Ector County Independent School District

OCTECHS

2019-2020 Campus Improvement Plan

Accountability Rating: B

Distinction Designations:
Academic Achievement in Science
Academic Achievement in Social Studies

Mission Statement

Vision

We, the community of Odessa Career and Technical Early College High School (OCTECHS), are committed to empowering a diverse body of students to develop and apply knowledge and skills in order to pursue individual goals for the future and become productive citizens who value life-long learning. We at OCTECHS envision a school in which:

All students produce college quality work.

All stakeholders work in a cooperative/collaborative relationship.

Students are self-motivated, independent learners who seek out their own education.

Students transition successfully to the workforce or an institution of higher learning.

Vision

Mission

We will accomplish the OCTECHS vision by designing rigorous curricula and support and intervention structures that ensure all students meet or exceed all expectations required to obtain a high school diploma and an associate degree.

Value Statement

Core Values

Being part of the OCTECHS community is an honor that must be cherished and upheld daily. OCTECHS students and staff will live by the core values we have set for our community. It is the *responsibility of all* community members to maintain and support the following values

RESPECT, RESPONSIBILITY, INITIATIVE, PRIDE, **HONESTY & INTEGRITY**

Respect: to consider worthy of high regard (esteem)

Responsibility: the quality of being dependable (trustworthiness)

Initiative: energy shown in getting action started (ambition)

Pride: a sense of pleasure that comes from some act (self-worth)

Honesty: the quality or state of being truthful and fair (sincere)

Integrity: the quality of being honest and fair (virtue)

Collective Commitments

We will provide positive and immediate feedback to our students.

We will utilize specific instructional strategies, interventions, and tools adopted by both ECISD and OC.

We will create opportunities for parents to become involved with their child's education.

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Comprehensive Needs Assessment

Needs Assessment Overview

Odessa Career & Technical Early College High School (OCTECHS) is committed to fulfilling our district mission of providing a world class education that develops our student body into life-long learners who discover their unique gifts, achieve personal success, and fuel their community by building unified, comprehensive community support and participation that fosters a standard of excellence.

As we strive to meet the educational needs of every student, we are cognizant of our mission and dedicated to each strategy we implement being purposeful to that end.

In order to accomplish our mission, the following needs exist and will be addressed in planning for the 2019-20 school year:

1. Provide support and early interventions for students who are at risk for failure to include:

- Campus Curriculum Facilitator
- Tutoring
- SPED Consultant for our identified students
- 504 Consultant for our identified students
- SIOP/ELPS training for all campus instructors
- Credit Recovery opportunities utilizing technology--Odyssey Ware (credit recovery technology used by the district) We need 6 week intervention opportunities.
- Summer Program Services--Remediation--EOC Recovery
- AVID--support for all students who schedules allow this extra class
- AVID tutors for the AVID classroom
- DAEP services as needed
- Supplemental instructional materials in reading & language arts, math, science and social studies
- Ensure that our curriculum is effective, aligned and based on effective, research based instructional methods.
- Access to the TEKS Resource System
- Service delivery models to ensure students receive instruction in the least restrictive environment.
- At-risk tutoring
- Parent involvement activities

- TSIA student specific intervention
- TSIA retake opportunities
- Added support and intervention opportunities for McKinney-Veto students

2. Address the social/emotional needs of targeted populations through staff support and programs

- Social workers
- Communities in Schools
- Community Outreach Center
- Behavior Specialists
- School Counselor
- Drop Out Prevention (SAS) as needed
- Supplemental materials as required per TEKS Resource System
- Homeless services for non-title one campus
- TPRS
- Crisis Center

3. Address hiring and retaining a highly effective teacher/ administrator work force:

- Recruit the best teachers & administrators possible who meet our needs of 1) Highly Qualified and 2) Master's Degree
- Provide job embedded professional development to current workforce to support best practice
- Offer competitive pay
- Campus Curriculum Facilitator to model best practice instruction and support campus teachers and administrators.
- Registrar (2019-20)
- Receptionist/Attendance clerk (2019-20)

