Ector County Independent School District

Permian High School

Campus Improvement Plan

2020-2021

Mission Statement

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

Vision

Strategies

Strategy #1
We will ensue learning experiences are engaging, challenging, and meaningful.

Strategy #2
We will provide infrastructure to maximize the success of all students.

Strategy #3
We will identify, engage and equip our world class team to accomplish our mission.

Strategy #4
We will establish and sustain an interdependent partnership with parents.

Strategy #5
We will communicate effectively to serve our mission.

Strategy #6
We will model and market our new culture throughout our community to ensure support and participation.

Core Beliefs

We believe that.........

Each person has inherent worth and unique strengths.

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

People are interdependent.

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

Individuals are accountable for their choices and actions.

Education creates opportunity and opportunity creates a better world.

Progress improves and adds value to human life.

Fear limits life's potential; courage inspires living.

There is a difference between right and wrong.

Values learned at home affect a lifetime.

Leadership is influence; everyone is a leader.

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

According to the 2019-20 Texas Education Agency School Enrollment Details, Permian High School reflected the following demographics:

- Enrollment: 3684
- Economically Disadvantaged: 33.9%
- English Language Learner: 10.2%
- Students Receiving Special Education Services: 7.8%
- Hispanic Students: 67%
- White Students: 24%
- African American Students: 5.8%
- Asian: 1.8%
- American Indian: .4%
- Pacific Islander: .2%
- Two or More Races: .7%

Demographics Strengths

According to the 2018-19 Texas Academic Performance Report, PHS's Dual Course Credits of Annual Graduates reflected 28.8%, outpacing the state average of 20.7%. PHS's Associate's Degrees was 2%, also higher than the state average of 1.4%. Approved Industry-Based Certications for PHS were 6.5% in comparison to the state average of 4.8%. PHS Graduates with Level I or Level II Certificates was 4.7%, well above the state average of 0.6%.

Average ACT Scores reflect the following:

- State: 20.6

- PHS: 20.8

Although PHS's SAT scores were slighter lower than the state average (911 and 1036 respectively), PHS tested 95.4% of its Annual Graduates, as opposed to the state average of 74.6%

TAPR also reflects the average of students scored at or above the state average in all grades in the following areas:

SCIENCE:

- State: 81%
- PHS: 82%
- Hispanic: 81%
- White: 88%
- Asian: 100%

SOCIAL STUDIES:

- State: 81%
- PHS: 90%
- African American: 86%
- Hispanic: 89%
- White: 94%
- Asian: 92%

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): Many at-risk students are not involved in all aspects of student life at Permian. **Root Cause:** At-risk students often have work-related or family responsibilities outside of the school day that limit their ability to participate in extracurricular activities.

Student Achievement

Student Achievement Summary

According the the 2018-19 Texas Academic Performance Report, Permian High School earned an overall performance score of 74, up 4 points from the previous year. Due to COVID-19, students were not assessed in the spring of 2020. Historical overall performance data are noted below.

Year	Overall Rating	Domain 1 (Student Achievement)	Domain 2 (School Progress)	Domain 3 (Closing the Gaps)
2017-2018	70	73	63	64
2018-2019	74	76	66	70
2019-2020	Not Rated	Not Rated	Not Rated	Not Rated

Permian High School is committed to the aligned curriculum and data-driven instruction to enhance student learning. The campus embedded Professional Learning Communities in the Master Schedule during the day for state assessed End of Course (EOC) subject areas. PHS's AP/Dual Credit programs are continuously being monitored and evaluated so students can be successful. PHS is striving to place academics at the forefront of every decision made for students. Teachers utilize the TEKS Resource System for instructional delivery. Formative (short cycle) assessments are provided to students to provide feedback on a quick turnaround scale.

Although students did not have an opportunity to participate in state assessments for the 2019-20 school year due to COVID-19, PHS is committed to earning TEA Academic Distinctions in the following areas for the 2020-21 school year:

- Academic Achievement in Science
- Top 25% Comparative Academic Growth
- Academic Achievement in Mathematics
- Post-secondary Outcomes
- Academic Achievement in English Language Arts/Reading
- Top 25%: Comparative Closing the Gaps
- Academic Achievement in Social Studies

Student Achievement Strengths

Over 450 students were involved in PHS's dual credit program for the 2019-2020 school year. Reducing the freshman retention rate by over 20% is a campus goal for 2020-21. There was an increase of 40% of 10th grade students obtaining 5 credits to move on to the next grade level. ECISD changed grade level credits (for example, from 6 to 5 credits to be a 10th grade student) and this benefited both PHS's graduation and dropout rates. First year 9th grade Algebra 1 credit counts for 2018 (84.02), 2019 (85.7), and 2020 (82.31) have remained steady for 3 years.

