Ector County Independent School District

Odessa High School

2019-2020 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.

Table of Contents

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

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%

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)

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: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **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: 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: 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: 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: 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: 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: 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 Summary

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: 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: 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: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41.

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
- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

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 (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (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
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student failure and/or retention rates
- Local benchmark or common assessments data

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups

- Special programs data, including number of students, academic achievement, discipline,attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data
- 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
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, and gender data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion 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
- Class size averages by grade and subject

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
- T-PESS 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

Revised/Approved: June 20, 2019

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 1: Students achieving the Meets Standard on state assessments will increase from 31% to 36% across all tested grade levels and content areas by May 2020.

    Evaluation Data Source(s) 1: State Accountability 2019, 2020

    Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Teachers will utilize Broncho Focus documents and tracking sheets to first identify the students who need intervention and then to focus on intervention in specific areas. Admin will monitor in fall and in spring.	2.4, 2.5, 2.6	Administrators, teachers, Instructional Specialists	Expected result is improved student academic performance				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00, State Comp Ed - 0.00						

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Recruit, support, retain teachers and principals Connect high school to career and college Improve low-performing schools 2) Launch class during the day will be utilized for EOC intervention and RTI intervention. Interest Launch will increase teacher retention and morale on campus.	2.4, 2.5, 2.6	Administrators, teachers, Instructional Specialists	Expected result is improved student academic performance				
Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00							

100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue	

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 2: Students achieving the Masters Standard on state assessments will increase from 11% to 21% across all tested grade levels and content areas by May 2020.

     Evaluation Data Source(s) 2: State Accountability 2019, 2020

     Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Tier 1 instruction will be improved through planning and DDI implemented in daily PLC's in English I/II and Algebra I.	2.4, 2.5, 2.6	Administrators, teachers, specialists	Expected result is effective lesson planning and instructional delivery.				
	Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools Connect high school to career and college 2) Campus will train and implement College Board curriculum for Advanced students	2.4, 2.5, 2.6	Administrators, teachers, specialists	Expected result is increased student performance at the masters level.				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✕ = Discontinue	

Performance Objective 2 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

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

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 3: Students achieving the Meets Standard on the state assessments in Reading and Writing will increase by 10% by May 2020.

Eng I EOC from 30% to 40%
Eng II EOC from 36% to 46%

Evaluation Data Source(s) 3: State Accountability 2019, 2020

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Improve low-performing schools 1) RTI team for secondary will work through Launch to fill the gaps that students have and improve reading and math in all grade levels. Imagine learning will also be implemented.	2.4, 2.5, 2.6	Administrators, teachers,	Expected result is improved student academic performance				
Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00							
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 2) Campus will train teachers on Abydos Writing Institute.	2.4, 2.5, 2.6	Administrators, Teachers, Instructional Specialists	Expected result is improved student academic performance				
Problem Statements: Student Achievement 1 - School Culture and Climate 1 **Funding Sources**: Local - 0.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Performance Objective 3 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

School Culture and Climate

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

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 4: Students achieving the Meets Standard on state assessments in Math will increase by 10% in each tested grade level by May 2020.

Alg 1 EOC from 28% to38 %

Evaluation Data Source(s) 4: 2020 State Accountability

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools Build a foundation of reading and math 1) EOC Launch is a strategic program for the re-testers in Algebra I. The students are organized by score and teachers are assigned to help students gain knowledge and support in order to meet standard by December. Imagine learning will also be utilized.	2.4, 2.5, 2.6	Administrators, teachers, Specialists	Expected result is improved student academic performance				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 2) Campus staff will utilize the data analysis process to drive instructional practices.	2.4, 2.5	Administrators, teachers, specialists	Expected result is improved student academic performance				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue				

Performance Objective 4 Problem Statements:

Student Achievement

Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 5: Students achieving the Meets Standard on Social Studies STAAR state assessment will increase by 10% in each grade level.

US History from 58% to 68%.

Evaluation Data Source(s) 5: 2020 State Accountability

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Each department will create plans for test intervention and all plans will be implemented before testing. EOC Launch will also be utilized for the re-testers.	2.4, 2.5, 2.6	Administrators, teachers, specialists	Expected result is improved student academic performance				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 2) Teachers will utilize common planning period to provided consistent instruction in content.	2.4, 2.5, 2.6	Administrators, teachers, specialists	Expected result is effective lesson planning and instructional delivery.				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Performance Objective 5 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 6: Students achieving the Meets Standard on state assessments in Science will increase by 5% by May 2020.

Biology EOC from 45% to 50%.

