

Ector County Independent School District

Odessa High School

2022-2023 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: Odessa High percentage of students who will meet or exceed the STAAR progress measure will go from 56% to 61% by May of 2023.

High Priority





HB3 Board Goal

Indicators of Success:

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

Evaluation Data Sources: STAAR/EOC/SCA/DBA results

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus instructional leaders review disaggregated data to track and monitor the progress of all students and provide feedback to teachers.</p> <p>Strategy's Expected Result/Impact: Improvement in Tier 1 Instruction</p> <p>Staff Responsible for Monitoring: Instructional Leadership Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p> <p>- Results Driven Accountability</p>	Formative			Summative
	Oct	Jan	Mar	May

Strategy 2 Details	Reviews			
<p>Strategy 2: Implements schedules to facilitate frequent and recurring data meetings with teachers.</p> <p>Strategy's Expected Result/Impact: Support and build effectiveness with teachers and turnaround of student data within 24/48 hours.</p> <p>Staff Responsible for Monitoring: Principal/ Associate Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers use a corrective instruction action planning process, individually and in PLCs to analyze data, identify trends in student misconceptions, and create plans to reteach.</p> <p>Strategy's Expected Result/Impact: Closing the learning gap with students who are identified as at risk. Build teacher effectiveness.</p> <p>Staff Responsible for Monitoring: MCL's / Instructional coaches/ Administrative team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, 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 2: Performance of Odessa High student subgroups compared to their peers across the state of Texas will go from 32% to 43%.

High Priority





HB3 Board Goal

Indicators of Success:

Academic Gaps - The performance of ECISD student subgroups compared to their peers across the state of Texas (Domain 3) - 2024 Goal: 51%, 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: STAAR/EOC/SCA/DBA results

Strategy 1 Details	Reviews			
<p>Strategy 1: All staff are engaged in coordinated and proactive planning to identify students who have significant learning gaps or who lack key foundational skills and provide them with timely interventions throughout the year.</p> <p>Strategy's Expected Result/Impact: Close significant gaps and increase the passing rate of student retesting. Increase MAP scores.</p> <p>Staff Responsible for Monitoring: Campus wide intervention team</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: All teachers use a student tracking system to monitor individual student progress and the intensity and schedule of interventions.</p> <p>Strategy's Expected Result/Impact: Close significant gaps and increase the passing rate of student retesting. Increase MAP scores.</p> <p>Staff Responsible for Monitoring: Campus wide intervention team and Teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers and school staff keep families informed and involved in the process of providing interventions for struggling learners.</p> <p>Strategy's Expected Result/Impact: Close significant gaps and increase the passing rate of student retesting. Increase MAP scores.</p> <p>Staff Responsible for Monitoring: Campus wide intervention team and teachers</p> <p>TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: 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 3: The percentage of student daily attendance will go from 87% to 91% .





High Priority

Indicators of Success:

Attendance - % of student daily attendance - 2024 Goal: 95%

Evaluation Data Sources: Attendance reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Establish and implement multi-tiered systems of support to track and monitor student attendance. Strategy's Expected Result/Impact: Increase student attendance. Staff Responsible for Monitoring: Attendance clerks/Teachers/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Consistently track and analyze data to address individual student attendance Strategy's Expected Result/Impact: Increase attendance Staff Responsible for Monitoring: Attendance clerks, teachers and administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Administration/Attendance clerks will contact family/parent when student reaches 5 absences and create a plan to increase student attendance.</p> <p>Strategy's Expected Result/Impact: Increase in student attendance.</p> <p>Staff Responsible for Monitoring: Attendance clerks/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</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 English 1 and Algebra 1 testers achieving meets or exceeds standard on STAAR EOC will go from 20% to 35% in English 1 and 17% to 39% in Algebra 1.

High Priority





HB3 Board Goal

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: STAAR/EOC

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus instructional leaders review disaggregated data to track and monitor the progress of all students and provide evidence-based feedback to teachers.</p> <p>Strategy's Expected Result/Impact: Increase student performance on STAAR/EOC.</p> <p>Staff Responsible for Monitoring: Instructional Coaches/MCL's/Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers utilize a planning process, individually and in PLCs to analyze data, identify trends in student misconceptions, and create plans to reteach.</p> <p>Strategy's Expected Result/Impact: Increase student performance on STAAR/EOC.</p> <p>Staff Responsible for Monitoring: Teachers/MCL's/Instructional Coaches/Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Student progress toward measurable goals is visible in every classroom and throughout the school to foster student ownership and goal setting.</p> <p>Strategy's Expected Result/Impact: Increase in student performance on STAAR/EOC.</p> <p>Staff Responsible for Monitoring: Teachers/MCL's/Instructional Coaches/Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: 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 5: Increase end of year RIT score met or exceeded individual growth projections based upon MAP from 48% to 56% by May 2024.