Permian High School is an AVID demonstration school. In 2019, AVID graduated 100% of its seniors. The campus is committed to school-wide AVID strategies to support all students for college readiness.

PHS moved strong math teachers to teach Algebra 1 to ensure support for all struggling students in this subject area, which is the lowest performing subject. Last year, the Math Department implemented 3 Saturday schools to support struggling math students before the Algebra 1 EOC, but with COVID-19, the plan was postponed. PHS's plan is implement the same strategy for the 2020-21 school year to help support struggling students, either face-to-face or virtual.

The campus CTE program is strong and is supported for student achievement. The CTE program has increased in number of students, plus we added 3 more classrooms for student instruction.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1 (Prioritized): Students are under performing on state assessments at the 9th and 10th grade levels. **Root Cause:** Developmentally, many 9th and 10th grade students are not vested in standardized assessments.

Problem Statement 2: PHS faces daily challenges of students not attending class, dropping out of school, and not graduating. **Root Cause:** Internal protocols need to be restructured to ensure the systems are enhanced to track, monitor, and support at-risk students

School Culture and Climate

School Culture and Climate Summary

PHS is committed to develop a shared mission, vision and goals to support College and Career Readiness. PHS' Dual Credit program continues to have large enrollments.

The campus is always seeking district initiatives for best practice instructional strategies to ensure that all students learn. PHS has departmentalized with an alpha split for counselors and principals since the 2019-20 school year. Also, to better support students and families, a counseling center was created in one location. PLCs have been implemented for several years to support tested areas, specifically in Algebra 1 and English.

PHS's Career and Technical Education (CTE) program will be heavily involved this year to ensure student achievement and growth in this program for PHS's College, Career, and Military Readiness (CCMR) Related Indicators, which includes the number of dual credit students, military bound seniors, and students earning a certificate through CTE.

School Culture and Climate Strengths

The Fine Arts and Athletic Programs are strong components of student participation. When students are involved in school programs, they are successful and feel part of the school community.

Several programs are available to help students in need of assistance. (For example: Teacher tutoring, credit recovery (OW), attendance appeal, End of Course (EOC) remediation, pull outs, Think Through Math, LPAC monitoring intervention, AVID strategies, etc.)

English 1 and 2 EOC are additional areas that our leadership team is focusing since the 2019 school year. PHS teachers will be targeting struggling students, especially students who are in the bubble of almost passing.

The CTE program has increased in number of students, plus we added 3 more classrooms for student instruction.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Many teachers are challenged with establishing protocols and expectations for virtual learners. **Root Cause:** With COVID-19, many students were disengaged from the learning process.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Permian High School administrators and Academic Associates interview and hire Highly Qualified teachers in their area of expertise. New teachers are provided a campus mentor, a year-long mentorship program/induction and ongoing professional development.

Staff Quality, Recruitment, and Retention Strengths

Permian High School has a diverse group of teachers who are willing to go beyond the call of duty. The academic department teams work together to formulate the best possible strategies to help all students.

According to the TEA's 2018-19 School Report Card, the average teacher's salary for Permian High School is $57,355, which is above the state average of $54,122. Permian administrators work in conjunction with ECISD's Human Resource Department to hire the best quality candidate for the job in their specific area of study. The campus strives to hire HQ staff to fill all positions. New teachers are trained by the district on best practice strategies throughout the year. Permian campus leaders also provide a teacher mentorship program to support new teachers to our campus during their first year of instruction.

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Retaining teachers across core content areas is an ongoing challenge. **Root Cause:** Teachers new to the profession or with 1-5 experience leave for employment opportunities outside of the district's control to work in other ISDs across the state with additional amenities and opportunities.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Permian High School is committed to the aligned curriculum and data-driven instruction to enhance student learning. The campus has embedded Professional Learning Communities in the Master Schedule during the school day for state tested (EOC) subject areas.   Permian HS is striving to place academics at the forefront of every decision made for our students. We want our teachers to provide students with the best instructional delivery using the TEKS Resource System. Teachers must provide students the opportunity to receive results faster, relearn, and reassess if necessary. Permian High School follows ECISD initiatives through administrative monitoring of approved curriculum and data-driven instruction to increase student achievement.

