

Ector County Independent School District

Odessa High School

2021-2022 Campus Improvement Plan



Mission Statement

It is our Mission at Odessa High School to provide the opportunity for all students to learn at high levels so they are prepared for success in life, including college, career, and achieving their dreams.

Vision

It is our vision is to foster an environment where effective teaching and learning provide our students with all they need to lead the life they desire.

Core Beliefs

Each person has inherent worth and unique strengths.

Curiosity and learning are natural and grow without limit given stimulation and nurturing.

People are interdependent.

Each individual has a responsibility to add value to self and community.

Individuals are accountable for their choices and actions.

Education creates opportunity and opportunity creates a better world.

Progress improves and adds value to human life.

Fear limits life's potential; courage inspires living.

There is a difference between right and wrong.

Values learned at home affect a lifetime.

Leadership is influence; everyone is a leader.

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Comprehensive Needs Assessment

Needs Assessment Overview

Over 10 positions were closed due to lack of teacher applicants.

Over 10 long term subs were utilized all school year.

Tier 1 instruction lacks planning and data driven instruction to align with state tests and preparation.

Demographics

Demographics Summary

Year	Domain 1	Domain 2A	Domain 2B	Domain 3	Overall
2017	62	57	58	53	59
2018	67	65	60	53	63 (D)
2019	69	59	69	70	69 (D)

Odessa High Schools Demographics are as follows:

AA=2.3%

W=11.6%

H=84.6%

AMI=.3%

A=0.6%

PI=0.1%

Two=0.5%

Eco Dis=40.6%

ELL=14.8%

SPED=8.6%

Mobility=18.3%

Demographics Strengths

In Domain 2,

Hispanic student scores grew from 43% in 2017 to 67% in 2018 in English II in academic growth.

Algebra I scores increased in Hispanic students from 26% to 50%, White students from 32% to 52%, in Eco Dis students from 26% to 46% in a one year span and in EL students from 26% to 46% in a two year span.

Student Achievement

Student Achievement Summary

Year	Domain 1	Domain 2A	Domain 2B	Domain 3	Overall
2017	62	57	58	53	59
2018	67	65	60	53	63 (D)
2019	69	59	69	70	69 (D)

Student Achievement Strengths

In Domain 2,

Hispanic student scores grew from 43% in 2017 to 67% in 2018 in English II in academic growth.

Algebra I scores increased in Hispanic students from 26% to 50%, White students from 32% to 52%, in Eco Dis students from 26% to 46% in a one year span and in EL students from 26% to 46% in a two year span.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): Although the state testing was waived, last year's projected scores for Odessa High were at a 73 overall. **Root Cause:** Tier 1 instruction is not being driven by data and enhanced through planning.

School Culture and Climate

School Culture and Climate Summary

The overall school climate and culture of the campus is a work in progress. Teachers and staff work to hold students accountable for academics and behavior. There is student spirit and leadership on the campus but academic engagement needs to be fostered. Teachers and staff moral is good, but needs to be continuously encouraged by the administration.

School Culture and Climate Strengths

- OHS Corral system- 8 Corrals with 8 principals and 8 counselors to serve the students
- positive relationships between students and teachers

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1 (Prioritized): Administration works to motivate and encourage teachers but demands are overwhelming. **Root Cause:** Teachers are assigned many duties and work to compensate for the lack of staff.

Problem Statement 2 (Prioritized): Although there are systems in place, many are lacking detail and need to be evaluated and newly implemented. **Root Cause:** Teachers, students and administration need more accountability through procedures and routines.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The campus continuously works on recruiting and retaining teachers and staff using various resources.

Staff Quality, Recruitment, and Retention Strengths

Odessa High has a core cadre of teachers with experience.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1 (Prioritized): Non-highly qualified teachers and long term subs are teaching in all areas. **Root Cause:** Lack of highly qualified pool of teachers applying to the district.

Problem Statement 2 (Prioritized): High need for coaching in curriculum and instruction. **Root Cause:** Non-highly qualified teachers without training.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Odessa High continually strives to delivery quality instruction to students by training teachers on a continuous bases. The campus also uses student assessments to drive instruction to students though data analysis.

