

Ector County Independent School District

Odessa Collegiate Academy

2022-2023 Campus Improvement Plan

Accountability Rating: A



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 for the District from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 1: OCA students who will meet or exceed the STAAR progress measure will increase from 83% to 85% or higher for May 2023.

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: STAAR EOC, SCA, DBA results

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus instructional leaders and tested teachers will review disaggregated data to track and monitor the progress of all testing students.</p> <p>Strategy's Expected Result/Impact: Improvement in Tier 1 Instruction</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p> <p>- Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Implement PLC meetings to facilitate and plan frequent data meetings with teachers, especially after any type of campus or district assessment.</p> <p>Strategy's Expected Result/Impact: Support tested teachers and disaggregate student data within the same week of assessments.</p> <p>Staff Responsible for Monitoring: Campus Instructional Leadership</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: OCA teachers implement and plan a reteach process and reteach assessment for those concepts not understood or missed frequently by students on campus or district assessments,.</p> <p>Strategy's Expected Result/Impact: Closing the learning gaps and improve the learning of challenging concepts for our at-risk students</p> <p>Staff Responsible for Monitoring: Campus Instructional Leadership</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, 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 for the District from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 2: OCA will increase the percent of students end of year RIT score (Growth in MAP Reading and Alg. I) met or exceeded individual growth projections based on MAP from 63% to 68%.

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 Assessment

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus Instructional Leadership will review disaggregated MAP data and monitor the progress of all MAP tested students and provide feedback to students and teachers.</p> <p>Strategy's Expected Result/Impact: Improve Student Achievement, Improve Student MAP growth and scores, Staff Responsible for Monitoring: Campus Instructional Leadership, Teachers, Students (students track their own data, too)</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will use MAP data to meet with students using their individual growth chart (provided by MAP) to chart their progress and create goals for their next MAP assessment.</p> <p>Strategy's Expected Result/Impact: Increase student MAP achievement and growth. Staff Responsible for Monitoring: Teachers, Instructional Coach, and Campus Leadership</p> <p>TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Increased tutoring (FEV tutoring and after school tutoring with ELA teacher) will be implemented use MAP data for specific students to create individual plans for growth.</p> <p>Strategy's Expected Result/Impact: Improved individual student growth on MAP assessments</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coach, Campus Leadership</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levels: 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 for the District from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 3: The percentage of English I and Algebra I testers achieving Meets or Exceeds Standards on STAAR EOC will go from 83% to 88% in English I and 41% to 55% in Algebra I.

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: STAAR EOC

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus Instructional Leadership will review disaggregated data and track/monitor the progress of all tested students and provide evidence based (data) feedback to teachers.</p> <p>Strategy's Expected Result/Impact: Increased student performance on STAA EOC</p> <p>Staff Responsible for Monitoring: Campus Instructional Leadership</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will use their own individual planning process in preparation for PLCs to analyze data, identify student misconceptions and weaknesses, and develop plans to reteach and re-asses.</p> <p>Strategy's Expected Result/Impact: Increase student performance on STAAR EOC</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coach, Campus Instructional Leadership</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Student progress towards their goals is celebrated and visible in the classroom and throughout the school (weekly assemblies) to build student ownership and student goal setting.</p> <p>Strategy's Expected Result/Impact: Increase student performance on STAAR EOC</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Leadership, Instructional Coach</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levels: Lever 1: Strong School Leadership and Planning, 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 for the District from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 4: Performance of OCA subgroups compared to their peers across the State of Texas will increase from 85% to 90% (28 out of 33 subgroups to 30 out of 33).

High Priority





HB3 Board Goal

Indicators of Success:

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: STAAR EOC

Strategy 1 Details	Reviews			
<p>Strategy 1: All testing teachers use a tracking system to identify all the students in their subgroups and monitor individual student progress.</p> <p>Strategy's Expected Result/Impact: Close the gaps and increase the passing rate of subgroups on STAAR EOC tests.</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coach, Campus Instructional Leadership</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Identify student weaknesses and struggling students and develop timely reassessments for them throughout the school year.</p> <p>Strategy's Expected Result/Impact: Close the gaps and increase the passing rate of subgroups on STAAR EOC tests.</p> <p>Staff Responsible for Monitoring: Teachers, Instructional Coach, Campus Instructional Leadership</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Campus leadership and teachers keep families informed and involved in the process of their student's assessment scores, struggles, and interventions on campus.</p> <p>Strategy's Expected Result/Impact: Close the gaps and increase the passing rates of subgroups on STAAR EOC tests.</p> <p>Staff Responsible for Monitoring: Campus Instructional Leadership, Teachers</p> <p>TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, 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 for the District from 32% to 60% by May 2024 across all tested content areas.