Evaluation Data Source(s) 6: 2020 State Accountability

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Each department will create plans for test intervention and all plans will be implemented before testing. EOC Launch will also be utilized for the re-testers.	2.4, 2.5, 2.6	Administrators, teachers, specialists	Expected result is improved student academic performance of at-risk students				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 2) Teachers will utilize common planning period to provided consistent instruction in content.	2.4, 2.5, 2.6	Administrators, teachers, specialists	Expected result is effective lesson planning and instructional delivery.				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue				

Performance Objective 6 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 7: Students meeting one or more College, Career, and Military Readiness indicators will increase from 46% to 60% by May 2020. State Average is 54%.

Evaluation Data Source(s) 7: 2020 State Accountability.

Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Connect high school to career and college 1) Systems are implemented through the district and campus that will ensure student opportunity and documentation through coding.	2.4, 2.5, 2.6	Administrators, teachers, counselors	Expected result is increased opportunities for students in the are of college, career and military readiness.				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00, Perkins CTE - 0.00						
Targeted Support Strategy **TEA Priorities** Connect high school to career and college Improve low-performing schools 2) OHS will continuously advertise and encourage students to become college, career and military ready.	2.4, 2.5, 2.6	Administrators, teachers, counselors	Expected result is increase student awareness and participation in CTE courses.				
	Problem Statements: Student Achievement 1 - Staff Quality, Recruitment, and Retention 2 **Funding Sources**: Perkins CTE - 0.00, Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Performance Objective 7 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Staff Quality, Recruitment, and Retention
Problem Statement 2: High need for coaching in curriculum and instruction. **Root Cause 2**: Non-highly qualified teachers without training.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 8: Students achieving the AP/IB passing standard will increase from 12% to 15% by May 2020.

Evaluation Data Source(s) 8: 2020 State Accountability

Summative Evaluation 8:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Improve low-performing schools	2.4, 2.5, 2.6						
1) New materials and resources will be adopted and utilized in the planning for all classes. Teachers will review strategies and testing expectations with all students.		**Problem Statements**: Student Achievement 1 **Funding Sources**: Local - 0.00					
Targeted Support Strategy **TEA Priorities** Connect high school to career and college Improve low-performing schools	2.4, 2.5, 2.6	Administrators, teachers, specialists	Expected result is high level of rigor for advanced students and increase in student performance				
2) A monthly PLC will be implemented for all IB/AP teachers across the district. More teachers will also be trained this school year.		**Problem Statements**: Student Achievement 1 **Funding Sources**: Local - 0.00					
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Performance Objective 8 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 9: 11th Grade students achieving the PSAT/NMSQT benchmark will increase from 13% to 15% by May 2020.

    Evaluation Data Source(s) 9: 2020 College Board Report

    Summative Evaluation 9:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Connect high school to career and college 1) Students will be able to attend boot camps as well as SAT Launch for test preparation and performance.	2.4, 2.5	Administrators, teachers, counselors					
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Performance Objective 9 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 10: ECISD retention rates will be 0.1% below state average in all grade levels 9-12 by 2020.

Evaluation Data Source(s) 10: District PEIMS Retention Report

Summative Evaluation 10:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Tutoring and credit recovery will be utilized throughout the school year. Teachers will receive a weekly report for credit recovery that will allow visitation with students and parents about the students growth. Parent portal will also be utilized by all in the district.	2.4, 2.5, 2.6	Administrators, teachers, counselors	Expected result is increase in retention of students because of support.				
	Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1 **Funding Sources**: Local - 0.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue

Performance Objective 10 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

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

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 11: ECISD student attendance rate will increase from 94.6% to 95.7% by May 2020 (State average was 95.7% in 2017).

Evaluation Data Source(s) 11: District attendance reports

Summative Evaluation 11:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools Recruit, support, retain teachers and principals 1) Broncho spirit sticks are awarded to students for various reasons- one being attendance. Acknowledgement of students who follow expectations will be utilized throughout the year.	2.4, 2.5, 2.6	Administrators, counselors, staff	Expected result is increase in student attendance rate				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
TEA Priorities Connect high school to career and college Improve low-performing schools 2) Orientations are held throughout the first week of school to discuss the attendance rules and regulations with every student on campus. Final exam exemptions are also discussed in order to prepare students for the year.	2.4, 2.5, 2.6	Administrators, teachers and counselors					
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						

100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue

Performance Objective 11 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 12: The percentage of At Risk students that will graduate high school will increase from 81.82% to 87% by May 2020. Accelerated instructional materials & remedial programs will be offered to all At Risk students to help close the achievement gap.

