# Ector County Independent School District Odessa High School

2024-2025



# **Board Goals**

**Board Goal 1:** Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas.

**Performance Objective 1:** The percentage of students scoring meets or masters on the Algebra I EOC will increase from 13% on the 2024 STAAR to 61% as measured by 2025 STAAR.

**High Priority** 

**HB3 Board Goal** 

**Indicators of Success:** 

English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

Strategy 1 Details	Reviews					
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work	Formative		they work Formativ			Summative
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly	Oct	Jan	Mar	May		
Strategy's Expected Result/Impact: Student achievement will increase.						
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers						
TEA Priorities:						
Improve low-performing schools						
- ESF Levers:						
Lever 5: Effective Instruction						

Strategy 2 Details	Reviews					
Strategy 2: Administration will conduct a minimum of ten walkthrough observations per principal per week and provide	Formative		Formative			Summative
coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May		
Strategy's Expected Result/Impact: Improved Tier 1 Instruction						
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals						
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction						
No Progress Accomplished Continue/Modify	X Discon	tinue				

**Performance Objective 2:** The percentage of students scoring meets or masters on the English I EOC will increase from 24% on the 2024 STAAR to 61% as measured by 2025 STAAR.

# **High Priority**

#### **Indicators of Success:**

English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

Strategy 1 Details		Rev	iews	
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				
Strategy 2 Details		Rev	iews	
Strategy 2: Administration will conduct a minimum of ten walkthrough observations per principal per week and provide		Formative		Summative
coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Improved Tier 1 Instruction				<del>                                     </del>
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				
No Progress Continue/Modify	X Discor	tinue		

**Performance Objective 3:** The percentage of students scoring meets or exceeds individual growth projections Math will increase from 48% on the 2024 MAP to 58% as measured by 2025 MAP.

**High Priority** 

**HB3 Board Goal** 

**Indicators of Success:** 

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Evaluation Data Sources: MAP beginning, middle and end of year

	Formative		Summative	
0 (		Formative		
Oct	Jan	Mar	May	
	Rev	iews		
Formative			Summative	
Oct	Jan	Mar	May	
	Oct	Formative		

**Performance Objective 4:** The percentage of students scoring meets or exceeds individual growth projections on Reading will increase from 50% on the 2024 MAP to 58% as measured by 2025 MAP.

**High Priority** 

**HB3 Board Goal** 

**Indicators of Success:** 

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Evaluation Data Sources: MAP beginning, middle and end of year

Strategy 1 Details		Rev	views		
Strategy 1: Teachers and students will track individual data using data trackers. Before testing students will set growth	Formative		Formative Summa		
goals for each MAP session in fall, winter, and spring.  Strategy's Expected Result/Impact: Students will understand individual growth. Increase in student growth.  Staff Responsible for Monitoring: Teachers/MCL/ Administration/ Instructional Coaches  TEA Priorities:  Improve low-performing schools  - ESF Levers:	Oct	Jan	Mar	May	
Lever 5: Effective Instruction  Strategy 2 Details		Rev	⁄iews		
Strategy 2: RIT results will focus on grouping students with similar instructional readiness levels. Allowing teachers to		Formative		Summative	
focus on specific instructional areas within the subject.  Strategy's Expected Result/Impact: Personalized instruction for students. Increase in student growth Staff Responsible for Monitoring: Teachers/MCL/ Administration/ Instructional Coaches  TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Oct	Jan	Mar	May	
No Progress Continue/Modify	X Discon	tinue			

**Performance Objective 5:** The percentage of students scoring meets or masters on the English II EOC will increase from 28% on the 2024 STAAR to 75% as measured by 2025 STAAR.

**High Priority** 

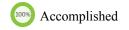
**HB3 Board Goal** 

**Indicators of Success:** 

Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Strategy 1 Details		Rev	iews			
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work	Formative		Formative S		Formative S	
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly	Oct	Jan	Mar	May		
Strategy's Expected Result/Impact: Student achievement will increase.						
<b>Staff Responsible for Monitoring:</b> MCL, Principal, Associate and Assistant Principals, Instructional Coaches, Teachers						
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction						
Strategy 2 Details		Rev	iews	•		
Strategy 2: Administration will conduct a minimum of ten walkthrough observations per principal per week and provide		Formative		Summative		
coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May		
Strategy's Expected Result/Impact: Improved Tier 1 Instruction						
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals						
TEA Priorities:						
Improve low-performing schools - ESF Levers:						
Lever 5: Effective Instruction						









**Performance Objective 6:** The percentage of students scoring meets or masters on the Biology EOC will increase from 38% on the 2024 STAAR to 75% as measured by 2025 STAAR.

