students will be in class and have less opportunity to skip classes, leave campus, and roam the hallways. Staff Responsible for Monitoring: Principal, Teachers, Attendance Clerk TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: OCTECHS will continue to work with and encourage Odessa College to take and submit daily classroom attendance to reduce student tardiness and absenteeism. Strategy's Expected Result/Impact: Attendance will improve, as students will be in their assigned college classes and have less opportunity to skip classes, leave campus, and roam the hallways. Staff Responsible for Monitoring: Principal, College Teachers, College Liaison, Attendance Clerk TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Board Goal 4: Classroom Excellence

Performance Objective 2: Tier 1 instruction will improve, resulting in an increase in student growth and achievement.

Evaluation Data Sources: District checkpoints, MAP, EOCs

Strategy 1 Details	Reviews			
Strategy 1: Weekly walkthroughs will include "look fors" that will be posted each week in the Week At a Glance (WAG) to support teachers with real-time coaching and feedback. Strategy's Expected Result/Impact: Student growth and achievement will increase. Staff Responsible for Monitoring: Principal, Instructional Coach, Teachers TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: OCTECHS will hold quarterly data tours for teachers in EOC-tested subjects to disaggregate data to assess students' learning level and adjust instruction accordingly. Strategy's Expected Result/Impact: Student growth and achievement will increase. Staff Responsible for Monitoring: Principal, Teachers, Instructional Coach TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction	Formative			Summative
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Board Goal 5: Culture of Excellence

Performance Objective 1: OCTECHS will raise the School Connectedness indicator of the Panorama survey from 47% to 55% by May 2026.

Evaluation Data Sources: Panorama Surveys

Strategy 1 Details	Reviews			
Strategy 1: OCTECHS will continue to provide weekly SEL curriculum through iLead during Home Room. Strategy's Expected Result/Impact: Students' social and emotional well-being will improve by 8% as measured through Panorama surveys. Staff Responsible for Monitoring: Principal, Counselor, Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Strategy 2 Details	Reviews			
Strategy 2: OCTECHS will seek input from our Student Leadership group to address areas of the Panorama survey needing improvement, specifically school connectedness. Strategy's Expected Result/Impact: There will be an increase of 8% in student connectedness as measured through Panorama surveys. Staff Responsible for Monitoring: Principal, Counselor, Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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Board Goal 5: Culture of Excellence

Performance Objective 2: OCTECHS will proactively build relationships and improve communication with students and families.

Evaluation Data Sources: Panorama Surveys

Strategy 1 Details	Reviews			
Strategy 1: OCTECHS will utilize Focus, OCTECHS website and social media platforms to proactively communicate with students and parents. Strategy's Expected Result/Impact: There will be an increase of 5% in student connectedness as measured through Panorama surveys. Staff Responsible for Monitoring: Principal, Counselor, Teachers, College Liaison TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: OCTECHS will provide additional opportunities for parents and the community to visit the campus with recruitment meetings, parent information nights and student/parent activities. Strategy's Expected Result/Impact: There will be an increase of 5% in student connectedness as measured through Panorama surveys. Staff Responsible for Monitoring: Principal, Counselor, College Liaison, Teachers TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative			Summative
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