

**Ector County Independent School District**  
**OCTECHS**  
**2022-2023 Campus Improvement Plan**

# 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 percent of students who meet the STAAR progress measure will increase from 66% to 69% by May of 2023.





**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	Reviews			
<p><b>Strategy 1:</b> Campus instructional leaders review disaggregated data to track and monitor the progress of all students and provide feedback to teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in Tier 1 Instruction.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Leadership Team, (Lead Teachers, Admin, Teacher Coach).</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implement schedules to facilitate weekly and recurring data meetings with teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Support and build effectiveness with teachers &amp; the turnaround of student data within 24/48 hours.</p> <p><b>Staff Responsible for Monitoring:</b> Admin Team</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers will use a corrective instruction action planning process, individually and in PLCs to analyze data, identify trends in student misconceptions, and create plans to reteach.</p> <p><b>Strategy's Expected Result/Impact:</b> Closing the learning gap with students who are identified as at risk and build teacher effectiveness.</p> <p><b>Staff Responsible for Monitoring:</b> Instructional Leadership Team, (Lead Teachers, Admin, Teacher Coach).</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	Formative			Summative
	Oct	Jan	Mar	May
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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 performance of OCTECHS student subgroups compared to their peers across the state of Texas will go from 34% to 43%.

**High Priority**





**HB3 Board Goal**

**Indicators of Success:**

Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%, Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%

**Evaluation Data Sources:** EOY STAAR 2023

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All staff are engaged in coordinated and pro-active planning to identify students who have significant learning gaps or who lack key foundation skills and provide them with timely interventions throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Close significant gaps and increase the passing rate of students retesting.</p> <p><b>Staff Responsible for Monitoring:</b> Campus wide targeted intervention team.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> All teachers use a student tracking system to monitor individual student progress and the intensity and schedule of interventions.</p> <p><b>Strategy's Expected Result/Impact:</b> Close significant learning gaps and increase passing rate of students retesting while increasing student MAP scores.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Leadership team and classroom teachers.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Teachers and school staff keep families informed and involved in the process of providing interventions for struggling learners.</p> <p><b>Strategy's Expected Result/Impact:</b> Close significant learning gaps, increase the passing rate of students retesting and increase MAP scores.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Leadership team and classroom teachers.</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, 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 student daily attendance will go from 94.6 % to 94.7 % by the EOY.

**High Priority**





**HB3 Board Goal**

**Indicators of Success:**

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

**Evaluation Data Sources:** Attendance reports.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Establish and implement multi-tiered systems of support to track and monitor student attendance.  <b>Strategy's Expected Result/Impact:</b> Increase student attendance.  <b>Staff Responsible for Monitoring:</b> Attendance clerks, teachers and school Admin Team.</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Consistently track and analyze data to address individual student attendance.  <b>Strategy's Expected Result/Impact:</b> Increase student attendance.  <b>Staff Responsible for Monitoring:</b> Attendance clerks, teachers and Admin. Team.</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Admin./Attendance Clerks will contact families/parents when students reach or exceed 5 absences from school and create a plan to increase student attendance.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Attendance clerks and Admin Team.</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 3: Positive School Culture</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 English 1 and Algebra 1 testers achieving Meets or Exceeds Standard on STAAR EOC will go from Eng. I - 61% to 65% & Alg. 1 - 49% to 55% by the EOY.

**High Priority**

**HB3 Board Goal**





**Indicators of Success:**

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus leaders reviewed disaggregated data to track and monitor the progress of all students and provide evidence base feedback to teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR and EOC.</p> <p><b>Staff Responsible for Monitoring:</b> Admin Team and Instructional Coach.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will utilize a planning process individually and in PLCs to analyze data, identify trends in student misconceptions and create plans to reteach.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR and EOC.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach and Admin Team.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p>- <b>Targeted Support Strategy</b></p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Student progress towards measurable goals is visible in every classroom and throughout the school to foster student ownership and goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student performance on STAAR and EOC.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Instructional Coach and Admin Team.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p><b>- ESF Levers:</b> 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:** OCTECHS will increase End of Year RIT score Met or Exceeded individual Growth Projections based upon MAP from 54% to 56% by May 2023.

**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, BOY, MOY & EOY.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus Leadership Team will review disaggregated data to track and monitor the progress of all students and provide feedback to teachers.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student achievement. Increase student growth based on MAP data.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Instructional Coach and Admin Team.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers will use MAP data to meet with students to track individual student growth throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement. Increase student individual growth based on MAP data.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom Teachers, Instructional Coach and Admin Team.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> High dosage tutoring will be implemented using MAP data for specific students to create individual instruction to increase student growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Improvement in individual student growth for MAP.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Instructional Coach and Admin Team.</p> <p><b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
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**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:** OCTECHS students meeting at least one CCMR accountability indicator will continue to be 100%.