Teachers receive ongoing professional development to analyze and use data to make informed decisions about instructional practices, scope and sequence, and student interventions. Lesson plans, lesson delivery, and instruction are designed to ensure the needs of all students are proactively addressed and met. The campus staff utilizes tutoring and Odyssey Ware (online credit recovery program) to provide a common curriculum and intervention process to address the needs of struggling students in all academic areas of learning.

PHS's AP/Dual Credit programs are continuously being monitored and evaluated so students can be successful.

Curriculum, Instruction, and Assessment Strengths

All sophomores and juniors are given the PSAT to identify their strengths and weaknesses necessary for college study. The campus CTE program is growing at a steady pace to address Post Secondary Readiness along with our ROTC, Dual Credit and AVID programs. Permian Pre-AP, AP and Dual Credit programs have remained steady in growth of the programs throughout years and we administered roughly 1700 AP exams in 2019.

The campus AVID program is growing and supported by administration for its strong instructional strategies in the academic areas of teaching and learning. We have at least one principal assigned to monitor and train within the AVID program every year.

The top 30-40% of juniors will take the SAT in late Feb or early March to continue to prepare students for post-secondary readiness. PHS also administer the ASVAB interest survey to designated grade levels. The campus provides CP-ELA and CP-Math to all seniors, which will count as their English and Math credit and qualify them to attend college and provide ECISD with the CCMR credit in preparation for all students to either enter college or the work force. Seniors who have not completed or passed the EOC in Math and English will test for TSI to give them the opportunity to be successful and graduate.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: Students are unable to access digital resources. **Root Cause:** Although the district is actively seeking measures to provide enhanced technology support to

all students, there is a lack of student devices and poor Wi-Fi connection.

Parent and Community Engagement

Parent and Community Engagement Summary

Permian High School provides many methods to reach the parents of our students. The following are examples of school to parent communication:

- School Website
- Parent Link
- Open House
- Showcase
- Booster Club meetings
- Athletic & Fine Art Activities
- School Newsletter
- VIP Campus Program
- Parent Conferences
- PHS Campus Business Program Pathways (CTE Programs)
- Partnership with UTPB and OC
- Campus Improvement Team (CIT)
- Twitter

Parent and Community Engagement Strengths

Parent participation in Booster Clubs, Athletic and Fine Art events is strong at Permian High School. The activities are well attended and supported by parents of students involved in school functions. Permian ex-graduates are willing to provide the time and effort to support the school through many hours of involvement. Recently, several large donations/boosters have provided funds for improvements throughout the school and community. Students and staff continuously look for ways to give back to the community.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Parent involvement in the Athletic and Fine Arts programs is very strong, but lagging in academic programs. **Root Cause:** Parents often face time constraints and traditionally support booster clubs/organization.

School Context and Organization

School Context and Organization Summary

Permian campus is a fully integrated campus composed of over 3,684 students in grades 9-12. The staff has been restructured to provide more efficient supports and services.

Counselors and administrators are currently paired through an alpha split and the dens have been reorganized. A counseling center has been formed to house counselors together in one area, as well as the registrars and attendance clerks. This has allowed PHS to focus on meeting the needs of the students and parents that we serve with a higher degree of customer satisfaction.

School Context and Organization Strengths

Permian High School is a large, comprehensive 6A high school with a student body of multiple strengths and needs. Parental involvement is one of the school's strengths, especially through booster clubs and organizations. Many students are involved in extracurricular activities and the staff continues to explore additional measures to encourage and involve more students in school-related activities.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Providing every teacher with their own classroom is a challenge. **Root Cause:** PHS offers a wide range of course options and there are more teachers than the campus can physically house.

