

Ector County Independent School District

New Tech Odessa High School

2022-2023 Campus Improvement Plan

Accountability Rating: A

Distinction Designations:

Academic Achievement in English Language Arts/Reading

Academic Achievement in Social Studies

Top 25 Percent: Comparative Academic Growth





Top 25 Percent: Comparative Closing the Gaps

Postsecondary Readiness

Board Goals

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas. (NTO from an 67% to a 72%).

Performance Objective 1: New Tech Odessa will embed technology for anytime, anywhere teaching and learning.

Strategy 1 Details	Reviews			
Strategy 1: NTO will utilize technology resources that will enable students, teachers and leaders to implement and monitor personalized learning for all, including the following: Echo - Learning Management System (LMS), Adaptive Technology, Online Literacy Libraries, Eduphoria, Edgenuity, and New Tech Network resources. Strategy's Expected Result/Impact: Increase percent of students working on grade level in reading and math by 5% Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO teachers will effectively use Echo as a primary learning management system (LMS) for all students and a variety of digital tools to enhance teaching and learning (anytime, anywhere). This will be accomplished with intentional professional learning for adult surrounding the seamless use of Echo in the classroom. Strategy's Expected Result/Impact: Teachers will become proficient with Echo and a variety of digital tools to enhance teaching and learning Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO will use technology resources that will enable students, teachers and leaders to implement and monitor personalized learning for all, including the following: Learning Management System (LMS) - Echo. Strategy's Expected Result/Impact: Equitable of access to all and creating technologically agile staff and learners Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas. (NTO from an 67% to a 72%).





Performance Objective 2: New Tech Odessa will provide a rigorous, relevant and engaging curriculum

Strategy 1 Details	Reviews			
Strategy 1: 100% of NTO Seniors will be enrolled in a Project Based Research Design course to strengthen college and career readiness efforts: completing FAFSA, creating an individualized college/university/military plan, exploring career pathways through an internship experience, completing a community capstone project, conducting college visits, implementation of the Naviance platform, and preparing students for successful achievement on the Texas Success Initiative (TSI) exam. Strategy's Expected Result/Impact: Individualized post-secondary institution or military plan for each graduate. Campus CCMR score of 90% for 2022-23. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Project Based Research Design Teacher, College Access Committee, & Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will provide differentiated instruction through project-based learning, the implementation of College Readiness Assessments, and Literacy Tasks across all content areas (including electives). Strategy's Expected Result/Impact: Increased overall EOC "Meets" scores by 2%. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO will implement research based instructional models which enable personalized learning for all students, including project-based learning. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
Strategy 4: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
Strategy 5: The NTO non-negotiable elements of project based learning will be consistently explored during professional development to assist in creating meaningful, relevant, and differentiated learning. This includes, allowing learners to offer feedback on project implementation/design and peer project critique using the Critical Friends protocol during professional learning. Strategy's Expected Result/Impact: Increase sense of learner connectedness to their learning environment. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 6 Details	Reviews			
Strategy 6: Each NTO campus administrator will conduct a minimum of 5 documented walkthroughs and/or observation/feedback meetings per week. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and lifelong learners. Staff Responsible for Monitoring: Principal, Dean of Students, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 7 Details	Reviews			
Strategy 7: The campus principal will conduct a minimum of 5 documented Echo Agenda (Lesson Plan) checks and provide timely and constructive feedback for teachers. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and lifelong learners. Staff Responsible for Monitoring: Principal and Teachers	Formative			Summative
	Oct	Jan	Mar	May