**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%

**Evaluation Data Sources:** Yearly CCMR Report

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers &amp; the HS Counselor will pull student data to identify students who have not met CCMR accountability by the end of their Freshmen year.</p> <p><b>Strategy's Expected Result/Impact:</b> To Increase campus CCMR accountability.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor and HS teachers, Admin Team.</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> OCTECHS Counselor and Odessa College Liaison will look at transcripts and courses to ensure students will meet CCMR accountability by HS graduation.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase campus CCMR accountability and students will prepare for post-secondary education.</p> <p><b>Staff Responsible for Monitoring:</b> HS counselor and Odessa College Liaison, Campus Admin Team.</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Counselor will meet with students to create a plan to either enroll students into classes or prepare for TSI.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase campus CCMR accountability and students will be prepared for post-secondary education.</p> <p><b>Staff Responsible for Monitoring:</b> Counselor &amp; Admin Team.</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> 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:** OCTECHS 4 year graduation rate will maintain at 98% or above.

**High Priority**





**HB3 Board Goal**

**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:** State Accountability

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Campus leaders track and monitor students to intervene when students show early signs of attendance, behavior and academic concerns.</p> <p><b>Strategy's Expected Result/Impact:</b> Identify struggling students and intervene early to decrease dropout rates.</p> <p><b>Staff Responsible for Monitoring:</b> Classroom teachers, attendance clerks, counselor and Admin Team.</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Targeted individual support will be provided for students who have fallen off track and a plan will be created that will lead to successful HS graduation.</p> <p><b>Strategy's Expected Result/Impact:</b> Maintain and/or Increase student graduate rate.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Attendance Clerk, Counselor &amp; Admin Team.</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Improve individual and family support to facilitate monitoring of students, create connectedness to the school.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase graduation rate and parent involvement.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, counselor &amp; Admin Team.</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> 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:** The percentage of students enrolling in postsecondary programs after high school graduation or entering the work force will increase from 53% to 60%.





**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:** National student clearinghouse postsecondary enrollment  
 State accountability and HB3 outcomes bonus  
 Texas Workforce Commission (TWC)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> All OCTECHS Seniors will be enrolled in an AVID course to have them complete FAFSA, complete college applications, complete their college program internship experience, complete their associates degree plan, and complete other tasks to prepare them for post-secondary readiness or the world of work.</p> <p><b>Strategy's Expected Result/Impact:</b> Seniors enrolled in a post-secondary institution, employed in the workforce or military.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Counselor, Campus Instructional Coach and Teachers.</p> <p><b>TEA Priorities:</b>                      Connect high school to career and college                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> OCTECHS will work with Odessa College to increase student enrollment in the BAAS program.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase post secondary enrollment.</p> <p><b>Staff Responsible for Monitoring:</b> HS Counselor, OC Liaison &amp; Admin Team.</p> <p><b>TEA Priorities:</b>                      Connect high school to career and college                      - <b>ESF Levers:</b>                      Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> OCTECHS and OC will increase the number of meaningful internships that will increase employment opportunities and they will invite Military recruiters to present to HS Seniors &amp; Juniors.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase CCMR and employment opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> OCTECHS counselor, Admin Team and AVID Coordinator.</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p> <p><b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, 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:** OCTECHS will increase school connectedness from 61% to 62% by the EOY 2023.

**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 Survey Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implementation of SEL curriculum using 7 Mindsets School wide.  <b>Strategy's Expected Result/Impact:</b> Improve student emotional and academic performance.  <b>Staff Responsible for Monitoring:</b> Teachers, Counselor and Admin Team.</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools  <b>- ESF Levers:</b>                      Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Implementation of a proactive and responsive support system for students social and emotional needs to create a positive learning environment.  <b>Strategy's Expected Result/Impact:</b> Improve students connection to school and create positive interactions.  <b>Staff Responsible for Monitoring:</b> Teachers, Counselor &amp; Admin Team.</p> <p><b>TEA Priorities:</b>                      Recruit, support, retain teachers and principals, Improve low-performing schools  <b>- ESF Levers:</b>                      Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Create connections between OCTECHS and families through the presentation of timely information and opportunities for students/Parents/Staff to engage in afterschool activities.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student/parent connectedness and family involvement.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Counselors &amp; Admin Team.</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 3: Positive School Culture</p>	Formative			Summative
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