Technology

Technology Summary

With assistance from the district technology initiative, Permian High School has a fully integrated technology campus. Classrooms have a SmartBoard, Infocus, and Elmo Document Camera. Teachers are able to integrate technology to deliver their instructional lessons. The campus is able to access the Internet in each classroom to allow students and teachers to use WiFi. Teachers are provided with laptops and are trained on how to use them to enhance instruction. There are several technology labs available on campus that teachers utilize to help with their instructional lessons. Students are allowed to use their cellphone for instructional purposes and the teacher has embedded technology as part of daily instruction.

ECISD has purchased 900 lap tops for each high school campus and 30 Computers on Wheels (COWS) to hold 30 lap tops each. Recently, the district purchased 10,000 Chromebooks and Permian received 1,550 Chromebooks for our student population. We now have a total of 2,450 on our campus to support more then half of our population.

Each high school campus received roughly 1,200 Inspire calculators for the Math Department. Teachers received the calculators on the first day of school and will be trained, as will the students, throughout the year.

Technology Strengths

Technology is essential for running the campus and the support from Information Systems and Help Desk is outstanding. The IT department has been helpful by training our teachers to include more technology in their instructional delivery.

Problem Statements Identifying Technology Needs

Problem Statement 1: There is a need for better connectivity with our technology. **Root Cause:** There are dead spots within PHS buildings where teachers and students are not able to connect.

Priority Problem Statements

Problem Statement 1: Students are under performing on state assessments at the 9th and 10th grade levels.
Root Cause 1: Developmentally, many 9th and 10th grade students are not vested in standardized assessments.
Problem Statement 1 Areas: Student Achievement

Problem Statement 2: Many at-risk students are not involved in all aspects of student life at Permian.
Root Cause 2: At-risk students often have work-related or family responsibilities outside of the school day that limit their ability to participate in extracurricular activities.
Problem Statement 2 Areas: Demographics

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Quantifiable goals for measures of CCMR(HB 3)
- 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
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Domain 1 - Student Achievement
- Student Progress Domain
- Domain 2 - Student Progress
- Closing the Gaps Domain
- Domain 3 - Closing the Gaps
- Accountability Distinction Designations
- 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
- STAAR EL Progress Measure data
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student failure and/or retention rates
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- Migrant population, including performance, discipline, attendance, and mobility
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including coherent sequence coursework aligned with the industry-based certifications, program growth and student achievement by race, ethnicity, gender, etc.
- STEM/STEAM data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data
- STEM and/or STEAM data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

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

- PDAS and/or T-TESS

Parent/Community Data

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

Support Systems and Other Data

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

Goals

Revised/Approved: August 24, 2020

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 1: The number of students that earn a minimum of six credits by the end of their 9th grade year will increase 20% from 2020 to 2021.

Targeted or ESF High Priority

Evaluation Data Sources: District PEIMS Report

Summative Evaluation: None

Strategy 1: Permian High School will offer tutorials/remediation for all students throughout the school year.	Reviews			
Strategy's Expected Result/Impact: The passing rate will increase 20% in 2020-2021 for students receiving receiving tutorials/remediation.	**Formative**			**Summative**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, Teachers	Oct	Jan	Mar	May
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**	50%			
Strategy 2: Permian High School will offer Odyssey Ware to all students who are not successful in regular course work to retake and remain on cohort.	Reviews			
Strategy's Expected Result/Impact: PHS will raise the percentage from 811 students in 2019-2020 to 839 students who receive a minimum of 6 credits by the end of 2020-2021 school year.	**Formative**			**Summative**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, Teachers	Oct	Jan	Mar	May
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**	50%			
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 2: Permian High School's post-secondary enrollment will increase 20% from 2020 to 2021.

Targeted or ESF High Priority

Evaluation Data Sources: 2021 College Board Report

Summative Evaluation: None

| Strategy 1: Permian High School will offer AP, Dual, PSAT, SAT, and TSI to provide opportunities to all students to be prepared for college.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: PHS will increase the number of students who enroll into post secondary institutions from 502 to 569 (20%) in 2020-2021.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, Teachers **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**	50%			
0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue				

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 3: Permian High School will provide the environment conducive to all educational needs in conjunction with the development of a Long Range Facilities Plan that will move the District forward in the future.