Curriculum, Instruction, and Assessment Strengths

- Three coaches for teachers
- Master scheduling that provides common planning for all departments and daily PLC for tested areas
- Aligning PD to meet campus needs (Relay Training, Region 18, Lead4ward)

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1 (Prioritized): Teachers are not able to plan for learning using the PLC process as regularly as needed. **Root Cause:** Planning time has been limited and requirements for PLC in tested area are limited.

Parent and Community Engagement

Parent and Community Engagement Summary

Like many secondary schools, OHS continues to reach parents in through various modes of communication trying to access the help of parents to improve the educational experience and success of students.

Parent and Community Engagement Strengths

- Calendar events for parents such as Parent Portal Night, ESL Parent Night, Parent Meetings
- Open House in the fall
- Prime Time/Cinco de Mayo Celebration in the spring
- First in Family Banquet
- Teacher contact (call, email)

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1 (Prioritized): Parental involvement and family connections are lacking consistency across the campus. **Root Cause:** Administrators and staff struggle with communicating and involving parents in all aspects of the school community.

School Context and Organization

School Context and Organization Strengths

-many school organizations including AVID, SIP, Robotics, Chess Club, Spanish Club, Amnesty International, IB CAS

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1 (Prioritized): Due to staff shortages, there are not enough qualified candidates for leadership roles and administration. **Root Cause:** Not able to train more teachers to take on leadership roles due to staff shortages.

Technology

Technology Summary

Technology continues to be a challenge for the campus due to budgets, student-device ratio, and the evolving nature of technology and technology programs.

Technology Strengths

The strengths of technology is the opportunity it give students to recover courses through Odysseyware and to deliver high quality instruction with certified teachers through Proximity Inc.

Problem Statements Identifying Technology Needs

Problem Statement 1 (Prioritized): Teachers and students need more resources for technology use. **Root Cause:** Limited resources for technology and infrastructure on campus to support technology.

Priority Problem Statements

Problem Statement 1: Teachers and students need more resources for technology use.

Root Cause 1: Limited resources for technology and infrastructure on campus to support technology.

Problem Statement 1 Areas: Technology

Problem Statement 2: Due to staff shortages, there are not enough qualified candidates for leadership roles and administration.

Root Cause 2: Not able to train more teachers to take on leadership roles due to staff shortages.

Problem Statement 2 Areas: School Context and Organization

Problem Statement 3: Parental involvement and family connections are lacking consistency across the campus.

Root Cause 3: Administrators and staff struggle with communicating and involving parents in all aspects of the school community.

Problem Statement 3 Areas: Parent and Community Engagement

Problem Statement 4: Teachers are not able to plan for learning using the PLC process as regularly as needed.

Root Cause 4: Planning time has been limited and requirements for PLC in tested area are limited.

Problem Statement 4 Areas: Curriculum, Instruction, and Assessment

Problem Statement 5: High need for coaching in curriculum and instruction.

Root Cause 5: Non-highly qualified teachers without training.

Problem Statement 5 Areas: Staff Quality, Recruitment, and Retention

Problem Statement 6: Non-highly qualified teachers and long term subs are teaching in all areas.

Root Cause 6: Lack of highly qualified pool of teachers applying to the district.

Problem Statement 6 Areas: Staff Quality, Recruitment, and Retention

Problem Statement 7: Administration works to motivate and encourage teachers but demands are overwhelming.

Root Cause 7: Teachers are assigned many duties and work to compensate for the lack of staff.

Problem Statement 7 Areas: School Culture and Climate

Problem Statement 8: Although the state testing was waived, last year's projected scores for Odessa High were at a 73 overall.

Root Cause 8: Tier 1 instruction is not being driven by data and enhanced through planning.

Problem Statement 8 Areas: Student Achievement

Problem Statement 9: Although there are systems in place, many are lacking detail and need to be evaluated and newly implemented.

Root Cause 9: Teachers, students and administration need more accountability through procedures and routines.

Problem Statement 9 Areas: School Culture and Climate

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- STAAR EL progress measure data
- Postsecondary college, career or military-ready graduates
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Special programs data, including number of students, academic achievement, discipline, attendance, and progress
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Tobacco, alcohol, and other drug-use data

- Student surveys and/or other feedback

Employee Data

- Professional learning communities (PLC) data
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- TTESS data

Parent/Community Data

- Parent engagement rate





Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Foundational Excellence: Odessa High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 1: Odessa High will provide technology standards to ensure safety and connectivity for anytime/anywhere learning.