**High Priority** 

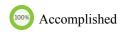
**HB3 Board Goal** 

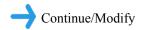
**Indicators of Success:** 

Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Strategy 1 Details		Rev	iews	
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
<b>Staff Responsible for Monitoring:</b> MCL, Principal, Associate and Assistant Principals, Instructional Coaches, Teacher				
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details		Rev	iews	•
Strategy 2: Administration will conduct a minimum of ten walkthrough observations per principal per week and provide		Formative		Summative
coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Improved Tier 1 Instruction				
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals				
TEA Priorities:				
Improve low-performing schools - ESF Levers:				
Lever 5: Effective Instruction				









**Performance Objective 7:** The percentage of students scoring meets or masters on the US History EOC will increase from 38% on the 2024 STAAR to 75% as measured by 2025 STAAR.

**High Priority** 

**HB3 Board Goal** 

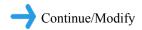
**Indicators of Success:** 

Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

Strategy 1 Details		Rev	iews	
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
<b>Staff Responsible for Monitoring:</b> MCL, Principal, Associate and Assistant Principals, Instructional Coaches, Teacher				
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details		Rev	iews	•
Strategy 2: Administration will conduct a minimum of ten walkthrough observations per principal per week and provide		Formative		Summative
coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Improved Tier 1 Instruction				
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals				
TEA Priorities:				
Improve low-performing schools - ESF Levers:				
Lever 5: Effective Instruction				









<b>Board Goal 2:</b> Through foundational excellence, talent evel will increase from 35% to 45% by May 2024.	development and the learning journey, the percentage	age of 3rd grade students reading at or above grade
Odessa High School	13 of 20	Campus #068901002

**Performance Objective 1:** Odessa High School students who meet at least one CCMR accountability indicator will have a projected increase from 27% of students 11th grade year to 65% by graduation of 2024.

# **High Priority**

#### **HB3 Board Goal**

#### **Indicators of Success:**

College, Career, and Military Readiness - % of current seniors meeting at least one accountability indicator by the fall of their senior year - 2024 Goal: 27%, Postsecondary enrollment - % of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation - 2024 Goal: 65%, Postsecondary enrollment - % of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date - 65%

#### **Evaluation Data Sources: CCMR Data**

State Accountability

Reviews						
Formative			Formative			Summative
Oct	Jan	Mar	May			
	Oct	Formative	Formative			

Strategy 2 Details		Rev	iews	
Strategy 2: Counselors along with Career and Academic Counselors will look at transcripts and courses to ensure students		Formative		Summative
will meet CCMR Accountability.  Strategy's Expected Result/Impact: Increase campus CCMR accountability. Students will be prepared for post secondary education.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Counselors/Administration  TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning				
Strategy 3 Details		Rev	iews	
Strategy 3: Senior English and Math teachers will present TSI tutorial information during class period. This will increase		Formative		Summative
awareness and better equip students for TSI success.  Strategy's Expected Result/Impact: Increase campus CCMR and Bonus points. Students will be prepared for post secondary education.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Teachers/ Task Force				
TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning				
Strategy 4 Details  Strategy 4: CCMR Task Force will be strategic on specific campus needs. CCMR Task Force will meet bi-weekly to focus		Formative	iews	Summative
on campus goals and progress.  Strategy's Expected Result/Impact: United effort at the campus level to support student needs. Provide students with opportunities that will support post secondary goals.  Staff Responsible for Monitoring: CCMR Task Force	Oct	Jan	Mar	May
TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning				
No Progress Continue/Modify	X Discor	itinue	•	•

**Performance Objective 2:** Odessa High School graduation percentage will go from 86% of the class of 2024 to 92% for the class of 2025.

