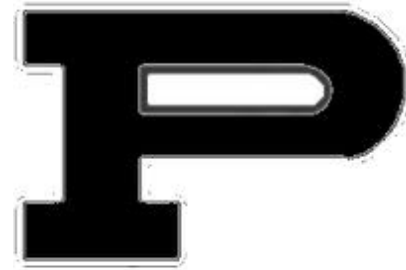


# **Ector County Independent School District**

## **Permian High School**

### **2019-2020 Campus Improvement Plan**



# Mission Statement

The mission of Permian High School is to achieve a standard of excellence and inspire a passion for learning that affords endless opportunities.

## Vision

### Strategies

#### Strategy #1

We will ensure learning experiences are engaging, challenging, and meaningful.

#### Strategy #2

We will provide infrastructure to maximize the success of all students.

#### Strategy #3

We will identify, engage and equip our world class team to accomplish our mission.

#### Strategy #4

We will establish and sustain an interdependent partnership with parents.

#### Strategy #5

We will communicate effectively to serve our mission.

#### Strategy #6

We will model and market our new culture throughout our community to ensure support and participation.

## Core Beliefs

We believe that.....

Each person has inherent worth and unique strengths.

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

People are interdependent.

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

Individuals are accountable for their choices and actions.

Education creates opportunity and opportunity creates a better world.

Progress improves and adds value to human life.

Fear limits life's potential; courage inspires living.

There is a difference between right and wrong.

Values learned at home affect a lifetime.

Leadership is influence; everyone is a leader.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

WE ARE MOJO! We are the most recognizable school not just in the district but the state and nation. People believe that and it is true. The district has made a big push to get the major cooperations in town involved in the education that occurs in the Permian Basin. I as the principal am always selling our product to our students, staff and parents. I am always looking for ways to improve our product and to be greater academically, athletically and through the fine arts. We are engaged with businesses and the local colleges in order to support our students and staff.

### Demographics Strengths

Permian is fortunate that we are an employer of choice because of our name and who we are. Our departments have come together and work hard to find the best way to do what needs to be done. We believe that those individuals who are closest to the problem have the best ideas on how to solve the issue. Working together has proven to do great things and make the staff believe that we are better together.

### Problem Statements Identifying Demographics Needs

**Problem Statement 1:** More parental academic involvement is needed: PTA/PTO, CIT, VIPS, etc... **Root Cause:** Parents are very involved in their child's booster club and don't know how to volunteer

# Student Academic Achievement

## Student Academic Achievement Summary

Our students are doing well. While PLC's and teaming are addressing the at-risk population and tested subjects our AP/Dual Credit programs are extremely busy. We are striving to place academics first on our campus and the short cycle assessments will allow students the opportunity to receive their results quicker and re-learn and/or reassess if necessary. The paradigm shift has slowly been accepted by teachers and will hopefully pay big dividends for our students on their EOC exams.

## Student Academic Achievement Strengths

We administered over 1,700 AP exmas and had over 450 students enrolled in our dual credit program this past year, while our freshmen retention rate was reduced by over 20% with the standard 6 credits need to be a 10th grader and over 40% with the reduction to 5 credits needed to be a 10th grader. This will feed into the graduation and dropout rates.

## Problem Statements Identifying Student Academic Achievement Needs

**Problem Statement 1:** Students are not meeting state assessment standards. **Root Cause:** New teachers, lack of fundamental skills, attendance

**Problem Statement 2:** Students are being retained and not moving on to the next grade. There was over a 20% reduction (40% with the move to 5 credits) of our retention of freshmen from 2017/18 to 2018/19. Results were shared at the Texas State Administrative Conference in Austin this past summer. **Root Cause:** Students are behind on credits.

## **School Processes & Programs**

### **School Processes & Programs Summary**

PLC's and Teaming concepts in our tested subjects and at-risk freshmen.

Counselors have been placed together to form a counseling center.

Short Cycle Assessments

Departmentalize our staff

Alpha split with Assisstant Principals and counselors

Provide CP-ELA and math for seniors

Combine AP and Dual Credit when possible.

Mentor program for first year staff members

### **School Processes & Programs Strengths**

There was over a 20% reduction to our retention of freshmen from 2017/18 to 2018/19. Results were shared at the Texas State Aministration Confernece this past summer.