Strategy 1 Details	Reviews			
Strategy 1: Chromebooks will be provided to staff and students throughout the district, providing more access to online learning and new ways of teaching.	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: Foundational Excellence: Odessa High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 2: Odessa High will ensure efficient systems are in place to increase the success and to meet the needs of the students we serve.





Goal 1: Foundational Excellence: Odessa High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 3: Odessa High will embed instructional technology into all professional learning to ensure that teaching and learning can take place effectively.

Strategy 1 Details	Reviews			
Strategy 1: All students will receive a device in order to continue remote learning when necessary or wanted. Title I Schoolwide Elements: 2.4, 2.5, 2.6	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 1: Foundational Excellence: Odessa High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 4: Odessa High will provide a rigorous, relevant and engaging curriculum.

Strategy 1 Details	Reviews			
<p>Strategy 1: Odessa High School will be partnering with several groups that will support curriculum and instruction for innovative teaching and learning. Those partners are NTN (Newtech Network), NMSI (National Math and Science Institute), Public Impact (with Opportunity Culture) and will all help in the creativity and streamlining of our curriculum and instruction at Odessa High School.</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Foundational Excellence: Odessa High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 5: Odessa High will provide a safe and supportive school environment.

Strategy 1 Details	Reviews			
Strategy 1: All safety management protocols will be followed and shared with teachers and students.	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 1: Foundational Excellence: Odessa High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 6: Odessa High will pursue community partnerships that promote excellence in our schools.

Goal 2: Invest in Talent: Odessa High School will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 1: In 2020-21, Odessa High will offer a job-embedded, personalized professional learning system for teachers and administrators through the district.





Evaluation Data Sources: Learning Management System (LMS)
 Employee Performance Evaluations
 Staff Retention Rates
 Eduphoria STRIVE
 Staff Exit Survey Data

Strategy 1 Details	Reviews			
Strategy 1: Odessa high teachers will volunteer to pilot the Schoology program.	Formative			Summative
	Oct	Jan	Mar	May
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Invest in Talent: Odessa High School will recruit, develop and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 2: Odessa High will provide strategic staffing and compensation systems during 2020-2021.





Evaluation Data Sources: Staffing models
 Equity Plan
 Opportunity Culture
 Teacher Incentive Allotment designations
 Staffing/Payroll Reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Odessa High School is partnering with Public Impact to provide an innovative way of teaching and learning called Opportunity Culture to provide excellent teaching and coaching to all teachers to impact more students.</p> <p>Strategy's Expected Result/Impact: More teachers are exposed to great planning and coaching.</p> <p>Staff Responsible for Monitoring: Admin</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 3.1 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.





Performance Objective 1: Odessa High will implement innovative instructional models which enable personalized learning for all students.

Targeted or ESF High Priority

Strategy 1 Details	Reviews			
Strategy 1: Odessa High is working with the district to provide Blended Learning and all Remote Learning.	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Odessa High is partnering with NTN (Newtech Network) to provide systems that enable effective information for each teacher to easily access and be able to move a student forward in education. ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: Odessa High will utilize Odyssey Ware as a credit recovery/acceleration/intervention to customize individual instruction. Title I Schoolwide Elements: 2.4, 2.6	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
Strategy 4: Odessa High will work with the district to purchase a planetarium form Starlab to use for innovative curriculum experiences for our students. Strategy's Expected Result/Impact: We expect that the Starlab will provide such relevant real world learning experiences for the students to grown and learn about their world outside of Odessa, Texas. We will be able to invite students from other parts of the district and engage our parents in the learning through evening meetings and gatherings. Staff Responsible for Monitoring: Admin/Lead teachers Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				





Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

Performance Objective 2: Odessa High will promote SEL for all students across the campus.

Strategy 1 Details	Reviews			
Strategy 1: Our lunches are combined with a 30 minute time for SEL strategies and learning.	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: All counselors will work toward presenting and fostering social/emotional learning through presentations and classroom education in the classrooms. Title I Schoolwide Elements: 2.5, 2.6, 3.1, 3.2	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: SAS Counselors and Social Workers are both available on campus for SEL needs and extra support for keeping students enrolled and doing well. Strategy's Expected Result/Impact: Specific strategies will be utilized to engage students and provide resources for social and emotional help and understanding to make the students successful. Staff Responsible for Monitoring: Admin Title I Schoolwide Elements: 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

Performance Objective 3: Odessa High will create systems that support all graduating seniors to and through college, career and military decisions.

