

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%

Evaluation Data Sources: Texas Academic Performance Report (TAPR)

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

Strategy 2 Details	Reviews			
<p>Strategy 2: Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p>Strategy's Expected Result/Impact: Improved Tier 1 Instruction</p> <p>Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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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 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%

Evaluation Data Sources: Texas Academic Performance Report (TAPR)

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers and students will track individual data using data trackers. Before testing students will set growth goals for each MAP session in fall, winter, and spring.</p> <p>Strategy's Expected Result/Impact: Students will understand individual growth. Increase in student growth</p> <p>Staff Responsible for Monitoring: Teachers/MCL/ Administration/ Instructional Coaches</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: RIT results will focus on grouping students with similar instructional readiness levels. Allowing teachers to focus on specific instructional areas within the subject.</p> <p>Strategy's Expected Result/Impact: Personalized instruction for students. Increase in student growth</p> <p>Staff Responsible for Monitoring: Teachers/MCL/ Administration/ Instructional Coaches</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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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 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	Reviews			
<p>Strategy 1: Teachers and students will track individual data using data trackers. Before testing students will set growth goals for each MAP session in fall, winter, and spring.</p> <p>Strategy's Expected Result/Impact: Students will understand individual growth. Increase in student growth.</p> <p>Staff Responsible for Monitoring: Teachers/MCL/ Administration/ Instructional Coaches</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: RIT results will focus on grouping students with similar instructional readiness levels. Allowing teachers to focus on specific instructional areas within the subject.</p> <p>Strategy's Expected Result/Impact: Personalized instruction for students. Increase in student growth</p> <p>Staff Responsible for Monitoring: Teachers/MCL/ Administration/ Instructional Coaches</p> <p>TEA Priorities: Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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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 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%

Evaluation Data Sources: Texas Academic Performance Report (TAPR)

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

 No Progress

 Accomplished

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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 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%

Evaluation Data Sources: Texas Academic Performance Report (TAPR)

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

 No Progress

 Accomplished

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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 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%

Evaluation Data Sources: Texas Academic Performance Report (TAPR)

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

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

Board Goal 2: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

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

Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors and administration will pull and disaggregate data to identify students who have not met CCMR accountability.</p> <p>Strategy's Expected Result/Impact: Increase campus CCMR accountability. Students will be prepared for post secondary education.</p> <p>Staff Responsible for Monitoring: Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Counselors along with Career and Academic Counselors will look at transcripts and courses to ensure students will meet CCMR Accountability.</p> <p>Strategy's Expected Result/Impact: Increase campus CCMR accountability. Students will be prepared for post secondary education.</p> <p>Staff Responsible for Monitoring: Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Senior English and Math teachers will present TSI tutorial information during class period. This will increase awareness and better equip students for TSI success.</p> <p>Strategy's Expected Result/Impact: Increase campus CCMR and Bonus points. Students will be prepared for post secondary education.</p> <p>Staff Responsible for Monitoring: Teachers/ Task Force</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
<p>Strategy 4: CCMR Task Force will be strategic on specific campus needs. CCMR Task Force will meet bi-weekly to focus on campus goals and progress.</p> <p>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.</p> <p>Staff Responsible for Monitoring: CCMR Task Force</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

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			
<p>Strategy 1: Campus leaders track and monitor students to intervene when students show early signs of attendance, behavior and academic concerns.</p> <p>Strategy's Expected Result/Impact: Identify struggling students and intervene early to increase graduation rate.</p> <p>Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors,/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Intensive individualized support will be provided for students who have fallen off track and a plan will be created that leads to graduation.</p> <p>Strategy's Expected Result/Impact: Increase in student graduation rate.</p> <p>Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Improve individual and family support to facilitate monitoring of students and create connectedness to the school.</p> <p>Strategy's Expected Result/Impact: Increase graduation rate and parent involvement.</p> <p>Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.





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			
<p>Strategy 1: Implementation of SEL curriculum using the iLead program school-wide. Strategy's Expected Result/Impact: Improved student emotional and academic education. Staff Responsible for Monitoring: Teachers/Counselors/Administration.</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation of a proactive and responsive support system for students social and emotional needs to create a positive learning environment. Strategy's Expected Result/Impact: Improve student connections to school. Create positive interactions. Staff Responsible for Monitoring: Teachers/Counselors/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.





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			
<p>Strategy 1: Establish and implement multi-tiered systems of support to track and monitor student attendance. Strategy's Expected Result/Impact: Increase student attendance. Staff Responsible for Monitoring: Attendance clerks/Teachers/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Administration/Attendance clerks will contact family/parent when student reaches 5 absences and create a plan to increase student attendance. Strategy's Expected Result/Impact: Weekly report analysis and parent contact. Increase student attendance. Staff Responsible for Monitoring: Attendance clerks/Teachers/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024.

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			
<p>Strategy 1: Devote time and attention to develop and maintain relationships. Regular contact with students to help build social connectedness.</p> <p>Strategy's Expected Result/Impact: Principal/Campus presentations with students</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Develop authentic relationships with students and family to increase involvement in school.</p> <p>Strategy's Expected Result/Impact: Increase student connectedness to the campus and family involvement.</p> <p>Staff Responsible for Monitoring: Teachers/Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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