Meet weekly with leadership, admin and counseling team. Provides feedback for best practices.

Student leadership group. Allow us the ability to give back to school and community

Staff culture increase with teams, PLC's, teacher's lounge and popcorn machines.

Greater customer service to our students and parents with registers, ADA and counselors in one area.

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1:** Difficulty in following up on programs and results with staff and students **Root Cause:** 30 plus teachers in each department is making it difficult to provide follow-up



# Perceptions

## Perceptions Summary

To provide timely and accurate information to students, staff and parents. Making them feel like they are valued and heard when people: students, staff and parents have comments or suggestions on how to get better. The parent feedback from the freshmen talk with new parents was very positive and appreciated by the parents. Continue to provide the best educational opportunity for all of our students.

## Perceptions Strengths

That our staff works extremely hard and does a great job filling in when someone has an issue (sickness, family member dies, etc...)

That our job is difficult and unappreciated. The size of the campus makes it challenging, but teachers and staff pitch in whenever possible to assist.

That our staff is a family and we care about one another. Doing things together will help increase the culture and climate (popcorn machine, teacher's lounge, etc...) I invited the entire staff over to my house the friday before school began for a back yard bbq (I had 12 kids swimming in my pool!)

That we are here for a purpose. I met with the new/freshmen parents the week before school began to share our goals/vision and answer questions. Very good response from parents.

## Problem Statements Identifying Perceptions Needs

**Problem Statement 1:** Community perception is that the school is overcrowded and has a serious issue with drugs and fights. **Root Cause:** The size of the school continues to give the perception the the kids and school have too many issues (which are the actions of only a few students and staff)

# Priority Problem Statements

**Problem Statement 1:** Students are not meeting state assessment standards.

**Root Cause 1:** New teachers, lack of fundamental skills, attendance

**Problem Statement 1 Areas:** Student Achievement - Student Academic Achievement

**Problem Statement 2:** Students are being retained and not moving on to the next grade. There was over a 20% reduction (40% with the move to 5 credits) of our retention of freshmen from 2017/18 to 2018/19. Results were shared at the Texas State Administrative Conference in Austin this past summer.

**Root Cause 2:** Students are behind on credits.

**Problem Statement 2 Areas:** Student Achievement - Student Academic Achievement

**Problem Statement 3:** Students are not being successful on the STAAR/EOC exams. We have large numbers of retesters each fall and spring.

**Root Cause 3:** Students are lacking basic skills to pass the standardized tests.

**Problem Statement 3 Areas:** Student Achievement

# 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

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Effective Schools Framework data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS 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
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment 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 Success Initiative (SSI) data for Grades 5 and 8

- 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
- Male / Female performance, progress, 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
- Career and Technical Education (CTE), including coherent sequence coursework aligned with the industry-based certifications, program growth and student achievement by 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
- Pregnancy and related services 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
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- Class size averages by grade and subject
- School safety data
- Enrollment trends

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- TTESS data

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent engagement rate
- Community surveys and/or other feedback

### **Support Systems and Other Data**

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

# Goals

**Goal 1: Permian 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 39% to 45% across all tested grade levels and content areas by May 2020.

**Evaluation Data Source(s) 1:** State Accountability 2020

**Summative Evaluation 1:**

**High Priority**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Teachers will provide best practices in terms of instruction, offer a multitude/flexible tutoring times across each department, Do-now scaffolding of low skills, common assessment schedule, data- driven instruction, aggressive monitoring by all instructional stakeholders.	2.4, 2.5, 2.6	CCF, Department Chair, Administration	Increase EOC scores 50%+				
<p><b>Comprehensive Support Strategy</b></p> <p><b>Additional Targeted Support Strategy</b></p> 2) EOC remediation built strategically during the school day during homeroom to give more individualized instruction for students that need to retest for the STAAR EOC.	2.6	Monitor each six weeks the students assigned to remediation. Rotate students in and out of remediation as needed.	Success on the STAAR EOC.				

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May

**Goal 1:** Permian 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 20% across all tested grade levels and content areas by May 2020.

