

Ector County Independent School District

New Tech Odessa High School

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 achieving or exceeding their READING RIT goal will increase from 58% to 61%.

HB3 Board Goal

Indicators of Success:

Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%

Evaluation Data Sources: NWEA MAP

Strategy 1 Details	Reviews			
Strategy 1: Implement a student data tracking system for students to foster ownership and goal setting. Strategy's Expected Result/Impact: Increase in percentage of students meeting or exceeding individual growth on EOY MAP Reading RIT Staff Responsible for Monitoring: Teachers ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will track data progress throughout the BOY, MOY, and EOY MAP Reading scores to show improvement. Strategy's Expected Result/Impact: Increase in MAP Reading RIT in each MAP administration Staff Responsible for Monitoring: Teachers, Administration ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	May
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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: By May 2026, the percentage of students achieving or exceeding their MATH RIT goal will increase from 53% to 58%.

HB3 Board Goal

Indicators of Success:
Growth (MAP) - % student end of year RIT score met or exceeded individual growth projections based upon MAP - 2026 Goal: 52%

Evaluation Data Sources: NWEA MAP

Strategy 1 Details	Reviews			
Strategy 1: Implement a student data tracking system for students to foster ownership and goal setting. Strategy's Expected Result/Impact: Increase in percentage of students meeting or exceeding individual growth on EOY MAP MATH RIT. Staff Responsible for Monitoring: Teachers ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will track data progress throughout the BOY, MOY, and EOY MAP Math scores to show improvement. Strategy's Expected Result/Impact: Increase in MAP Math RTI scores in each MAP administration Staff Responsible for Monitoring: Teachers, Administration ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	May
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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: By May of 2026, the percentage of students performing at the MEETS level on Algebra 1 EOC will increase from 50% to 60%.

HB3 Board Goal

Indicators of Success:
Algebra I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 30%

Evaluation Data Sources: STAAR EOC, Interim STAAR

Strategy 1 Details	Reviews			
Strategy 1: Campus instructional leadership review and disaggregate data to track and monitor the progress of all students and provide teachers with feedback. Strategy's Expected Result/Impact: Improvement in Tier 1 instruction Staff Responsible for Monitoring: Principal, Dean of Students ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use data driven instruction planning process, individually and in PLCs, to analyze data and identify trends in student misconceptions and plan for reteach. Strategy's Expected Result/Impact: Increase student performance on Algebra 1 STAAR EOC Staff Responsible for Monitoring: Teachers ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
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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: By May of 2026, the percentage of students performing at the MEETS level on English 1 EOC will increase from 81% to 85%.

HB3 Board Goal

Indicators of Success:
English I - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2026 Goal: 38%





Evaluation Data Sources: STAAR EOC, Interim STAAR

Strategy 1 Details	Reviews			
Strategy 1: Campus instructional leadership review and disaggregate data to track and monitor the progress of all students and provide teachers with feedback. Strategy's Expected Result/Impact: Improvement in Tier 1 instruction Staff Responsible for Monitoring: Principal, Dean of Students ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use data driven instruction planning process, individually and in PLCs, to analyze data and identify trends in student misconceptions and plan for reteach. Strategy's Expected Result/Impact: Increase student performance on English 1 EOC. Staff Responsible for Monitoring: Teachers ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
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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: By May of 2026, the percentage of students performing at the MEETS level on English 2 EOC will increase from 79% to 82%.





Evaluation Data Sources: STAAR EOC, Interim STAAR

Strategy 1 Details	Reviews			
Strategy 1: Campus instructional leadership review and disaggregate data to track and monitor the progress of all students and provide teachers with feedback. Strategy's Expected Result/Impact: Improvement in Tier 1 instruction Staff Responsible for Monitoring: Principal, Dean of Students ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use data driven instruction planning process, individually and in PLCs, to analyze data and identify trends in student misconceptions and plan for reteach. Strategy's Expected Result/Impact: Increase student performance on English 2 EOC. Staff Responsible for Monitoring: Teachers ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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 of 2026, the percentage of students performing at the MEETS level on Biology EOC will increase from 85% to 88%.





Evaluation Data Sources: STAAR EOC, Interim STAAR

Strategy 1 Details	Reviews			
Strategy 1: Campus instructional leadership review and disaggregate data to track and monitor the progress of all students and provide teachers with feedback. Strategy's Expected Result/Impact: Improvement in Tier 1 instruction Staff Responsible for Monitoring: Principal, Dean of Students ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use data driven instruction planning process, individually and in PLCs, to analyze data and identify trends in student misconceptions and plan for reteach. Strategy's Expected Result/Impact: Increase student performance on Biology EOC. Staff Responsible for Monitoring: Teachers ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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 of 2026, the percentage of students performing at the MEETS level on US History EOC will increase from 89% to 92%.

Evaluation Data Sources: STAAR EOC, Benchmark

Strategy 1 Details	Reviews			
Strategy 1: Campus instructional leadership review and disaggregate data to track and monitor the progress of all students and provide teachers with feedback. Strategy's Expected Result/Impact: Improvement in Tier 1 instruction Staff Responsible for Monitoring: Principal, Dean of Students ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Teachers will use data driven instruction planning process, individually and in PLCs, to analyze data and identify trends in student misconceptions and plan for reteach. Strategy's Expected Result/Impact: Increase student performance on US History EOC. Staff Responsible for Monitoring: Teachers ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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: By May of 2026, the percentage of student daily attendance will increase from 95.8% to 97%.