Strategy 8 Details	Reviews			
Strategy 8: NTO will provide differentiated instruction through project-based learning, the implementation of College Readiness Assessments, and Literacy Tasks in content area classes. Strategy's Expected Result/Impact: Increased growth target by 1% in Algebra I and increased growth target by 1% in English II. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 9 Details	Reviews			
Strategy 9: NTO will provide differentiated instruction through project-based learning, the implementation of College Readiness Assessments, and Literacy Tasks in English I. NTO will also have targeted. data-driven PLC work for the whole staff to support learners. Strategy's Expected Result/Impact: Increased English I "Meets" scores by 1%. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 10 Details	Reviews			
Strategy 10: NTO will implement assessment models that ensure teachers and students are able to monitor their learning and growth. Assessment models will include the following: MAP Growth Assessments and Formative Assessments. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 11 Details	Reviews			
Strategy 11: With consistent implementation of project based learning, NTO learners in English I will achieve the projected MAP RIT score for Reading from _29_ to _39_ % by May 2023. Strategy's Expected Result/Impact: Increase in observed growth. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 12 Details	Reviews			
Strategy 12: With consistent implementation of project based learning, NTO learners in English I will achieve the projected MAP RIT score for Language from _49_ to _59_ % by May 2023. Strategy's Expected Result/Impact: Increase in observed growth. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May

Strategy 13 Details	Reviews			
Strategy 13: With consistent implementation of project based learning, NTO learners in English II will achieve the projected MAP RIT score for Reading from _40_ to _50_ % by May 2023. Strategy's Expected Result/Impact: Increase in observed growth. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 14 Details	Reviews			
Strategy 14: With consistent implementation of project based learning, NTO learners in English II will achieve the projected MAP RIT score for Language from _47_ to _57_ % by May 2023. Strategy's Expected Result/Impact: Increase in observed growth. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 15 Details	Reviews			
Strategy 15: With consistent implementation of project based learning, NTO learners in Algebra I will achieve the projected MAP RIT score from _50_ to _60_ % by May 2023. Strategy's Expected Result/Impact: Increase in observed growth. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 16 Details	Reviews			
Strategy 16: With consistent implementation of project based learning and literacy across content areas, NTO learners on the English I STAAR EOC will achieve an _89_ % in the category of Approaches (formerly _87_ %). Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 17 Details	Reviews			
Strategy 17: With consistent implementation of project based learning and literacy across content areas, NTO learners on the English II STAAR EOC will achieve an _90_ % in the category of Approaches (formerly _88_ %). Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May

Strategy 18 Details	Reviews			
Strategy 18: With consistent implementation of project based learning and literacy across content areas, NTO learners on the Algebra I STAAR EOC will achieve an _92_ % in the category of Approaches (formerly _90_%). Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 19 Details	Reviews			
Strategy 19: With consistent implementation of project based learning and literacy across content areas, NTO learners on the Biology STAAR EOC will achieve an _98_ % in the category of Approaches (formerly _96_%). Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 20 Details	Reviews			
Strategy 20: With consistent implementation of project based learning and literacy across content areas, NTO learners on the U.S. History STAAR EOC will achieve an _100_ % in the category of Approaches (formerly _99_%). Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas. (NTO from an 67% to a 72%).

Performance Objective 3: New Tech Odessa will build systems and commitment to develop, implement and integrate SEL initiatives.

Strategy 1 Details	Reviews			
Strategy 1: With the implementation of Culture Week, Culture days, and other strategies to reinforce campus culture, the School Connectedness Indicator on Panorama will increase from _52_% to _54%_.	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO learners will be assigned a weekly Advisory (Phoenix Ignite) class to address high SEL needs and implement the 7 Mindsets program.	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO will desegregate data using the Fall and Spring Panorama Student Survey Data to evaluate trends and next steps: an overall increase from _66%_ to _69%_ in the category of Student SEL & Well-Being. Strategy's Expected Result/Impact: 3% overall increase in Student SEL & Well-Being. Staff Responsible for Monitoring: Principal, Dean of Students, Instructional Specialist, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
Strategy 4: NTO will desegregate data using the Fall and Spring Panorama Student Survey Data to evaluate trends and next steps: an overall increase from _52%_ to _55%_ in the category of Student Supports + Environment. Strategy's Expected Result/Impact: 3% overall increase in Student Supports + Environment. Staff Responsible for Monitoring: Principal, Dean of Students, Instructional Specialist, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
Strategy 5: NTO will desegregate data using the New Tech Network School Culture Survey to evaluate trends and next steps: an overall increase from _3%_ in the category of Student School Culture. Strategy's Expected Result/Impact: 3% overall increase in the category of Student School Culture. Staff Responsible for Monitoring: Principal, Dean of Students, Instructional Specialist, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

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Performance Objective 4: New Tech Odessa will develop and implement systems and supports for students and families that promote recovery and resiliency.