Evaluation Data Source(s) 12: Graduation rates, drop out rates, course credits received

Summative Evaluation 12:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Positive parent phone calls, parent meetings, community celebrations and positive signage are all prepared strategically for increasing attendance and parental involvement.	2.4, 2.5, 2.6	Administrators, teachers, staff, counselors	Expected result is increase in graduation rate of at-risk students.				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 2) Campus will provided multiple avenues for at-risk student to successfully complete graduation requirements.	2.4, 2.5, 2.6	Administrators, teachers, staff, counselors	Expected result is increase the graduation rate of at-risk students.				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue				

Performance Objective 12 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 13: Coordinated School Health requirements in fitness assessment and physical activity levels will be met by 2020-21 in all district physical education classes.

    Evaluation Data Source(s) 13: FitnessGram Annual Report

    Summative Evaluation 13:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Fitness gram will continue through the PE classes.	2.4, 2.5	District personnel over Physical Education department.					
Problem Statements: Student Achievement 1							
Funding Sources: Local - 0.00							
100% = Accomplished → = Continue/Modify 0% = No Progress ✕ = Discontinue							

Performance Objective 13 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 1: Odessa High School will align curriculum, instruction, assessment, and professional learning to promote college and career readiness to positively impact student outcomes to ensure all grade levels and all subject areas meet or exceed state averages by 2024.

Performance Objective 14: English Learners achieving Advanced and Advanced High Composite Level scores will increase by 5 percentage points for the academic year 2019-2020.

TELPAS Advanced Level from 37.86% to 42.86%
TELPAS Advanced High Level from 9.9% to 14.9%

Evaluation Data Source(s) 14: TELPAS ratings 2020

Summative Evaluation 14:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Improve low-performing schools 1) TELPAS will be regarded highly and all stops will be made to ensure proper testing and preparation for students including but not limited to daily work and practice being done on the computer and speaking into the computer throughout the year.	2.4, 2.6	Administrators, Counselors, teachers and testing coordinators will monitor.					
Problem Statements: Student Achievement 1							
Funding Sources: Local - 0.00							
TEA Priorities Improve low-performing schools 2) Special presentations will be held for the EL students in the fall to inform and support their success at Odessa High.	2.4, 2.6	Administrators and EL Department will plan and monitor.					
Problem Statements: Student Achievement 1							
Funding Sources: Local - 0.00							
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue				

Performance Objective 14 Problem Statements:

Student Achievement

Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

Goal 2: Odessa High School will work to retain and recruit highly qualified employees who demonstrate the ability to work together to meet District goals and improve student learning.

Performance Objective 1: By May 2021, the ECISD teacher turnover rate will decrease from 18.6% to 16% (state turnover rate is 16.6%).

Evaluation Data Source(s) 1: TAPR
System Data
Exit Survey Data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Campus will provide mentors to new teachers for support	2.4, 2.5, 2.6	Administrator, mentor	Expected result is increased retention rate of new teachers.				
	Problem Statements: Staff Quality, Recruitment, and Retention 1, 2 - School Context and Organization 1 **Funding Sources**: Local - 0.00						

100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue

Performance Objective 1 Problem Statements:

Staff Quality, Recruitment, and Retention
Problem Statement 1: Non-highly qualified teachers and long term subs are teaching in all areas. **Root Cause 1**: Lack of highly qualified pool of teachers applying to the district.
Problem Statement 2: High need for coaching in curriculum and instruction. **Root Cause 2**: Non-highly qualified teachers without training.

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

Goal 2: Odessa High School will work to retain and recruit highly qualified employees who demonstrate the ability to work together to meet District goals and improve student learning.

Performance Objective 2: ECISD will reduce teacher vacancies from an average of 220 in 2018-19 to less than 100 by the start of the 2020-21 school year. ECISD will also reduce vacancies in all other areas from an average of 150 in 2018-19 to less than 50 by the start of the 2020-21 school year.

    Evaluation Data Source(s) 2: Entry Survey Data
    Exit Survey Data
    TAPR Report - Retention

    Summative Evaluation 2:

Goal 3: Odessa High School will establish and maintain strong partnerships with parents, the community, businesses, and local partnerships.

Performance Objective 1: Improve customer service and community perceptions of ECISD from XX to an 80% as measured by a district created Customer Service Survey by 2024.