Performance Objective 5: The percentage of OCA student attendance will increase from 95.7 to 96.0 by the end of May 2023.

High Priority





Indicators of Success:

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

Evaluation Data Sources: Weekly attendance reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Maintain multi-tiered systems of reports and supports to track and monitor student attendance. Strategy's Expected Result/Impact: Increase student attendance Staff Responsible for Monitoring: Attendance Clerk, Principal, Teachers</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Track student attendance weekly and for some at-risk students, track it daily. Strategy's Expected Result/Impact: Increase student attendance rate Staff Responsible for Monitoring: Attendance Clerk, Principal, Teachers</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Campus will provide layers of documented interventions - Attendance clerk 3 unexcused absences student contract, 5 unexcused absences teacher contract, 7 unexcused absences counselor contract in Eduphoria, 10 unexcused absences a Truancy Prevention Measures contract with the Principal. All contract meetings involve the student and parent.</p> <p>Strategy's Expected Result/Impact: Increase attendance rate for students with poor attendance.</p> <p>Staff Responsible for Monitoring: Attendance Clerk, Principal, Teachers, Counselor</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</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% for the District 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 for the District from 56% to 65% by May 2024.

Performance Objective 1: OCA will maintain a 100% CCMR rate for 2023.

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: CCMR reports from the district

Strategy 1 Details	Reviews			
<p>Strategy 1: OCA students will earn 9 college hours by the end of their 9th grade year.</p> <p>Strategy's Expected Result/Impact: Most 9th graders will earn their CCMR point by the end of the school year by passing their 3 Freshmen college classes (1 in the Fall, 2 in the Spring)</p> <p>Staff Responsible for Monitoring: Principal, Counselor, OC Liaison</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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Strategy 2 Details	Reviews			
<p>Strategy 2: Counselor and Principal will review reports and student transcripts to ensure students will meet CCMR Accountability criteria.</p> <p>Strategy's Expected Result/Impact: Maintain a 100% rate for CCMR</p> <p>Staff Responsible for Monitoring: Principal, Counselor, OC Liaison</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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Strategy 3 Details	Reviews			
<p>Strategy 3: To earn CCMR bonus points and to continue students taking college classes, students will pass the TSI Reading/Writing and Math tests.</p> <p>Strategy's Expected Result/Impact: All OCA students will be TSI compliant.</p> <p>Staff Responsible for Monitoring: Principal, Counselor, OC Liaison</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 for the District from 56% to 65% by May 2024.

Performance Objective 2: OCA will have a 100% graduation rate for 2023.





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: Campus Data, 4 year longitudinal report

Strategy 1 Details	Reviews			
<p>Strategy 1: OCA Principal and Counselor will monitor and track Senior students to ensure they are earning the correct credits every 9 week grading period and will intervene when Seniors show signs of poor attendance and/or poor grades. Strategy's Expected Result/Impact: All Seniors of the Class of 2023 will graduate in May of 2023. Staff Responsible for Monitoring: Principal, Counselor, OC Liaison, Senior AVID Teacher</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Have multiple Senior parent & student meetings to facilitate family support, supply them resources as needed, and promote an atmosphere of connectedness to ensure they feel supported by the school. Strategy's Expected Result/Impact: All Seniors of the Class of 2023 will graduate in May 2023 and if struggling, feel supported by the school. Staff Responsible for Monitoring: Principal, Counselor, OC Liaison, AVID Senior Teacher</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Develop individual graduation plans for Seniors who struggle with credits which will allow them to receive support to graduate on time in May of 2023.</p> <p>Strategy's Expected Result/Impact: All Seniors will graduate on time in May of 2023.</p> <p>Staff Responsible for Monitoring: Principal, Counselor, OC Liaison, AVID Senior Teacher</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: 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 for the District from 56% to 65% by May 2024.

Performance Objective 3: OCA will increase School Connectedness from 60% to 65% by May 2023.

