West Orange Cove Independent School District

West Orange Stark High School

2019-2020 Campus Improvement Plan

Accountability Rating: C

Mission Statement

The mission of West Orange-Stark High School is to partner with our community to instill pride in all our students while empowering them with the necessary postsecondary college and career readiness skills to become productive successful citizens.

Vision

West Orange-Stark High School where students, parents, and the community work as one to contribute to society in a positive and productive manner.

Motto

Inspire, Achieve, Celebrate 112% Everyday

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Comprehensive Needs Assessment

Demographics

Demographics Summary

The WOSHS demographic breakdown of 621 students is as follows:

AA	60.7%
Hispanic	18.7%
White	15.1%
American Indian	< 1%
Asian/Pac. Isl.	<1%
2 or more races	4.0%

Since the 2016-2017 school year enrollment has increased by 40 students. Slow but steady increase in enrollment numbers has been reported in the past 3 years.

The total number of studens in a special population program is indicated below:

504	31 students
ESL	50 students
Special Education (SPED)	116 students
Gifted and Talented (GT)	23 students
Homeless Students	11 students

Demographics Strengths

Slow and steady upward mobility in the number of students enrolled in WOSHS.

Student Achievement

Student Achievement Summary

WOSHS STAAR Results:

Grade	Subject	2018	2019	Difference
EOC	Eng. I	42	51	+9
EOC	Eng. II	50	48	-2
EOC	Algebra	51	70	+19
EOC	Biology	73	70	-3
EOC	US History	74	70	-4

Student Achievement Strengths

Significant growth was gained in Algebra

Growth in English 1

Distinction in Social Studies

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: STAAR scores continue below the target goal. **Root Cause**: Teachers need additional rigor and questioning techniques to push deeper critical thinking. Teachers need a more specific pacing and spiraling calendar for the subject areas.

School Culture and Climate

School Culture and Climate Summary

The school culture and climate of West Orange High School is a safe environment for students and staff. There is a positive attitude towards extra curricular activities such as sports, band, cheerleaders and UIL competition. We have well planned emergency operations in place in the event of fires, bad weather or school shootings. New cameras have been installed in all hallways to monitor campus activities. Classrooms have been update to include modular furniture and other advanced technology. Faculty, staff, administrators, parents and students should receive training that includes how to recognize and report concerning behavior, conflict resolution, and de-escalation techniques.

School Culture and Climate Strengths

We have improved classroom management by empowering teachers with the ability to assign lunch detention and after school detention. The assignment is placed on Google drive so that the discipline center can issue the detention slip to the student from the front office aides. The effectiveness of this system allows the A.P. to monitor classroom management from the computer.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Parental engagement

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

WOSHS continues to be proactive in the recruitment and retention of qualified staff. Analysis of the staff demographics show the need for employing minority teachers so that the district staff would more closely reflect the student demographics. The district attends Job Fairs throughout the state .

Staff Quality, Recruitment, and Retention Strengths

Professional Development opportunities have been established at WOSHS for district use in providing training opportunities

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Recruiting and maintaining Highly qualified teachers in Math, ESL, and ELA.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Strengthen vertical and cross curricular-horizontal alignment processes within campus systems to increase instructional rigor

Increase data-driven decisions, instruction, and assessments through effective PLCs

Curriculum, Instruction, and Assessment Strengths

Academic Dean job duties align with job description

Focus on PLC expectations and structure

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: absence of instructional coaches in math and ELA

Parent and Community Engagement

Parent and Community Engagement Summary

The Men of Excellence group is a volunteer organization independent from the school district yet dedicated to improving it. The MOE is a community program and is comprised of parents, friends and other acquaintances of the students. Its goals include student academic success, parent involvement improving student self esteem, morale and respect, and oftentimes the MOE members are volunteers at school functions and a,so mentor students. The Influence of the MOE , parents and other community members is displayed in their support of students athletics,graduations well as volunteering to help students in need.

From the home page of West Orange-Cove CISD parents students and the community access some of the most important issues facing school including online registration, class resource lists, available transportation, and the districts stance on issues such as bullying and child nutrition. Families and community members have channels to voice their opinion on these important issues.