4. Use a variety of instructional technology tools, support and training on how to utilize these solutions on campus.

- One-to-one technology for each student--Chromebooks
- Appropriate software for TSIA intervention which student can access at home (Resources located at Houston Community College--TSI Preparation and Practice Tests.)
- Intense instructor support and training in order to utilize student technology in the classroom and personalize learning as we move to e-books at OC
- Touch typing for all students through AVID classroom and Monday-Thursday Homerooms
- Google Classroom Training for new instructors and additional training for current staff

- Content Specific Training for core clusters
- District Technology Specialist

5. Partner with our parents and community often to build an interdependent partnership with them.

- S.P.I.R.I.T (VIPS)
- Welcome New Students
- Celebrate Student Success
- Student Improvement Plan
- AVID Showcase
- AVID Community involvement for students
- AVID Crisis Center
- Open House--Current and New students and families
- National Honor Society
- Texas Scholars
- Honor Our Troops
- Student Council

Demographics

Demographics Summary

Ethnic Distribution

Year	Hispanic	District	White	District	African American	District	Two or More	District	EcoDis	District
2020										
2019	75.2	76.2	20.7	17.3	1.9	3.9	1.3	1.1	36.4	56.2
2018	69.23	75.5	26.92	18.1	2.75	3.9	1.1	1.0	28.9	50.9
2017	69.2	75.1	26.9	18.6	2.7	3.9	1.1	1.0	44.5	55.3
2016	68.6	74.9	25.5	18.9	3.9	3.9	2	.9	48	51.7

Gender

Year	Male %	District	Female %	District
2020				
2019	45.1	51	54.9	49
2018	41.3	51.1	58.7	48.9
2017	41.2	51.2	58.7	48.8
2016	40.6	51.1	59.3	48.9

Demographics Strengths

Index 1:

All Subjects - African American 91%, Hispanic 84%, White 93%

Math - All Groups 100%

Science - African American 95%, Hispanic 93%, White 100%

Index 2:

23% of Hispanic students exceeded progress on the Algebra 1 EOC

Problem Statements Identifying Demographics Needs

Problem Statement 1: Although OCTECHS met the target score in all indices, the number of students exceeding progress was too low. **Root Cause**: All Subjects' (All Students = 14 of 133, and Hispanic Students = 8 of 91) and for "Math" (All Students = 14 of 52, and Hispanics Students = 8 of 35).

Problem Statement 2: The numbers of ELLs students are not within 10 percentage points of ECISD's population **Root Cause**: Too few ELLs accepted during recruitment

Student Achievement

Student Achievement Summary

Student Achievement Summary

<u>Algebra 1 EOC Meets Grade Level</u>

Year	State	Campus	Hisp.	White	Afr/Amer	Asian	Amer. 2 or More	Eco Dis.	SPED	ELL
2019	42%	43%	23%	-	100%	100%	58%	100%	23%	
2018	55%	43%	-	-	-	-	-	44%	-	-
2017	48%	55%	47%	71%	-	-	-	46%	-	-

<u>Algebra 1 EOC Approaches Grade Level</u>

Year	State	Campus	Hisp.	White	Afr/Amer	Asian	Amer. 2 or More	Eco Dis.	SPED	ELL
2019	88%	88%	93%	83%	100%	83%	87%	71%	75%	
2018	83%	92%	-	-	-	-	-	91%	-	-
2017	83%	100%	100%	100%	-	-	-	100%	-	-

<u>English 1 EOC Meets Grade Level</u>

Year	State	Campus	Hisp.	White	Afr/Amer	Asian	Amer. 2 or More	Eco Dis.	SPED	ELL
2019	42%	43%	23%	-	100%	100%	58%	100%	23%	
2018	55%	54%	-	-	-	-	-	89%	-	-
2017	48%	61%	57%	69%	-	-	-	62%	-	-