> **Evaluation Data Source(s) 1:** Pre and Post Surveys
> District/Campus Customer Satisfaction Feedback

> **Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) All Corrals will have guidelines by which clerks and office workers will answer the phone and greet parents. Training will occur for everyone on campus.	3.1, 3.2	Administrators, office staff	Expected result is increase in quality of service for parents and community.				
	Problem Statements: Parent and Community Engagement 1 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 2) Tell OUR story through various forms of social media so that the community is informed about the great things happening at Odessa High.	3.1, 3.2	Administrators, staff	Expected result is improved parent and community perception of campus image.				
	Problem Statements: Parent and Community Engagement 1 **Funding Sources**: Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue				

Performance Objective 1 Problem Statements:

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

Goal 3: Odessa High School will establish and maintain strong partnerships with parents, the community, businesses, and local partnerships.

Performance Objective 2: Streamline the flow of communication so that customers are efficiently directed to the proper department in order to have their questions answered in a timely manner.

>**Evaluation Data Source(s) 2:**

>**Summative Evaluation 2:**

Goal 3: Odessa High School will establish and maintain strong partnerships with parents, the community, businesses, and local partnerships.

Performance Objective 3: Encourage partnerships with community health-based agencies and individuals as educational resources to improve the wellness of ECISD students, faculty, staff, and their families.

>**Evaluation Data Source(s) 3:**

>**Summative Evaluation 3:**

Goal 4: Odessa High School will provide and promote a safe climate that is conducive to learning.

Performance Objective 1: Special programs will be offered to support the unique needs of students at various social/ emotional levels of functioning in order to promote a safe climate that is conducive to learning.

Evaluation Data Source(s) 1: Program rosters, attendance data, completion and graduation rates

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Campus will utilize SAS counselors to provide services to at-risk students	2.4, 2.5, 2.6	SAS counselors, Administrators	Expected result is increase in students using the counseling services.				
	Problem Statements: Student Achievement 1 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 2) Campus will train and implement on CHAMPS	2.4, 2.5, 2.6	Administration, teachers, staff	Expected result is improved environmental structures and student behaviors.				
	Problem Statements: School Culture and Climate 1, 2 **Funding Sources**: Local - 0.00						
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 3) Campus will train and utilize the Relay levers with students and staff.	2.4, 2.5, 2.6	Administrators, teachers, staff	Expected result is improved school-wide routines and procedures.				
	Problem Statements: School Culture and Climate 1, 2 **Funding Sources**: Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue				

Performance Objective 1 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

School Culture and Climate

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

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

Goal 4: Odessa High School will provide and promote a safe climate that is conducive to learning.

Performance Objective 2: ECISD will ensure training for 100% of the staff will occur annually to promote the safety of all students.

Evaluation Data Source(s) 2: Staff sign-in, archived training documents

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
Targeted Support Strategy **TEA Priorities** Improve low-performing schools 1) Campus staff will complete all required safe-schools training provided by the district.	2.4, 2.5, 2.6	Administrators, teachers, staff	Expected result is increase in teachers knowledge and awareness of ethics expectations.				
	Problem Statements: School Culture and Climate 1 **Funding Sources**: Local - 0.00						
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue				

Performance Objective 2 Problem Statements:

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

Goal 5: Odessa High School will utilize financial resources in a responsible and data-driven manner to support student learning.

Performance Objective 1: Equitable and data driven budgeting will be utilized to determine priority for "options" submitted by departments and approved by the Board no later than June 18, 2019. (Options are funding above department allotments for additional identified needs.)

Evaluation Data Source(s) 1: Budgets, 5 year trends, Needs as requested by options list provided by departments, and district approved staff ratios

Summative Evaluation 1:

Goal 5: Odessa High School will utilize financial resources in a responsible and data-driven manner to support student learning.

Performance Objective 2: The 2018 TRE funds will be efficiently utilized in the 19-20 school year in accordance with the plan communicated with the community and approved by the Board.

Evaluation Data Source(s) 2: Budget & project completions

Summative Evaluation 2:

Goal 5: Odessa High School will utilize financial resources in a responsible and data-driven manner to support student learning.

Performance Objective 3: Identified departments will be required to create and maintain a long-range capital improvement plan for preventative maintenance and anticipated expenditures by March 18, 2019.

Evaluation Data Source(s) 3: Long-Range Plans

Summative Evaluation 3:

Goal 5: Odessa High School will utilize financial resources in a responsible and data-driven manner to support student learning.

Performance Objective 4: All 2019-2020 requests for professional development will include an implementation plan that reflects the financial impact from the initial training to follow up training for years 2 and 3 and include planning for new employees.

Evaluation Data Source(s) 4: Professional Development Plans

Summative Evaluation 4:

Goal 5: Odessa High School will utilize financial resources in a responsible and data-driven manner to support student learning.