Strategy 1 Details	Reviews			
Strategy 1: NTO teachers will host Before and After School Workshops and also After School Credit Recovery Edgenuity Lab time to support at-risk students in accessing rigorous courses, provide content support, and to ensure students are on track with their cohort group to graduate on time. Strategy's Expected Result/Impact: 100% of students will meet CCMR expectations and will be accepted into post-secondary choice. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Specialist, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will use campus-level systems and structures to monitor/improve disaggregated discipline data regularly to decipher and address inequities. Strategy's Expected Result/Impact: Creating a safe and orderly environment where learner needs are met to maximize learning and equity is at the forefront. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas. (NTO from an 67% to a 72%).

Performance Objective 5: New Tech Odessa will provide and safe and supportive school environment.





Strategy 1 Details	Reviews			
Strategy 1: NTO staff will be awareness trained regarding child abuse/maltreatment of children will be provided to all staff. Counselors will train campus staff during on-campus professional development on child abuse prevention, reporting requirements, and ECISD-specific procedures. All new staff will be trained during required new employee training on Darkness to Light/Stewards of Child prevention program. Strategy's Expected Result/Impact: 100% compliance in recognizing and reporting signs of abuse. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Instructional Specialist and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO staff will receive Suicide Prevention education through SafeSchools, and face-to-face instruction concerning ECISD suicide prevention response procedures. Students will receive suicide prevention training through Phoenix Ignite (Advisory). Strategy's Expected Result/Impact: 100% of all campus staff will be trained in suicide prevention. Age-appropriate training will be provided to all students. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO will follow the ECISD comprehensive Guidance and Counseling curriculum, in alignment with Texas Counseling Association Model for the Comprehensive Guidance and Counseling Program and the American School Counselor Association National Model, will be monitored for implementation with fidelity to include, child abuse reporting, human trafficking, dating violence, suicide prevention, substance abuse, mental health, conflict resolution, child abuse, violence prevention, mental health warning signs, bullying, self efficacy, decision making, and other social-emotional topics. Strategy's Expected Result/Impact: Monthly reports will indicate alignment with program expectations. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, Counselor, and Teachers	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
Strategy 4: NTO teachers will be engaged in professional learning opportunities to assist in creating a strong classroom culture. Strategy's Expected Result/Impact: Panorama Survey Data, Student Surveys, STAAR EOC Assessment Data, MAPS EOY Data, and Grade Reporting for each grading period. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, Counselor, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
Strategy 5: NTO teachers will be engage learners in Culture Week, Culture Days, and also summer onboarding opportunities to create a strong sense of school culture. Strategy's Expected Result/Impact: Increase sense of learner connectedness to their learning environment Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, Counselor, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2024 across all tested content areas. (NTO from an 67% to a 72%).

Performance Objective 6: New Tech Odessa leaders will improve instructional leadership systems and practices through personalized professional learning and targeted coaching and feedback resulting in improved student learning outcomes.

Evaluation Data Sources: STAAR data
Observation and Feedback data
MAP data

Strategy 1 Details	Reviews			
Strategy 1: Each NTO campus administrator will conduct a minimum of 5 documented walkthroughs and/or observation/feedback meetings per week. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and lifelong learners. Staff Responsible for Monitoring: Principal, Dean of Students, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: The NTO campus principal will conduct a minimum of 5 documented Echo Agenda (Lesson Plan) checks and provide timely and constructive feedback for teachers. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and lifelong learners. Staff Responsible for Monitoring: Principal and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: The NTO campus principal, Dean of Students, and Campus Instructional Coach will meet monthly with the New Tech Network (NTN) assigned coach to complete a project based learning needs assessment and develop next steps to ensure fidelity to the NTN model. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and lifelong learners. Staff Responsible for Monitoring: Principal, Dean of Students, and Campus Instructional Coach	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 2: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Performance Objective 1: In 2022-23, New Tech Odessa will offer a job-embedded, personalized professional learning system for teachers and administrators.