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%

Strategy 1 Details	Reviews			
<p>Strategy 1: Embed SEL strategies from the 7 Mindsets curriculum within ALL AVID classes, grades 9-12. Strategy's Expected Result/Impact: Improved students' social, emotional, and academic needs Staff Responsible for Monitoring: AVID Teachers - grades 9-12, Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Disaggregate the student data from the Panorama Fall and Spring surveys and pay close attention to comments made by students on the survey. Strategy's Expected Result/Impact: Understanding and addressing the needs and concerns of our students Staff Responsible for Monitoring: Principal, Counselor, all Teachers</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p>Strategy 3: Implement a proactive and responsive student support system for students to improve a positive learning environment.</p> <p>Strategy's Expected Result/Impact: All students feel comfortable to reach out to an adult on campus with their concerns and/or needs.</p> <p>Staff Responsible for Monitoring: Principal, Counselor, all Teachers</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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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 for the District from 56% to 65% by May 2024.

Performance Objective 4: OCA will increase its students earning an Associate Degree rate from 85% to 90% by May 2023.

High Priority





HB3 Board Goal

Indicators of Success:

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: Odessa College Graduation lists for Associate Degrees

Strategy 1 Details	Reviews			
<p>Strategy 1: Meet weekly with Odessa College Leadership (standing weekly meeting) to discuss college academic concerns and needs of our students.</p> <p>Strategy's Expected Result/Impact: Address students' college academic concerns in a timely manner</p> <p>Staff Responsible for Monitoring: Principal, Counselor, OC Liaison, Dean of Education and Fine Arts (Dean over OCA), and the OC Vice President of Student Support</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Meet quarterly (every 9 weeks) to review all student college grades.</p> <p>Strategy's Expected Result/Impact: Monitor all students' grades in college classes and intervene early to avoid academic probation or academic suspension from the college.</p> <p>Staff Responsible for Monitoring: Principal, Counselor, OC Liaison, Dean of Education and Fine Arts (Dean over OCA)</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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Strategy 3 Details	Reviews			
<p>Strategy 3: Communicate often with college professors and maintain an alert system that college professors can utilize when they have concerns about OCA students.</p> <p>Strategy's Expected Result/Impact: Address academic concerns in all college classes in a timely manner</p> <p>Staff Responsible for Monitoring: Principal, Counselor, OC Liaison</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 for the District from 56% to 65% by May 2024.

Performance Objective 5: 100% of OCA students will be enrolled in an AVID course.

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: Master schedule to show ALL students are enrolled in OCA AVID, and OCA AVID reports

Strategy 1 Details	Reviews			
<p>Strategy 1: OCA will maintain its School-wide Site of Distinction certification from AVID as it pursues the top accreditation of an AVID Demonstration School.</p> <p>Strategy's Expected Result/Impact: Increase the level of AVID strategies used in the instruction of all classes and in the culture of the school.</p> <p>Staff Responsible for Monitoring: AVID Teachers, AVID Coordinator, AVID District officials, AVID Site Team, Principal, Counselor, Teachers</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Complete FAFSA, scholarship applications, college applications, and research college and careers through OCA AVID classes.</p> <p>Strategy's Expected Result/Impact: Prepare our students to be college and career ready after graduation and transfer to a university of their choosing after graduation.</p> <p>Staff Responsible for Monitoring: AVID Teachers, AVID Coordinator, AVID District officials, AVID Site Team, Principal, Counselor, Teachers, and OC Liaison</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Through all AVID classes, teach organizational skills, efficient individual study skills, efficient small groups study skills, develop small and large goal making skills, and develop social skills needed in a university and/or career environment</p> <p>Strategy's Expected Result/Impact: Give ALL our students the necessary skills they will need as they transfer to an university of their choosing and on to a career of their choosing.</p> <p>Staff Responsible for Monitoring: AVID Teachers, AVID Coordinator, AVID Site Team, Principal, Counselor, Teachers</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: As stated in the OCA/OC MOU, maintain appropriate AVID staffing and class size at OCA, so that ALL students have the AVID elective each year while attending OCA.</p> <p>Strategy's Expected Result/Impact: Keep AVID as an integral part of OCA each year as staffing is reviewed annually in the Spring semester. Maintain the AVID culture and instructional skills taught for each grade level at OCA.</p> <p>Staff Responsible for Monitoring: Principal, Counselor, AVID Campus Coordinator, AVID Teachers, AVID Site Team</p> <p>TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative			Summative
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