Strategy 1 Details	Reviews			
<p>Strategy 1: Odessa High School will implement a tutoring process for TSIA through after school programs that serve students. The teachers will be paid to work individually with students who are trying to prepare for the college entrance test for reading and math skills.</p> <p>Strategy's Expected Result/Impact: Students will prepare for the TSIA with teachers who are tutoring, they will be successful on the college entrance tests in math and reading.</p> <p>Staff Responsible for Monitoring: Admin</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Curriculum</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Students will be given the opportunity to engage in AVID in all four years of high school. Odessa High School is a National Demonstration school for AVID, which means there are several AVID strategies that are utilized school wide.</p> <p>Strategy's Expected Result/Impact: Students who are at-risk will be given the opportunity to learn strategies to better fulfill the requirements of attending a college or university. The students will have the necessary skills to apply to colleges, be accepted and then flourish on a college campus.</p> <p>Staff Responsible for Monitoring: AVID Coordinator and Teachers/Admin</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

Performance Objective 4: Students achieving the AP/IB passing standard will increase from 12% to 14% by May 2021.

Evaluation Data Sources: 2020 State Accountability

Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.





Performance Objective 5: 11th Grade students achieving the PSAT/NMSQT benchmark will increase from 11% to 15% by May 2021.

Evaluation Data Sources: 2021 College Board Report

Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

Performance Objective 6: Odessa High will work to increase the success and learning of the EL students on campus.

Strategy 1 Details	Reviews			
Strategy 1: Odessa High will utilize K12 Summit to enhance the learning and language acquisition of the EL students and to build listening and speaking skills. Title I Schoolwide Elements: 2.4, 2.5, 2.6	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: Presentations for all EL students and parents to impact success rates on language acquisition and effect on TELPAS scores. Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1, 3.2	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: Rosetta stone is utilized for language acquisition. Strategy's Expected Result/Impact: More EL students would acquire the English language and transition to general studies. Staff Responsible for Monitoring: ESL Facilitator/Admin Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
Strategy 4: Professional development strategies for all staff members to support ELs in the classroom academically. Strategy's Expected Result/Impact: Teachers will be able to support the EL student academic needs in the classrooms. Staff Responsible for Monitoring: Admin Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May

Strategy 5 Details	Reviews			
<p>Strategy 5: Campus teachers are provided a list of EL students at the beginning of each year to ensure that appropriate accommodations are provided to the students for their academic needs and the parents are contacted along with the failure documentation form illustrating what steps have been taken in order for the student to become successful.</p> <p>Strategy's Expected Result/Impact: Teachers know their EL students and are able to address academic needs.</p> <p>Staff Responsible for Monitoring: Admin/ESL Facilitator/Teachers</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6, 3.1 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Funding Sources: - Title Three Bilingual/ ESL</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				





Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

Performance Objective 7: Odessa High will utilize the Panorama Survey given by the district to disaggregate the data and plan strategies around the needs of the students.

Targeted or ESF High Priority

HB3 Goal

Evaluation Data Sources: Panorama Survey

Strategy 1 Details	Reviews			
<p>Strategy 1: To increase engagement, the teachers will work to communicate effectively and build relationships with students using incentives and acknowledgements.</p> <p>Strategy's Expected Result/Impact: Teachers help the students with a sense of belonging.</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>Title I Schoolwide Elements: 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture - Targeted Support Strategy</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will plan for more instructional strategies that will engage students in more interaction and academic growth and help the students to feel more capable.</p> <p>Strategy's Expected Result/Impact: Students will learn to cooperate and have more confidence in their individual learning.</p> <p>Staff Responsible for Monitoring: Administrators</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress </div> <div style="text-align: center;">  100% Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

Performance Objective 8: For all military, homeless and students who are in foster care, resources are provided by SAS, COC, CIS and nursing staff.

Targeted or ESF High Priority

Campus Funding Summary

Title Three Bilingual/ ESL					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	6	5			\$0.00
				Sub-Total	\$0.00
				Grand Total	\$0.00

Addendums