Indicators of Success:

Attendance - % of student daily attendance - 2026 Goal: 92.5%

Evaluation Data Sources: District Attendance Dashboard, Weekly Attendance Reports

Strategy 1 Details	Reviews			
Strategy 1: Track and analyze attendance data weekly to address individual student attendance. Strategy's Expected Result/Impact: Increase campus attendance percentage through individual students. Staff Responsible for Monitoring: Attendance clerk, Principal, Dean of Students, Teachers ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Attendance clerk will contact parent/guardian when student is absent without a reason. Strategy's Expected Result/Impact: Increase student attendance. Staff Responsible for Monitoring: Attendance clerk, Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

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: By May of 2026, the percentage of Seniors meeting CCMR will be maintained at 100%.

HB3 Board Goal

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: District Reports, On Data Suite

Strategy 1 Details	Reviews			
Strategy 1: Counselor and Administration will disaggregate data to identify students who have not met CCMR accountability. Strategy's Expected Result/Impact: Increase the campus CCMR accountability. Staff Responsible for Monitoring: Counselor, Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Counselor will meet with students to create a plan to ensure students are in correct courses or registered for SAT/TSIA assessments. Strategy's Expected Result/Impact: Increase campus CCMR accountability Staff Responsible for Monitoring: Counselor, Principal TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	May
<div><div></div>No Progress</div> <div><div></div>Accomplished</div> <div><div></div>Continue/Modify</div> <div><div></div>Discontinue</div>				

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 3: By May of 2026, NTO will maintain low student discipline infractions / discipline referrals (10 or less) for the school year.

Evaluation Data Sources: PEIMS Discipline Report, Focus Discipline Report

Strategy 1 Details	Reviews			
Strategy 1: NTO will set clear expectations and reinforce campus expectations through culture days. Strategy's Expected Result/Impact: Decrease in the number of referrals. Staff Responsible for Monitoring: Teachers, Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will set clear expectations and reinforce expectations in classrooms. Strategy's Expected Result/Impact: Decrease in the number of referrals. Staff Responsible for Monitoring: Teachers, Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 4: Classroom Excellence

Performance Objective 1: By May of 2026, 90% of NTO Facilitators will conduct one campus learning walk per month.

Strategy 1 Details	Reviews			
Strategy 1: NTO Administration will create a learning walk tracker. Strategy's Expected Result/Impact: Increase teaching and student learning. Staff Responsible for Monitoring: Administrators ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO Facilitators will utilize the District Look-Fors and provide a glow and a grow. Strategy's Expected Result/Impact: Increase in teaching best practices. Staff Responsible for Monitoring: Facilitators ESF Levers: Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Board Goal 4: Classroom Excellence

Performance Objective 2: By May of 2026, 100% of NTO Facilitators will have completed at least one project-based learning project or three problem-based learning problems.

Strategy 1 Details	Reviews			
Strategy 1: Administration will create a progress tracker for facilitators. Strategy's Expected Result/Impact: Ensure facilitators meet the campus requirements. Staff Responsible for Monitoring: Administration ESF Levers: Lever 1: Strong School Leadership and Planning	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Facilitators and administrators will provided targeted PBL/PrBL training. Strategy's Expected Result/Impact: Increase in project planning and quality. Staff Responsible for Monitoring: Facilitators, Administration ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				

Board Goal 5: Culture of Excellence

Performance Objective 1: By May of 2026, the percentage of student school connectedness will increase from 49% to 52%.





HB3 Board Goal
Evaluation Data Sources: Panorama Survey

Strategy 1 Details	Reviews			
Strategy 1: NTO will proactively build relationships and enhance communication with students and families through multiple forms, such as informational meetings, open house, Focus Communication, NTO's website, social media, and parent meetings. Strategy's Expected Result/Impact: An increase of 3% in student connectedness as measured in the Panorama surveys. Staff Responsible for Monitoring: Principal, Dean of Students, Facilitators ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Administration will meet with Student Council once a month to facilitate and gather input for school events and culture Strategy's Expected Result/Impact: An increase of 3% in student connectedness as measured in the Panorama surveys. Staff Responsible for Monitoring: Principal, Dean of Students, Facilitators ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
<div><div></div> No Progress</div> <div><div></div> Accomplished</div> <div><div></div> Continue/Modify</div> <div><div></div> Discontinue</div>				

Board Goal 5: Culture of Excellence

Performance Objective 2: By May of 2026, the percentage of student sense of belonging will increase from 49% to 52%.

HB3 Board Goal
Evaluation Data Sources: Panorama Survey

Strategy 1 Details	Reviews			
Strategy 1: Teachers will implement and facilitate iLead in classrooms. Strategy's Expected Result/Impact: Increase mental health and well being Staff Responsible for Monitoring: Teachers, Counselor ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO administration will meet once a month with facilitators to provide input about student experience on campus. Strategy's Expected Result/Impact: Increase sense of belonging and school pride Staff Responsible for Monitoring: Teachers, Administration ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
<div><div> No Progress</div><div> Accomplished</div><div> Continue/Modify</div><div> Discontinue</div></div>				