Parent and Community Engagement Strengths

From the home page of West Orange-Cove CISD parents students and the community access some of the most important issues facing school including online registration, class resource lists, available transportation, and the districts stance on issues such as bullying and child nutrition.

School Context and Organization

School Context and Organization Summary

There are many ways that the district and the high school is supported. At the campus level, CILT leaders and team members meet to act as liaisons between administration members and the staff. Teachers also engage in PLC meetings at the campus level to discuss grade level concerns, subject matter concern and in high school you will also include members of CTE Department. New teacher mentors provide support and someone to shadow if the need arises.

Also, there are many clubs, organizations, sports and extra curricular activities that students can engage in. Our state ranked football program keeps the community involved and has a long history of winning local, district and state titles since the 1980's.

Data from PLC and CILT meetings reflect on student grades, STAAR results and unit assessments. Data frome these sources can help drive curriculum and seek answers as to what type or types of resources students will need. Teachers can get ideas of what concepts need additional teaching and what types of assessments work best for students.

Teacher input is welcomed and teachers feel included in some decisions at school. This school year, 2019-2020, teachers can assign lunch duty and after school detention for minor classroom disruption(s).

The school perception is rising due to high expectations being set by the administration team. Goals have been set to receive high academic ratings and programs like Saturday School and STAAR Tutorial Camps are being organized to help students prepare for STAAR EOC Administration.

Teachers have some say in what assessments will be used in their classroom for class assignments, projects and tests. However, there are district and state assessments that must be administered like unit assessments, mock testing and STAAR EOC tests.

The high school welcomes stakeholders to be a part of the planning process. There are frequent visits from community leaders, school board members and parents throughout the day. Also, parents are required members for our LPAC Committee and we proudly boast of having our very own Mayor of Orange, Texas as a community member of the Campus Improvement Team.

School Context and Organization Strengths

WOSHS supports faculty and staff input and works collaboratly to reach desired goals.

Technology

Technology Summary

Strengthen and support teacher professional development for enhancing student engagement

Incorporate technology in instruction through cross curricular

Encourage effective staff use of software and technology equipment

Technology Strengths

One to one student to technology

Problem Statements Identifying Technology Needs

Problem Statement 1: Teachers need support in professional development related to their content needs **Root Cause**: Advanced technology with general workshops not set to individual teacher needs

Priority Problem Statements

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

- Federal Report Card 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
- Texas English Language Proficiency Assessment System (TELPAS) results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Observation Survey results

Student Data: Student Groups

- STEM/STEAM data
- Section 504 data
- Homeless data
- Dyslexia 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

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- 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

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
- Budgets/entitlements and expenditures data
- Study of best practices
- Other additional data

Goals

Revised/Approved: September 04, 2015

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 1: Increase reading, writing and mathematics fluency in core areas with an emphasis on higher order thinking skills in order to close the gap between average district STAAR scores and average state STAAR scores

Evaluation Data Source(s) 1: Improved academic growth in students on cycle assessments and STAAR scores

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Comprehensive Support Strategy 1) Project-based learning Student-led activities Technology integration	Principal Dean of Instruction Assistant Principals, Academic Coaches, Teachers	Progress in student achievement; evidence of student projects				
2) Students will use journal writing to reinforce writing skills and to explain processes, experiments, record findings, record data, and to enhance literacy	Principal Dean of Instruction Assistant Principals, Academic Coaches, Teachers	Evidence of improved writing skills in all core areas; improved performance on testing				

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
TEA Priorities Build a foundation of reading and math 3) Incorporate Balanced Literacy program into reading and writing curriculum in ELAR.	Principal Dean of Instruction Assistant Principals, ELAR Teachers	Student Grades Increased Lexile levels Increased scores on assessments				
4) Integrate advanced academic programs for all identified gifted and talented/advanced students	Principal Dean of Instruction Assistant Principals, Academic Coaches, Counselors, GT Teachers	Increase in the number of students in Gifted and Talented Advanced Academic classes				
5) Inclusion support for special education students in reading and math	Principal Dean of Instruction Assistant Principals, Academic Coaches, Counselors, Diagnostician, Special Education Teachers	Progress in student achievement				
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue						

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 2: Align curriculum, lesson plans, instruction and assessments with TEKS

Evaluation Data Source(s) 2: Evidence found in lesson plans, PLC minutes, RPM notes and classroom observations