**Evaluation Data Source(s) 2:** State Accountability 2020

**Summative Evaluation 2:**

**High Priority**

**Goal 1:** Permian 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 on English 1 & 2 EOC will increase by 10% by May 2020. We are roughly 10% behind the state percentage.

**Evaluation Data Source(s) 3:** State Accountability 2020

**Summative Evaluation 3:**

**High Priority**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) 1) Targeted instruction for the retesters in English I, English II, English III and English IV.	2.4, 2.5, 2.6	Teachers, Department Chair, CCF, Administration	Student EOC scores will increase by 50%+				
2) Data-driven instruction supported by spiraling low TEKS into the curriculum daily through Do-Nows.  Frequent vocabulary reinforcement and refinement.	2.4, 2.5, 2.6	Teachers, Department Chairs, Administration	Student EOC scores will increase by 50%+.				



Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
3) 3. English I and English II will have a daily PLC to discuss data and strategies.	2.4, 2.5, 2.6	Department Chair and administration	Student EOC scores will increase 50%+.				

**Goal 1:** Permian 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 20% on the Algebra 1 EOC by May 2020.


Alg 1 EOC we were at 21% in 2018 vs 55% for the state average in 2018.


**Evaluation Data Source(s) 4:** 2020 State Accountability

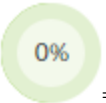
**Summative Evaluation 4:**


**High Priority**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
<b>Additional Targeted Support Strategy</b> 1) Targeted instruction for the retesters in Algebra 2, Geometry, and Math Models	2.6	Teachers, Department Chairs, CCFs, Administration	50% increase of passing rate for Algebra 1 retesters.				
<b>Additional Targeted Support Strategy</b> 2) Data-driven instruction supported by spiraling low TEKS into the curriculum daily through Do-Nows.  Frequent vocabulary reinforcement and refinement.	2.5, 2.6	Teachers, Department Chair, CCF, Assistant Principal	50% increase in passing rate for Algebra 1 EOC.				
<b>Additional Targeted Support Strategy</b> 3) Algebra 1 will have a daily PLC to discuss data and strategies.	2.4, 2.5, 2.6	Teachers, CCF, Department Chair, Assistant Principals	50% increase in Algebra 1 EOC passing rate.				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

**Goal 1:** Permian 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 state assessment will increase by 8% on each level (approaches, meets and masters)


US History from 58% to 68%.


**Evaluation Data Source(s) 5:** 2020 State Accountability

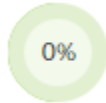
**Summative Evaluation 5:**


**High Priority**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) To increase student performance by 5% every 6 weeks through data driven instruction that best meets the needs of the individual students.	2.5	Teacher, dept. Chair and Instructional leadership	Students should reflect a 50 % increase on bench marks and formative assessment.				
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>TEA Priorities</b> Improve low-performing schools 2) Targeted instruction for the re-testers in Govt/Eco	2.4, 2.5, 2.6	Teacher, dept. Chair and Instructional leadership	Students should reflect a 50 % increase on bench marks and formative assessment.				

 = Accomplished

 = Continue/Modify

 = No Progress

 = Discontinue

**Goal 1:** Permian 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 Masters Standard on state assessments in Science will increase by 10% by May 2020.

**Evaluation Data Source(s) 6:** 2020 State Accountability

**Summative Evaluation 6:**

**Goal 1:** Permian 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:**

**Goal 1:** Permian 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 passing standard will increase from 17% to 40% by May 2020. The state average is roughly 50% passing rate for a 3 or higher.

**Evaluation Data Source(s) 8:** 2020 College Board report

**Summative Evaluation 8:**

**Goal 1:** Permian 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 by 15% by May 2020. We will increase our National Merit Qualifiers to a minimum of 5 per year.

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

**Summative Evaluation 9:**

**Goal 1:** Permian 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 K-8 by 2020.

Retention rates at Permian High School fell over 20% from the 17/18 school year to the 18/19 school year (over 40% including the drop from 6 to 5 credits.)


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

Permian HS retention tracking of at-risk students on Freshmen Teams. This information was presented at the State Admin. Conf. in Austin during the summer 2019 TASSP conference.


