

**Ector County Independent School District**

**Permian High School**

**2023-2024 Campus Improvement Plan**



# 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.

**Performance Objective 1:** The percentage of students scoring meets or exceeds standard on Algebra I EOC will increase to 61% as measured by 2024 STAAR.





**High Priority**

**Indicators of Success:**

English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

**Evaluation Data Sources:** Texas Academic Performance Report (TAPR)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier 1 instruction will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Student progress toward measurable goals is visible in every classroom to foster student ownership and goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levels:</b>            Lever 5: Effective Instruction</p>	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.

**Performance Objective 2:** The percentage of students scoring meets or exceeds standard on English I EOC will increase to 50% as measured by 2024 STAAR.





**High Priority**

**Indicators of Success:**

English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

**Evaluation Data Sources:** Texas Academic Performance Report (TAPR)





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLC's to disaggregate data to further assess students learning level and adjust lessons accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction  <b>- Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier I instruction will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Student progress toward measurable goals is visible in every classroom to foster student ownership and goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction</p>	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.

**Performance Objective 3:** The percentage of students scoring meets or exceeds standard on English II EOC will increase to 50% as measured by 2024 STAAR.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier 1 instruction will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Student progress toward measurable goals is visible in every classroom to foster student ownership and goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction</p>	Formative			Summative
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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.

**Performance Objective 4:** The percentage of students scoring meets or exceeds standard on Biology EOC will increase to 50% as measured by 2024 STAAR.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier 1 instruction will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Student progress toward measurable goals is visible in every classroom to foster student ownership and goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p>	Formative			Summative
	Oct	Jan	Mar	May



**Staff Responsible for Monitoring:** Principal, Associate and Assistant Principals, Instructional Coaches, Teachers

**TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 5: Effective Instruction



No Progress



Accomplished



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





Discontinue

**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.

**Performance Objective 5:** The percentage of students scoring meets or exceeds standard on US History EOC will increase to 60% as measured by 2024 STAAR.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier 1 instruction will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Student progress toward measurable goals is visible in every classroom to foster student ownership and goal setting.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levers:</b>            Lever 5: Effective Instruction</p>	Formative			Summative
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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.

**Performance Objective 6:** The percentage of students meeting or exceeding the growth target will increase to 75% as measured by 2024 STAAR.

**High Priority**

**Indicators of Success:**

Growth (STAAR) - % of students who meet or exceed the STAAR progress measure - 2024 Goal: 75%

**Evaluation Data Sources:** Texas Academic Performance Report (TAPR)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLC's to disaggregate data to further assess students learning level and adjust lessons accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier I instruction will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> High dosage tutoring will be implemented using MAP data to create individual instruction to increase student growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Individual student growth will improve for MAP and STAAR</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Jan</b>	<b>Mar</b>	<b>May</b>

**Staff Responsible for Monitoring:** Principal, Associate and Assistant Principals, Instructional Coaches, Teachers

**TEA Priorities:**

Improve low-performing schools

**- ESF Levers:**

Lever 5: Effective Instruction



No Progress



Accomplished



Continue/Modify



Discontinue

**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.

**Performance Objective 7:** The percentage of students meeting or exceeding individual growth projections will increase to 58% as measured by MAP.





**High Priority**

**Indicators of Success:**

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

**Evaluation Data Sources:** Texas Academic Performance Report (TAPR)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work towards meeting this performance objective. Teacher's will use PLC's to disaggregate data to further assess students learning level and adjust lessons accordingly.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement will increase.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability</b></p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and provide coaching/feedback to teachers in a timely manner.</p> <p><b>Strategy's Expected Result/Impact:</b> Tier I instruction will improve.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> High dosage tutoring will be implemented using MAP data to create individual instruction to increase student growth.</p> <p><b>Strategy's Expected Result/Impact:</b> Individual student growth will improve for MAP and STAAR</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Instructional Coaches, Teachers</p> <p><b>TEA Priorities:</b>            Improve low-performing schools  <b>- ESF Levels:</b>            Lever 5: Effective Instruction</p>	Formative			Summative
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**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.



**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.

**Performance Objective 1:** Permian High School will increase the percentage of current seniors meeting at least one CCMR accountability indicator by the fall of the senior year to 27% by 2024.





**High Priority**

**Indicators of Success:**

College, Career, and Military Readiness - % of current seniors meeting at least one accountability indicator by the fall of their senior year - 2024 Goal: 27%

**Evaluation Data Sources:** Texas Academic Performance Report (TAPR)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Students not meeting Texas Success Initiative readiness will be enrolled in the College Prep English Language Arts and/or College Prep Math courses. Campuses will offer TSIA to all Juniors and Seniors and to all Freshmen and Sophomores as needed for College Career Military Readiness.</p> <p><b>Strategy's Expected Result/Impact:</b> Student achievement on TSIA assessments will increase 5% from the previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals, College and Career Advisor, Counselors</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Middle school through high school students, parents, counselors, and teachers will be provided information annually concerning dual credit, higher education admissions, financial aid to guide students' decisions on course selections. Seniors will be provided assistance with college admissions, FAFSA, and scholarship information.</p> <p><b>Strategy's Expected Result/Impact:</b> Graduation rates will increase 5% from the previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals, College and Career Advisor, Counselors, Teachers</p> <p><b>TEA Priorities:</b> Connect high school to career and college - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Through Naviance implementation, students will plan for their college and career goals, prepare for ACT/SAT exams, and complete their FAFSA.</p> <p><b>Strategy's Expected Result/Impact:</b> Scores for ACT/SAT exams will increase 5% from the previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals, College and Career Advisor, Counselors</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Counselors will work with students to identify potential CCMR credit.</p> <p><b>Strategy's Expected Result/Impact:</b> CCMR indicators will increase 5% from the previous year.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate and Assistant Principals, Counselors, College and Career Advisors</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative			Summative
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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.

**Performance Objective 2:** Permian High School will raise the School Connectedness indicator of the Panorama survey from 50% to 63% by May 2024.

**Indicators of Success:**

School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

**Evaluation Data Sources:** Panorama Surveys

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Permian will continue to provide daily SEL curriculum through 7 Mindsets.</p> <p><b>Strategy's Expected Result/Impact:</b> Students' social and emotional well-being will improve by 5% as measured through Panorama surveys.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals, Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Permian High School will proactively build relationships and enhance communication with students and families through multiple platforms, such as SchoolStatus, Permian's website, and social media platforms.</p> <p><b>Strategy's Expected Result/Impact:</b> There will be an increase of 5% in student connectedness as measured through Panorama surveys.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals, Teachers</p> <p><b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
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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.





**Performance Objective 3:** The four-year campus graduation rate will increase to 90% for the Class of 2024.

**High Priority**

**Indicators of Success:**

4 Year Graduate Rate - % of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate) - 90%

**Evaluation Data Sources:** Texas Academic Performance Report (TAPR)

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Permian High School's average daily attendance will increase to 90%.</p> <p><b>Strategy's Expected Result/Impact:</b> As daily attendance increases, more students will be on track to graduate.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals, Teachers, Social Workers</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Campus leaders will proactively track and monitor students to intervene when students show early signs of attendance, behavior, and academic concerns. Intensive individualized support will be provided for students who have fallen off track and a plan will be created that leads to graduation.</p> <p><b>Strategy's Expected Result/Impact:</b> Identifying struggling students and providing early intervention will lead to an increase in graduation rates.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Associate Principals, Assistant Principals, Counselors, Teachers, Social Workers</p> <p><b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
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