<u>English 1 EOC Approaches Grade Level</u>

Year State Campus Hisp. White Afr/Amer Asian Amer. 2 or More Eco Dis. SPED ELL

2019 88% 88% 93% 83% 100% 83% 87% 71% 75%

2018 83% 79% - - - - - 87% - -

2017 83% 75% 73% 81% - - - 79% - -

Student Achievement Strengths

2017 - 2018

All Grades All Subjects - 2018

At Approaches Grade Level or Above - 89%

At Meets Grade Level or Above - 65%

At Masters Grade Level - 17%

Algebra 1 EOC - 2018

At Approaches Grade Level or Above - 92%

At Meets Grade Level or Above - 43%

At Masters Grade Level - 3%

Biology EOC - 2018

At Approaches Grade Level or Above - 100%

At Meets Grade Level or Above - 75%

At Masters Grade Level - 22%

U.S. History EOC - 2018

At Approaches Grade Level or Above - 100%

At Meets Grade Level or Above - 91%

At Masters Grade Level - 63%

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Although OCTECHS met the target score in all indices, the number of students exceeding progress was far too low for All Subjects. **Root Cause**: Students need to access tutorials more frequently throughout the course of study.

School Culture and Climate

School Culture and Climate Summary

OCTECHS is in its fifth year of adoption of the Early College High School model. With only 16 teachers and fewer than 350 students, the school has learned how to become self-reliant, operating with a skeleton staff but still managing to provide students with a well-rounded environment. This has been possible by the creation of strong teaming with parents and staff. Students are not working toward college readiness, they are learning to thrive in a college environment, with academic rigor and expectations for their full engagement and responsibility at the college level. Instructors, both Odessa College and our ECISD instructors, are professional and model master-teacher qualities and work cooperatively to prepare our students for life after this experience including a career and senior college mindset simultaneously. OCTECHS will use the Youth Truth Survey to evaluate student campus culture.

School Culture and Climate Strengths

•Focus on high-wage, high-skill, and high demand careers
•Students can earn an Associate of Applied Science (AAS) & students will earn certificates along the way
•Students take subject classes immediately and will be fully trained in the field with internships at the end of the program
•Students can transfer and earn a 4-year applied baccalaureate degree – OC, UTPB, Midland College, Texas Tech, South Texas College, Brazosport College, etc.
•What we offer our students? The opportunity to complete a High School Diploma <u>and</u> an Associate's

•One of only four CTE Early College High Schools in the nation. (All four are in Texas.)
•It provides life-changing credentials for OC TECHS graduates that will have an immediate and prolonged benefit to their families, the local economy and the college-going culture of Odessa itself.
•A CTE Early College High School provides a work-force ready opportunity. (60 hours—Associate's Degree in a field of study.)
(Auto Technician, Diesel Technician, Business Leadership, Energy Technology, Criminal Justice, Occupational Safety & Environmental Tech., Culinary Arts, Welding)

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: It is important to improve support and offerings for after school and social engagement activities. **Root Cause**: The number of volunteers and activities remains constant. Additional volunteers is required to continue services.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

OCTECHS is 81.25% Highly Qualified. We will maintain our high status by working with the ECISD HR department and maintaining a list of potential candidates as well as working with current ECISD teachers to fill positions via transfer when opening arise.

Staff Quality, Recruitment, and Retention Strengths

Thus far, there have been a number of quality applicants for each vacancy at OCTECHS because of the unique program and outstanding working conditions at the schools. We will maintain that standing by continuing our collaborative working environment and supporting our instructors and staff members in their mission to build our students toward success.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Teacher retention is low at OCTECHS. **Root Cause**: With population increase and a fluid job positions, most teachers stay less then four years.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

OCTECHS will continue to follow all district initiatives and implement best practices. This includes all programmed areas of curriculum, instruction, and data management driven to increase student achievement. We will also analyze and use data to make informed decisions about instructional practices. We will utilize the TRS including the scope and sequence. The principal will monitor lesson plans each week and complete classroom observations to verify that instruction matches planning. We will utilize tutoring in our LRC and after school credit recovery to support the needs of struggling students in all academic areas of learning. We will work closer with Odessa College to better align our practices and hopefully become a top tier high school as they have become one of the top community colleges in the nation.

Curriculum, Instruction, and Assessment Strengths

All sophomores and juniors will take the PSAT to identify their strengths and weaknesses necessary for college readiness. We will continue to share the AVID program campus wide as we prepare our students for success.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: All of our students have gaps in their learning as they arrive to OCTECHS. **Root Cause**: According to the ECHS blueprint, we must recruit from all tiers of learners. It is our responsibility to close the gaps that are apparent.