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide campus based staff development focusing on rigor and lesson plan development through individual, department, and campus activities	All Staff	Instruction reflects higher levels of learning TTESS evaluations, walkthroughs, and written documentation				
2) RPM (Reflexive Practice Model) boards in core areas	Principal Dean of Instruction Assistant Principals Director of Secondary Curriculum Academic Coaches Teachers	Evidence of alignment to TEKS through posted Performance Assessments in TEKS Resource System.				
3) Data rooms for student data analysis and conversations	Principal Dean of Instruction Assistant Principals Director of Secondary Curriculum Academic Coaches Teachers	Student academic growth

Appropriate Tiering with interventions | | | | |

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
4) TEKS Resource System will be utilized for curriculum	Principal Dean of Instruction Academic Coaches Teachers	Improved alignment and rigor in the classroom				

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

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 3: Utilize comprehensive intervention program for all students to monitor student progress

    Evaluation Data Source(s) 3: Focused intensive instruction, small class grouping, "Know Your Student Folders", documentation of parent communication

    Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	**Jan**	**Mar**	**June**
1) Continue use of EOC classes in content areas	Principal Dean of Instruction Counselors Academic Coaches	Increased pass rate of previously unsuccessful students on STAAR/EOC exams				
2) Continued development of RtI pilot program.	Principal Dean of Instruction Assistant Principals Counselors Attendance Clerks	Increased pass rate of previously unsuccessful students on STAAR/EOC exams				
3) Development of coherent academic sequences that scaffold support for students through innovative courses (ie. Strategic Learning for High School math, Algebraic Reasoning, IPC prior to Biology).	Principal Dean of Instruction Counselors Academic Coaches Teachers	Increased pass rate of first time test takers and previously unsuccessful students on STAAR/EOC exams				
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

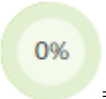**Performance Objective 4:** Increase overall student attendance rate

Evaluation Data Source(s) 4: Increased student attendance

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Run ADA report every 3 weeks	Principal Assistant Principals Attendance Clerks.	Student academic growth evidenced in increased assessment scores				
2) Ongoing parental/guardian contact through phone calls, attendance contracts, warning letters and truancy court.	Principal Assistant Principals Attendance Clerks Attendance Committee	Increase in daily student attendance.				
100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue			

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 5: Decrease in discipline referrals.

Evaluation Data Source(s) 5: Run discipline referral report every 3 weeks.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
Comprehensive Support Strategy 1) Campus wide implementation of CHAMPS in common areas and classrooms.	Principal Assistant Principals All staff All teachers	Decrease in student time out of classroom Decrease in student time in ISS				
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✗ = Discontinue

Goal 1: WOCCISD will enhance programs to meet individualized student needs.

Performance Objective 6: Increase campus safety through the issuance and use of student and faculty/staff ID cards.

Evaluation Data Source(s) 6: Visible student and staff ID cards in place by the end of the first grading period.

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Use of ID machine and school pictures to create campus IDs	Principal Assistant Principals All Staff Safety Resource Officer ID Team Members	Visible ID cards on all staff and students				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue		

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 1: Provide faculty with hands-on technology training to facilitate integration and development of existing technology

Evaluation Data Source(s) 1: Increased technology use in the classroom
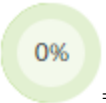
Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Use of Edivate and training facilitators for specific classroom technology	Principal Dean of Instruction Academic Coaches CILT Technology Support Staff	Increased use of technology in classrooms				
2) Integrate touch screen TV's in math classrooms.	Principal Dean of Instruction Numeracy Coach Technology Support Staff Math Teachers	Increased student and teacher use of technology in classrooms				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue		

Goal 2: WOCCISD will upgrade technology throughout the system.