Performance Objective 5: 100% of migrant funds will be used to meet the identified needs of migratory children, that result from their migratory lifestyle and permit these children to participate effectively in school through entering into a share services arrangement with Region 18 Educational Service Center in the 2019-2020 school year.

    Evaluation Data Source(s) 5:

    Summative Evaluation 5:

Goal 6: Odessa High School will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

Performance Objective 1: Reduce the number of student transfer code errors from 30% to 15% in ITCCS by May 2020.

Evaluation Data Source(s) 1: ITCCS reports

Summative Evaluation 1:

Goal 6: Odessa High School will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

Performance Objective 2: 100% of campus improvement plans will be aligned to the district improvement plan by August 2019.

Evaluation Data Source(s) 2: 2019-2020 Campus improvement Plans

Summative Evaluation 2:

Goal 6: Odessa High School will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

Performance Objective 3: Increase student computer (wireless device) ratio to a minimum of one computer per four students. Moving towards a long term goal of one computer per student at each campus by 2024 pending approval.

Evaluation Data Source(s) 3: Campus inventory and student enrollment.

Summative Evaluation 3:

Goal 6: Odessa High School will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

Performance Objective 4: Increase wireless network connectivity to support additional wireless devices by 2024 pending approval.

Evaluation Data Source(s) 4: District wireless network survey.

Summative Evaluation 4:

Goal 6: Odessa High School will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within

the district and with all stakeholders.

Performance Objective 5: Increase network bandwidth from 5gb to 10gb to 20gb to support additional wireless and network devices by the year 2024 pending approval.

    Evaluation Data Source(s) 5: Network inventory.

    Summative Evaluation 5:

Goal 6: Odessa High School will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

Performance Objective 6: Increase the use of digital tools and strategies using cloud-based applications by 2020.

    Evaluation Data Source(s) 6: Usage reports

    Summative Evaluation 6:

Goal 6: Odessa High School will utilize technology to enhance instruction, create efficient processes, and increase communication and collaboration within the district and with all stakeholders.

Performance Objective 7: Increase the use of parent portal activity from 37% to 60% by 2020.

    Evaluation Data Source(s) 7: txConnect administrator reports.

    Summative Evaluation 7:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			Summative
				Formative			
				Oct	Dec	Mar	May
TEA Priorities Improve low-performing schools	2.4, 3.1, 3.2						
1) Regularly provide computers/labs and assistance for parents to sign up for parent portal beginning with registration.	**Problem Statements**: Student Achievement 1 - Parent and Community Engagement 1 **Funding Sources**: Local - 0.00						

100% = Accomplished   → = Continue/Modify   0% = No Progress   ✗ = Discontinue

Performance Objective 7 Problem Statements:

Student Achievement
Problem Statement 1: In Domain 1, Odessa High School scored a 33, where the target score for a 70 is 41. **Root Cause 1**: Tier 1 instruction is not being driven by data and enhanced through planning.

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

2019-2020 Campus Improvement Team

Committee Role	Name	Position
Administrator	Mauricio Marquez	Principal
Administrator	Rachel Gerig	Associate Principal
Classroom Teacher	Krista Vivian	Teacher
Administrator	Tony Parris	Associate Principal
Classroom Teacher	Andrew Bradford	Teacher
Classroom Teacher	Caitlin Couch	teacher
Classroom Teacher	Cole Hanson	teacher
Classroom Teacher	Chyree LeMaster	teacher

Campus Funding Summary

Local					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1			$0.00
1	1	2			$0.00
1	2	1			$0.00
1	2	2			$0.00
1	3	1			$0.00
1	3	2			$0.00
1	4	1			$0.00
1	4	2			$0.00
1	5	1			$0.00
1	5	2			$0.00
1	6	1			$0.00
1	6	2			$0.00
1	7	1			$0.00
1	7	2			$0.00
1	8	1			$0.00
1	8	2			$0.00
1	9	1			$0.00
1	10	1			$0.00
1	11	1			$0.00
1	11	2			$0.00
1	12	1			$0.00

Local					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	12	2			$0.00
1	13	1			$0.00
1	14	1			$0.00
1	14	2			$0.00
2	1	1			$0.00
3	1	1			$0.00
3	1	2			$0.00
4	1	1			$0.00
4	1	2			$0.00
4	1	3			$0.00
4	2	1			$0.00
6	7	1			$0.00
				Sub-Total	$0.00

Perkins CTE					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	7	1			$0.00
1	7	2			$0.00
				Sub-Total	$0.00

State Comp Ed					
Goal	**Objective**	**Strategy**	**Resources Needed**	**Account Code**	**Amount**
1	1	1			$0.00
				Sub-Total	$0.00
				Grand Total	$0.00