High Priority





HB3 Board Goal

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: MAP beginning, middle and end of year

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus instructional leaders review disaggregated data to track and monitor the progress of all students and provide feedback to teachers.</p> <p>Strategy's Expected Result/Impact: Improve student achievement. Increase student growth based on MAP data.</p> <p>Staff Responsible for Monitoring: Teachers/Instructional Coaches/MCL's/Administration.</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Teachers will use MAP data to meet with students to track individual student growth throughout the year.</p> <p>Strategy's Expected Result/Impact: Increase in student achievement. Increase in individual student growth based on MAP data.</p> <p>Staff Responsible for Monitoring: Teachers/Instructional Coaches/MCL's /Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: High dosage tutoring will be implemented using MAP data for specific students to create individual instruction to increase student growth.</p> <p>Strategy's Expected Result/Impact: Improvement in individual student growth for MAP.</p> <p>Staff Responsible for Monitoring: Teachers/Instructional Coaches/MCL's/Administration</p> <p>TEA Priorities: Build a foundation of reading and math, Improve low-performing schools</p> <p>- ESF Levers: 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: Odessa High School students who meet at least one CCMR accountability indicator will go from 39% to 65%.

High Priority

HB3 Board Goal





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%, Postsecondary enrollment - % of graduates enrolled in technical, two-year, four-year college, or enlists in the military one year after graduation - 2024 Goal: 65%, Postsecondary enrollment - % of graduates who complete a technical, two-year, four-year certificate or degree program or four years of service in the military within six years of their high school graduation date - 65%

Evaluation Data Sources: CCMR Data

State Accountability

Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors and administration will pull and disaggregate data to identify students who have not met CCMR accountability.</p> <p>Strategy's Expected Result/Impact: Increase campus CCMR accountability. Students will be prepared for post secondary education.</p> <p>Staff Responsible for Monitoring: Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Counselors along with Career and Academic Counselors will look at transcripts and courses to ensure students will meet CCMR Accountability.</p> <p>Strategy's Expected Result/Impact: Increase campus CCMR accountability. Students will be prepared for post secondary education.</p> <p>Staff Responsible for Monitoring: Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Counselors will meet with students and create a plan to either enroll in classes or prepare for TSI.</p> <p>Strategy's Expected Result/Impact: Increase campus CCMR accountability. Students will be prepared for post secondary education.</p> <p>Staff Responsible for Monitoring: Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning</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: Odessa High School graduation percentage will go from 81.7% to 88% for the class of 2023.

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: Graduation Rate Data

State Accountability

Strategy 1 Details	Reviews			
<p>Strategy 1: Campus leaders track and monitor students to intervene when students show early signs of attendance, behavior and academic concerns.</p> <p>Strategy's Expected Result/Impact: Identify struggling students and intervene early to increase graduation rate.</p> <p>Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: 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>Strategy's Expected Result/Impact: Increase in student graduation rate.</p> <p>Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Improve individual and family support to facilitate monitoring of students and create connectedness to the school.</p> <p>Strategy's Expected Result/Impact: Increase graduation rate and parent involvement.</p> <p>Staff Responsible for Monitoring: Teachers/Attendance Clerks/Counselors/Administration</p> <p>TEA Priorities: Connect high school to career and college, Improve low-performing schools</p> <p>- ESF Levers: 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 3: Odessa High School will increase school connectedness from 43% to 48% for the 2023 school year.





High Priority

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 data

Strategy 1 Details	Reviews			
<p>Strategy 1: Implementation of SEL curriculum using the 7 Mindsets school wide. Strategy's Expected Result/Impact: Improved student emotional and academic education. Staff Responsible for Monitoring: Teachers/Counselors/Administration.</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			
<p>Strategy 2: Implementation of a proactive and responsive support system for students social and emotional needs to create a positive learning environment. Strategy's Expected Result/Impact: Improve student connections to school. Create positive interactions. Staff Responsible for Monitoring: Teachers/Counselors/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Develop authentic relationships with students and family to increase involvement in school.</p> <p>Strategy's Expected Result/Impact: Increase student connectedness to the campus and family involvement.</p> <p>Staff Responsible for Monitoring: Teachers/Counselors/Administration</p> <p>TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
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