Performance Objective 2: Increase available technology for student use in classrooms and computer labs

    Evaluation Data Source(s) 2: Additional computer lab availability and chrome books for classroom use

    Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Purchase and implement additional technology for the campus	Principal Dean of Instruction District Technology Department CTE/ECHS Director	Additional laptop and chrome book carts for classrooms Creation of ECHS/Dual Credit Lab				
Funding Sources: 244 - Carl Perkins - 6000.00						
2) Increase wifi access points throughout the campus	Principal Dean of Instruction District Technology Department	Increased support for use of added technology across the campus				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue		

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 1: Increase communication with parents regarding student expectations and achievements and our district's educational goals

    Evaluation Data Source(s) 1: Positive feedback from parents and community, increase parent involvement

    Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			**Summative**
			Nov	**Jan**	**Mar**	**June**
1) Teacher/Parent conferences through scheduled meetings and phone contact on staff development days.	All Staff	Positive feedback and increased parent involvement				
2) Increased parent notification and communication.	All Staff	Increased parent involvement				
3) Employ a College and Career Military Readiness (CCMR) counselor	Principal Dean of Instruction	Increased involvement student and parent involvement for post secondary readiness				
	Funding Sources: 211 - ESEA Title I, Part A - 60000.00					

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

Goal 3: WOCCISD will provide opportunities to increase family involvement.

Performance Objective 2: Increased parental participation at school events

    Evaluation Data Source(s) 2: Host 1 parent/student event on high school campus per 6 weeks

    Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop monthly activities to support family involvement with academic activities after school hours	Principal Dean of Instruction Assistant Principals Academic Coaches CCMS Counselor Staff	Increased parental involvement in academic school activities and awareness				
Funding Sources: 211 - ESEA Title I, Part A - 3617.49						

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

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 1: Set high expectations both academically and behaviorally and celebrate all successes

Evaluation Data Source(s) 1: Increase numbers on honor rolls, increased student participation in academic competitions

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Professional development through ESC 5	Principal Dean of Instruction Academic Coaches	Increased teacher competency in teaching				
2) CHAMPS	All Staff	Creation of a positive school culture and climate				
		Funding Sources: 255 - ESEA Title II, Part A Teacher & Principal Tr - 500.00				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✕ = Discontinue		

Goal 4: WOCCISD will maintain a quality staff.

Performance Objective 2: Provide faculty with substantial support and a positive campus culture to build success in all classrooms

Evaluation Data Source(s) 2: Increased teacher morale and retention

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Creation of "Celebration Team" to develop ideas for building unity and staff morale	Principal Dean of Instruction Assistant Principals CILT	Increased teacher morale and retention				
2) Continued use of mentor program with additional support from veteran teachers as mentors	Principal Dean of Instruction Assistant Principals	Increased teacher morale and retention				
100% = Accomplished →= Continue/Modify 0% = No Progress ✗ = Discontinue						

Goal 5: WOCCISD will promote a positive image.

Performance Objective 1: Communication though district approved media outlets

Evaluation Data Source(s) 1: Communication with parents using Facebook, call-outs email, newsletters and campus and district websites

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The campus will maintain an up-to-date website.	Principal Dean of Instruction Assistant Principals Campus Webmaster	Photos, calendars and announcements will show current campus activities				
2) WOSHS will use all district approved forms of social media to communicate campus activities (ie. Facebook, Twitter, Remind 101 and district website)	Principal Dean of Instruction Assistant Principals Director of Communication	Increased community awareness of events and happenings at WOSHS				
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue						

Goal 5: WOCCISD will promote a positive image.

Performance Objective 2: Increased recognition of academic successes after each grading period

    Evaluation Data Source(s) 2: Honor rolls posted on campus and in local newspaper after each grading period

    Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Positive Behavior Support	Principal Dean of Instruction Counselors Campus Webmaster Director of Communications	Increased evidence of student academic successes posting on campus and in local media venues				
100% = Accomplished		→ = Continue/Modify		0% = No Progress		✗ = Discontinue

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Project-based learning Student-led activities Technology integration
1	5	1	Campus wide implementation of CHAMPS in common areas and classrooms.

Title I Personnel

Name	Position	Program	FTE
Angela Greer	Academic Dean	WOSHS	1.0
Russell Botley	Liaison	WOSHS	1.0

Campus Funding Summary

211 - ESEA Title I, Part A

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	3			$60,000.00
3	2	1			$3,617.49
				Sub-Total	$63,617.49

244 - Carl Perkins

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	2	1			$6,000.00
				Sub-Total	$6,000.00

255 - ESEA Title II, Part A Teacher & Principal Tr

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	2			$500.00
				Sub-Total	$500.00
				Grand Total	$70,117.49

West Orange Stark High School
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