HB3 Board Goal





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: NTO will host weekly PLCs and Adult Learning opportunities that are differentiated, address learning gaps, strengthen project development, model practice, and allow for staff collaboration. Strategy's Expected Result/Impact: Increase staff retention, improve employee effectiveness, and overall increase in student performance. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will intentionally seek professional learning for facilitators that is grounded in project-based learning to strengthen project development. Strategy's Expected Result/Impact: Increase staff retention, improve employee effectiveness, and overall increase in student performance. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 2: Through foundational excellence, talent development and the learning journey, the percentage of 3rd grade students reading at or above grade level will increase from 35% to 45% by May 2024.

Performance Objective 2: New Tech Odessa leaders will assist and support staff in acquiring the National Board for Professional Teaching Standards during 2022-2023.

Evaluation Data Sources: Number of candidates for the National Board Certification
Number of National Board Components submitted for Consideration





Strategy 1 Details	Reviews			
Strategy 1: New Tech Odessa leaders will identify and support strong potential candidates for recruitment into ECISD's National Board for Professional Teaching Standards. Strategy's Expected Result/Impact: NTO will have 8% of teachers qualify and successfully complete the National Board Certification. Staff Responsible for Monitoring: Principal, Dean of Students, Instructional Specialist, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

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

High Priority

Strategy 1 Details	Reviews			
Strategy 1: NTO will implement Professional Learning Communities (PLC) where teams implement the Data-Driven Instructional process, develop TEKS knowledge, and plan for student mastery of learning objectives. Strategy's Expected Result/Impact: Higher level of teacher capacity and understanding of content resulting in increasing student outcomes by 10% in all content areas each year. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will implement research based instructional models which enable personalized learning for all students, including project-based learning. Strategy's Expected Result/Impact: Increased performance on all STAAR EOCs, higher quality projects, and developing learners that are adaptable problem solvers and life-long learners. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO teachers will effectively use Echo as a primary learning management system (LMS) for all students and a variety of digital tools to enhance teaching and learning (anytime, anywhere). This will be accomplished with intentional professional learning for adult surrounding the seamless use of Echo in the classroom. Strategy's Expected Result/Impact: Teachers will become proficient with Echo and a variety of digital tools to enhance teaching and learning Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May





Strategy 4 Details	Reviews			
Strategy 4: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div> <div>  No Progress  Accomplished  Continue/Modify  Discontinue </div> </div>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

Performance Objective 2: New Tech Odessa will utilize SEL focused strategies to increase college, career and military readiness.

Evaluation Data Sources: Attendance data, drop out data, graduation rates

Strategy 1 Details	Reviews			
Strategy 1: With the implementation of Culture Week, Culture days, and other strategies to reinforce campus culture, the School Connectedness Indicator on Panorama will increase from _52_% to _54%_. Strategy's Expected Result/Impact: Reinforcing Agency in learners. Creating a safe and orderly environment where learners can thrive. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: With consistent implementation of project based learning and a focus on the New Tech Network Collaboration Rubric, the school connectedness indicator on Panorama will increase from _52_% to _54%_. Strategy's Expected Result/Impact: Reinforcing Agency in learners. Creating a safe and orderly environment where learners can thrive. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO will utilize New Tech Network support in the area of SEL that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Instructional Specialist, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
Strategy 4: NTO will desegregate data using the Fall and Spring Panorama Student Survey Data to evaluate trends and next steps: an overall increase from _66%_ to _69%_ in the category of Student SEL & Well-Being. Strategy's Expected Result/Impact: 3% overall increase in Student SEL & Well-Being. Staff Responsible for Monitoring: Principal, Dean of Students, Instructional Specialist, and Teachers	Formative			Summative
	Oct	Jan	Mar	May