**Summative Evaluation 10:**

**High Priority**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Students will need a credit recovery, such as OW, to regain their credits. OW would need to be offered before school, during school and after school to meet the needs of all students.	2.6	Each six weeks, the counselor and assistant principal will monitor the progress of the students enrolled in OW	Students will regain credit in order to progress to the next grade level.				




= Accomplished



= Continue/Modify



= No Progress



= Discontinue

**Goal 1:** Permian 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 92.8% to 95% by May 2020 (State average was 95.7% in 2018).

**Evaluation Data Source(s) 11:** District attendance reports

**Summative Evaluation 11:**

**Goal 1:** Permian 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 84.2% to 90% 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:**

**Goal 1:** Permian 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:**

**Goal 1:** Permian 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:**

**Goal 2: Permian 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 Permian teacher turnover rate will decrease from over 20% to less than 16% (state turnover rate is 16.6%). We will be an employer of choice.

**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
<b>Comprehensive Support Strategy</b> <b>Additional Targeted Support Strategy</b> <b>PBMAS</b> 1) Provide mentors with adequate training, resources, and opportunities to observe and communicate with new teacher on best practices.	2.5						



**Goal 2:** Permian 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. Permian began the school year with roughly 10 LTS and 4 proximity classrooms. Reduce LTS to less than 5 and zero proximity classrooms for the 2020 school year.

**Evaluation Data Source(s) 2:** Entry Survey Data

Exit Survey Data

TAPR Report - Retention

**Summative Evaluation 2:**

### **Goal 3: Permian 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 Permian HS from at least 80% as measured by a district created Customer Service Survey (youth truth survey) by 2022.

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

**Summative Evaluation 1:**

**Goal 3:** Permian 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:** Work with downtown to resolve complaints in a timely manner (24 hours).

**Summative Evaluation 2:**

**Goal 3:** Permian 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: Permian 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

Reduction of retention rates of freshmen so they will stay on track to graduate. The Teaming concept allows freshmen teachers of at-risk students to visit and monitor their grades, attendance and behavior preventing them from slipping through the cracks.

**Summative Evaluation 1:**

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

**Performance Objective 2:** Permian HS 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:**

## **Goal 5: Permian 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:** Permian 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:** Permian 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, 2020.

**Evaluation Data Source(s) 3:** Long-Range Plans, Strategic Planning Committee goals and objectives

**Summative Evaluation 3:**

**Goal 5:** Permian 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:** Permian 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: Permian 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 less than 10% in ITCCS by May 2020.

**Evaluation Data Source(s) 1:** ITCCS reports

**Summative Evaluation 1:**

**Goal 6:** Permian 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 October 2019.

**Evaluation Data Source(s) 2:** 2019-2020 Campus improvement Plans; Release and alignment of the Strategic Planning Committee goals

**Summative Evaluation 2:**

**Goal 6:** Permian 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 2020 pending approval.

**Evaluation Data Source(s) 3:** Campus inventory and student enrollment; Receiving 900 lap tops in mid-Septemeber 2019. Already have delivered 30 COW's. Each core subject will receive 5-6 COW's with 30 chromebooks.

**Summative Evaluation 3:**

**Goal 6:** Permian 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 2022 pending approval. Areas of school still have no access to internet.

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

**Summative Evaluation 4:**

**Goal 6:** Permian 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 2022 pending approval.

**Evaluation Data Source(s) 5:** Network inventory.

**Summative Evaluation 5:**

**Goal 6:** Permian 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:** Permian 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 68% to 90% by 2020.

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

**Summative Evaluation 7:**

# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	2	EOC remediation built strategically during the school day during homeroom to give more individualized instruction for students that need to retest for the STAAR EOC.
1	5	2	) Targeted instruction for the re-testers in Govt/Eco
2	1	1	Provide mentors with adequate training, resources, and opportunities to observe and communicate with new teacher on best practices.



# PBMAS Intervention Strategies

Goal	Objective	Strategy	Description
2	1	1	Provide mentors with adequate training, resources, and opportunities to observe and communicate with new teacher on best practices.

# 2019-2020 Campus Improvement Team

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Johna Straw	Assc Prin of C&I
Administrator	Ysmael Lujan	Assc Prin of Operations
Classroom Teacher	Karen Hart	Science Department Chair