Parent and Community Engagement

Parent and Community Engagement Summary

OCTECHS has had a very active and engaged group of parent volunteers that support extra activities for our students after school. Clubs, dances, participation in city and college activities are also supported by parents, staff and our student leadership organization.

Parent and Community Engagement Strengths

Parent volunteers provide social gatherings for our students with a Thanksgiving meal and social, then a mid-winter dance, Valentines Day social and in the Spring they coordinate a HS Prom for students to attend and enjoy. The parents also raise money for our Christmas float for the Parade of Lights here in Odessa with the City.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Parent involvement is still limited and not geared toward academic growth. **Root Cause**: As a ECHS our students do not have outside activities to participate in, such as Band, Choir, Dance, Theater, Athletics.

School Context and Organization

School Context and Organization Summary

OCTECHS is a small ECHS located on the Odessa College campus serving approximately 340 students in grades 9-12. The school is organized serving students needs in the core areas via ECISD instructors and via college instructors for the students major or programs of study.

School Context and Organization Strengths

•Focus on high-wage, high-skill, and high demand careers
•Students can earn an Associate of Applied Science (AAS) & students will earn certificates along the way
•Students take subject classes immediately and will be fully trained in field at the end of the program
•Students can transfer and earn a 4-year applied baccalaureate degree – UTPB, Midland College, Texas Tech, South Texas College, Brazosport College, etc.
•What we offer our students? The opportunity to complete a High School Diploma <u>and</u> an Associate's Degree <u>at the same time.</u>
•One of only four CTE Early College High Schools in the nation. (All four are in Texas.)
•It provides life-changing credentials for OC TECHS graduates that will have an immediate and prolonged benefit to their families, the local economy and the college-going culture of Odessa itself.
•A CTE Early College High School provides a work-force ready opportunity. (60 hours—Associate's Degree in a field of study.)

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: We are seeing an average of 20 students leave the program at OCTECHS between their Freshman year & Senior year. **Root Cause**: Students leave for access to athletics and other options offered at traditional High Schools.

Technology

Technology Summary

At OCTECHS, all classrooms are outfitted with teacher laptops, document cameras, projectors, and other general technology. We are a 1 to 1 campus with students having ChromeBooks.

Technology Strengths

At OCTECHS, teachers and students utilize technology often including digital textbooks, word processing, digital organization, research, etc.

Problem Statements Identifying Technology Needs

Problem Statement 1: Technology will need updating and easier access to OC systems will improve student learning. **Root Cause**: Aging technology and servers.

Priority Problem Statements

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- Campus Performance Objectives Summative Review from previous year
- Current and/or prior year(s) campus and/or district improvement plans

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations

Student Data: Behavior and Other Indicators

- Annual dropout rate data
- Attendance data

Support Systems and Other Data

- Organizational structure data
- Budgets/entitlements and expenditures data

Goals

Goal 1: Odessa Career & Technical Early College 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 69% to 79% across all tested grade levels and content areas by May 2020.

Students achieving the Masters Standard on state assessments will increase from 22% to 37% across all tested grade levels and content areas by May 2020.

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

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math Connect high school to career and college 1) Implement a consistent process to disaggregate data and monitor data.	2.4, 2.5, 2.6	Principal, Instructional Specialist, Teachers	Students for all tested grades and content areas will achieve the Meets Standard on short cycle assessments, released test and STAAR test.				
2) Offer flexible tutoring times across each subject.	2.4, 2.5, 2.6	Principal	Students for all tested grades and content areas will achieve the Meets Standard on short cycle assessments, released test and STAAR test.				
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 1: Odessa Career & Technical Early College 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: 100% of students meeting one or more College, Career, and Military Readiness indicators.

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

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Connect high school to career and college 1) Track each student's CCMR status to ensure they're on the right path to receiving their CCMR point.	2.6	Counselor	CCMR Report				

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

Goal 1: Odessa Career & Technical Early College 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: OCTECH student attendance rate will increase to 97% by May 2020 (State average was 95.7% in 2017).