Strategy 5 Details	Reviews			
Strategy 5: NTO will desegregate data using the Fall and Spring Panorama Student Survey Data to evaluate trends and next steps: an overall increase from _52%_ to _55%_ in the category of Student Supports + Environment. Strategy's Expected Result/Impact: 3% overall increase in Student Supports + Environment. Staff Responsible for Monitoring: Principal, Dean of Students, Instructional Specialist, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
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Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

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

HB3 Board Goal

Evaluation Data Sources: National Student Clearinghouse Postsecondary enrollment, completion
State accountability CCMR data reports (TEA trackers and verifiers)





Strategy 1 Details	Reviews			
Strategy 1: NTO will continue to build strategic and intentional partnerships between the campus, career experts, organizations and Institutes of Higher Education (IHE) to collectively support students through their senior year and beyond high school graduation. Strategy's Expected Result/Impact: Increase FAFSA and TASFA completion rate of 100% Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will provide differentiated instruction through project-based learning, the implementation of College Readiness Assessments, and Literacy Tasks across all content areas (including electives). Strategy's Expected Result/Impact: Graduation rate of 100%. All Seniors having a post-secondary individualized plan for college, university, or military. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: 100% of NTO Seniors will be enrolled in a Project Based Research Design course to strengthen college and career readiness efforts: completing FAFSA, creating an individualized college/university/military plan, exploring career pathways through an internship experience, completing a community capstone project, conducting college visits, implementation of the Naviance platform, and preparing students for successful achievement on the Texas Success Initiative (TSI) exam. Strategy's Expected Result/Impact: Individualized post-secondary institution or military plan for each graduate. Campus CCMR score of 90% for 2022-23. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Project Based Research Design Teacher, College Access Committee, & Teachers	Formative			Summative
	Oct	Jan	Mar	May

Strategy 4 Details	Reviews			
Strategy 4: Freshmen will be offered AVID 1 as a course elective to assist with establishing a college going culture, offer weekly tutorial supports, and encourage student success on course work. Strategy's Expected Result/Impact: Increase results in attendance data, grading cycle grades, course completions, community service hours, etc. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, AVID Coordinator Teacher, & College Access Committee	Formative			Summative
	Oct	Jan	Mar	May
Strategy 5 Details	Reviews			
Strategy 5: The campus will train all staff and implement school wide Focused Note Taking in all core and elective classes to assist learners with organization and high order thinking. Strategy's Expected Result/Impact: Increase results in attendance data, grading cycle grades, course completions, community service hours, graduation rates, college acceptance rates, etc. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, AVID Coordinator Teacher, & Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

Performance Objective 4: New Tech Odessa's achievement on the AP passing standard will increase from _42_ to _47_% by May 2023.

Evaluation Data Sources: 1022-2023 State Accountability
2022-2023 College Board AP Scores Report

Strategy 1 Details	Reviews			
Strategy 1: All NTO AP teachers will have NMSI training and implement the strategies and practices in the classroom. Strategy's Expected Result/Impact: Increased AP exams scores by 5%. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO AP Teachers will conduct AP Mock Testing in September and February and desegregate data to make instructional adjustments and implements College Board best practices. Strategy's Expected Result/Impact: Increased AP exams scores by 5%. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Increased AP exams scores by 5%. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

Performance Objective 5: New Tech Odessa's 11th/12th Grade students achieving the PSAT/NMSQT/SAT benchmark will increase from 31% to 36% by May 2023.

Evaluation Data Sources: 2023 College Board Report





Strategy 1 Details	Reviews			
Strategy 1: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will enroll all Juniors in a College Transition / SAT Prep. course focused on supporting learners in SAT strategies and best practices. Strategy's Expected Result/Impact: 5% overall increase on PSAT/NMQT from previous year to current year. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, Math Teachers, ELAR Teachers, & SAT Prep. Teacher	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO Juniors will be required to take Saturday SAT diagnostic exams in the Fall and Spring. Students will disaggregate data on diagnostics results to make improvements. Strategy's Expected Result/Impact: 5% overall increase on PSAT/NMQT from previous year to current year. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, Math Teachers, ELAR Teachers, & SAT Prep. Teacher	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
Strategy 4: NTO school leaders will promote Fall and Spring SAT Bootcamps for learners in grades 10th-12th. Strategy's Expected Result/Impact: 5% overall increase on PSAT/NMQT from previous year to current year. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, SAT Prep.	Formative			Summative
	Oct	Jan	Mar	May