## **High Priority**

#### **Indicators of Success:**

4 Year Graduate Rate - % of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate) - 90%

**Evaluation Data Sources:** Graduation Rate Data

State Accountability

Strategy 1 Details		Reviews			
Strategy 1: Campus leaders track and monitor students to intervene when students show early signs of attendance, behavior		Formative		Summative	
and academic concerns.  Strategy's Expected Result/Impact: Identify struggling students and intervene early to increase graduation rate.  Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors,/Administration  TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Oct	Jan	Mar	May	
Strategy 2 Details	•	Rev	views	•	
Strategy 2: Intensive individualized support will be provided for students who have fallen off track and a plan will be		Formative		Summative	
created that leads to graduation.  Strategy's Expected Result/Impact: Increase in student graduation rate.  Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors/Administration  TEA Priorities:  Connect high school to career and college, Improve low-performing schools  - ESF Levers:  Lever 3: Positive School Culture	Oct	Jan	Mar	May	

Strategy 3 Details		Reviews		
<b>Strategy 3:</b> Improve individual and family support to facilitate monitoring of students and create connectedness to the school.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Increase graduation rate and parent involvement.  Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors/Administration  TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				
No Progress Accomplished Continue/Modify	X Discon	itinue		

**Performance Objective 3:** Odessa High School will increase school connectedness from 62% of the 2024 school year to 65% for the 2025 school year.

# **High Priority**

#### **Indicators of Success:**

School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Panorama data

Strategy 1 Details	Reviews			
Strategy 1: Implementation of SEL curriculum using the iLead program school-wide.		Formative		
Strategy's Expected Result/Impact: Improved student emotional and academic education.  Staff Responsible for Monitoring: Teachers/Counselors/Administration.	Oct	Jan	Mar	May
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				
Strategy 2 Details	Reviews			•
Strategy 2: Implementation of a proactive and responsive support system for students social and emotional needs to create a positive learning environment.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Improve student connections to school. Create positive interactions.  Staff Responsible for Monitoring: Teachers/Counselors/Administration  TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				
No Progress Continue/Modify	X Discon	tinue		

**Performance Objective 4:** The percentage of student daily attendance will go from 87.8% of the 2024 school year to 90% for 2025 school year.

## **High Priority**

**Indicators of Success:** 

Attendance - % of student daily attendance - 2024 Goal: 95%

**Evaluation Data Sources:** Attendance reports

Strategy 1 Details	Reviews			
Strategy 1: Establish and implement multi-tiered systems of support to track and monitor student attendance.		Formative		
Strategy's Expected Result/Impact: Increase student attendance.  Staff Responsible for Monitoring: Attendance clerks/Teachers/Administration	Oct	Jan	Mar	May
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				
Strategy 2 Details	Reviews			•
<b>Strategy 2:</b> Administration/Attendance clerks will contact family/parent when student reaches 5 absences and create a plan to increase student attendance.	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Weekly report analysis and parent contact. Increase student attendance.  Staff Responsible for Monitoring: Attendance clerks/Teachers/Administration  TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				
No Progress Accomplished — Continue/Modify	X Discon	tinue		

**Performance Objective 5:** Odessa High School will increase the goal of school climate to from 50% of 2024 to 63% for the 2025 school year.

**High Priority** 

**HB3 Board Goal** 

**Indicators of Success:** 

School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

**Evaluation Data Sources:** Panorama Data

Strategy 1 Details	Reviews			
Strategy 1: Devote time and attention to develop and maintain relationships. Regular contact with students to help build	Formative			Summative
social connectedness.  Strategy's Expected Result/Impact: Principal/Campus presentations with students  Staff Responsible for Monitoring: Principal  TEA Priorities:  Connect high school to career and college  - ESF Levers:  Lever 3: Positive School Culture	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			•
<b>Strategy 2:</b> Develop authentic relationships with students and family to increase involvement in school.	Formative Sun			Summative
Strategy's Expected Result/Impact: Increase student connectedness to the campus and family involvement.  Staff Responsible for Monitoring: Teachers/Counselors/Administration  TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture	Oct	Jan	Mar	May
No Progress Accomplished Continue/Modify	X Discor	itinue	1	1