    Evaluation Data Source(s) 3: District attendance reports

    Summative Evaluation 3:
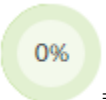
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Connect high school to career and college 1) Contact students and parents immediately as absences occur.		Principal	Increase student attendance				
TEA Priorities Connect high school to career and college 2) Remind students on a consistent basis what it means to miss one day of school at OC.		Principal and Counselor	Increase student attendance				
100% = Accomplished	➡ = Continue/Modify	0% = No Progress	✖ = Discontinue				

Goal 2: Odessa Career & Technical Early College 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, OCTECH will work to retain 90% to 100% of teachers.

Evaluation Data Source(s) 1: TAPR
Exit Interview

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Recruit, support, retain teachers and principals 1) OCTECH will provide mentors for new teachers to provide support.		Principal	Increase retention rate				
TEA Priorities Recruit, support, retain teachers and principals 2) Instructional specialist will work with new teachers develop and support.		Instructional Specialist and Principal	Increase retention rate				
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

Goal 3: Odessa Career & Technical Early College High School will establish and maintain strong partnerships with parents, the community, businesses, and local partnerships.
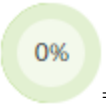
Performance Objective 1: Provide a support network to students and parents by facilitating services to maximize educational opportunities for students in at-risk situations.

Evaluation Data Source(s) 1: At-Risk students' STAAR performance, grades, attendance rates, student retention rate.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Work with Odessa College teachers to provide strategies and tips to work with high school students.	2.4, 2.5, 2.6	Principal and counselor	Improved performance and increased student retention rates.				
2) Build a strong relationship with parents and open lines of communication.	2.4, 2.5, 2.6	Principal	Student support				
100% = Accomplished		➡ = Continue/Modify		0% = No Progress		✖ = Discontinue	

Goal 4: Odessa Career & Technical Early College High School will provide and promote a safe climate that is conducive to learning.

Performance Objective 1: OCTECH will ensure that training for staff will occur annually to promote the safety of all students.

    Evaluation Data Source(s) 1: Training Records, sign-in sheets

    Summative Evaluation 1:

    High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
TEA Priorities Recruit, support, retain teachers and principals 1) Teachers will complete annual Safe Schools training, attend Ethics and Sexual Harassment Training.	2.4, 2.5, 2.6	Principal and all staff	Expected results is to improve safety and security of the educational environment.				
	100% = Accomplished	→ = Continue/Modify	0% = No Progress	✗ = Discontinue			

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

Performance Objective 1: Use student data to make budgetary decisions to meet the needs of students.

Evaluation Data Source(s) 1: Budget, Surveys

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) OCTECH will review student data quarterly to determine needs to drive budgetary decisions.	2.6	Principal, CIT	Expected result is to allow student needs to drive budget decisions.				

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

Goal 6: Odessa Career & Technical Early College 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: 100% of campus improvement plans will be aligned to the district improvement plan by August 2019.

Evaluation Data Source(s) 1: 2019-2020 Campus improvement Plans
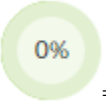
Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) OCTECH will meet with the Campus Leadership Team to create and align the campus CIP with the district DIP	2.4, 2.5, 2.6	Administrator, Leadership Team	Expected results will be alignment of district and campus plans.				

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

Goal 6: Odessa Career & Technical Early College 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: Increase the use of parent portal activity to 90% by 2020.

Evaluation Data Source(s) 2: txConnect administrator reports.

Summative Evaluation 2:

High Priority

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Oct	Dec	Mar	May
1) Require parents to complete online registration to setup their Parent Portal Account		txConnect, principal	Move towards a more paperless environment.				
100% = Accomplished → = Continue/Modify 0% = No Progress ✗ = Discontinue							

2019-2020 Campus Improvement Team

Committee Role	Name	Position
Classroom Teacher	Trent Huber	Social Studies
Classroom Teacher	Emilee Trammell	Math
Classroom Teacher	Yvonne Tarango	AVID
Classroom Teacher	Shelley Wagner	English
Classroom Teacher	Ana Suton	Spanish
Paraprofessional	Kisa Lee	Secretary
Community Representative	Roxanne Mitchell	Parent
Administrator	Karl Miller	Principal