Teacher, Teachers, & AAS Department					
<div> <div>0%</div> <div>No Progress</div> </div>		<div> <div>100%</div> <div>Accomplished</div> </div>	<div> <div>→</div> <div>Continue/Modify</div> </div>	<div> <div>✗</div> <div>Discontinue</div> </div>	

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

Performance Objective 6: New Tech Odessa will focus on recovering and reengaging students who have dropped out of school.





Evaluation Data Sources: Attendance data, drop out data and credit recovery

Strategy 1 Details	Reviews			
Strategy 1: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will utilize technology resources that will enable students, teachers and leaders to implement and monitor personalized learning for all, including the following: Echo - Learning Management System (LMS), Adaptive Technology, Online Literacy Libraries, Eduphoria, Edgenuity, and New Tech Network resources. Strategy's Expected Result/Impact: No students on the drop-out list. Staff Responsible for Monitoring: Principal, Dean of Students, Campus Instructional Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
Strategy 3: NTO teachers will host Before and After School Workshops and also After School Credit Recovery Edgenuity Lab time to support at-risk students in accessing rigorous courses, provide content support, and to ensure students are on track with their cohort group to graduate on time. Strategy's Expected Result/Impact: 100% of students will meet CCMR expectations and will be accepted into post-secondary choice. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Specialist, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

Performance Objective 7: New Tech Odessa students identified as Other Special Populations (OSP - MV Homeless, Foster and Military-Connected) youth will be prioritized and receive additional services designed to increase academic performance and decrease dropout rates.

Evaluation Data Sources: Attendance data
Dropout lever codes
Credits Earned

Strategy 1 Details	Reviews			
Strategy 1: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO leaders will work in conjunction with the ECISD Community Outreach Center to identify and support MV Homeless, Foster, and Military-Connected youth. Strategy's Expected Result/Impact: No students on the drop-out list. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, Attendance Clerk, Registrar, COC Social Worker, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 56% to 65% by May 2024 (NTO from an 86% to a 90%).

Performance Objective 8: The percentage of New Tech Odessa students enrolling in postsecondary programs after high school graduation will increase by 5% year over year.





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%

Evaluation Data Sources: National student clearinghouse postsecondary enrollment
State accountability and HB3 outcomes bonus

Strategy 1 Details	Reviews			
Strategy 1: 100% of NTO Seniors will be enrolled in a Project Based Research Design course to strengthen college and career readiness efforts: completing FAFSA, creating an individualized college/university/military plan, exploring career pathways through an internship experience, completing a community capstone project, conducting college visits, implementation of the Naviance platform, and preparing students for successful achievement on the Texas Success Initiative (TSI) exam. Strategy's Expected Result/Impact: Individualized post-secondary institution or military plan for each graduate. Campus CCMR score of 90% for 2022-23. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Project Based Research Design Teacher, College Access Committee, & Teachers	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
Strategy 2: NTO will utilize New Tech Network support that is grounded in current, research science-based project-based learning practices. Strategy's Expected Result/Impact: Yearly and continuous support by a NTN Network Support Coach. Access and proper implementation of the LMS (Echo). Annual updated training via the New Tech Network at the New Tech Annual Conference or equivalent professional learning opportunity. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
Strategy 3: NTO teachers will effectively use Echo as a primary learning management system (LMS) for all students and a variety of digital tools to enhance teaching and learning (anytime, anywhere). This will be accomplished with intentional professional learning for adult surrounding the seamless use of Echo in the classroom. Strategy's Expected Result/Impact: Teachers will become proficient with Echo and a variety of digital tools to enhance teaching and learning. Staff Responsible for Monitoring: Principal, Dean of Students, Counselor, Campus Instructional Coach, New Tech Network Coach, and Teachers	Formative			Summative
	Oct	Jan	Mar	May
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>				