Targeted or ESF High Priority

Evaluation Data Sources: Principal, Associate and Assistant Principals, Counselors, Teachers

Summative Evaluation: None

Strategy 1: Permian High School will provide free feeding to all students.	Reviews			
Strategy's Expected Result/Impact: Permian High School will provide free meals to all students during COVID-19; thereafter, any who student who meets federal criteria will be provided a free breakfast and lunch.	Formative			Summative
Staff Responsible for Monitoring: ECISD School Nutrition Department, Permian High School Cafeteria Manager, Cafeteria Staff	Oct	Jan	Mar	May
ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	100%	✗	✗	

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 4: Permian High School's annual attendance rate will increase 4% from 2019-2020 to 2020-2021.

Targeted or ESF High Priority

Evaluation Data Sources: District PEIMS Data

Summative Evaluation: None

Strategy 1: Attendance clerks will follow call center protocols to contact families and students who are not coming to school.	Reviews			
Strategy's Expected Result/Impact: Attendance will improve from 91.2 % to 95.2 %.	Formative			Summative
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, Teachers, Attendance Clerks	Oct	Jan	Mar	May
TEA Priorities: Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture	25%			
	0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue			

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 5: Permian High School will provide differentiated processes for priority classrooms/students.

Targeted or ESF High Priority

Evaluation Data Sources: Lesson plans, ongoing assessment data

**Summative Evaluation:** None

Strategy 1: Permian High School will plan and implement effective transitions for students to maintain academic learning and support the social-emotional learning of students.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: All students will be introduced and familiar with all activities, clubs, and organizations the Permian High School offers that meets the needs of all students.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Associate principals, Assistant principals, Academic Associates, Sponsors, Coaches **TEA Priorities:** Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**	25%			

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 6: Permian High School will embed technology for anytime, anywhere teaching and learning.

Targeted or ESF High Priority

Evaluation Data Sources: District Technology Team, Information Systems

Summative Evaluation: None

Strategy 1: Use technology resources that will enable students, teachers and leaders to implement and monitor personalized learning for all, including the following: Learning Management System (LMS) and Adaptive Technology.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Permian High School will becomes a 1:1 technology school. All students will be provided a device as well as access to the internet.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: ECISD Technology Department, Principal, Associate Principals, Assistant Principals, Technology Specialists	50%			
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 7: Permian High School will provide a rigorous, relevant, and engaging curriculum.

Targeted or ESF High Priority

Evaluation Data Sources: TEKS Resource System (TRS), McGraw-Hill and Perfection (ECISD approved adoptions), Relay, PLCs, National Math and Science Institute (NMSI)

Summative Evaluation: None

Strategy 1: Through the adoption of Mc-Graw Hill, Perfection, and the National Math and Science Institute (NMSI), teachers will be trained and provided with on-going support to design and redesign lessons to become engaging, intentionally reflective of the times, and thought-provoking.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Students will have higher assignment completion rates and coursework will reflect in-depth research or skills of higher-level thinking.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Advanced Placement teachers, NMSI Coordinators, Academic Associates, AP Coordinator, and teachers.	25%			
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 8: Permian High School will increase TPRS students to 95% on track to graduate with their cohort.

    Targeted or ESF High Priority

    Evaluation Data Sources: PEIMS, TAPR, SQL Reports Manager

    Summative Evaluation: None

Strategy 1: Permian High School will offer support services such as counseling, parenting classes (First Five, Nursing Family Practitioners, 24/7 Dad, Parents as Teachers, Mommy & Me), academic home-bound services, and tutoring (Professional Tutors of America).	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: TPRS students will graduate on target with their cohort and have foundational skills and strategies needed to enter the workforce or secondary education.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Teen Parent Related Services Coordinator, Teen Parent Specialist, Teen Parent Case Worker, TPRS/504 counselor, Principals, Associate Principals, Assistant Principals	50%			
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				
0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 9: Permian High School will develop the adult collective understanding and shared vision of Social Emotional Learning (SEL) that creates systemic change where SEL can thrive.

Targeted or ESF High Priority

Evaluation Data Sources: Youth Truth Survey, SEL Survey, classroom presentation/feedback, Arlo's Counseling Corner (feedback)

Summative Evaluation: None

Strategy 1: Permian High School staff will engage in professional learning about SEL research and practice.	Reviews			
Strategy's Expected Result/Impact: Students will gain a better understanding and self-awareness of SEL.	Formative			Summative
Staff Responsible for Monitoring: Principal, Associate principals, Assistant Principals, SAS Counselors, School Counselors	**Oct**	**Jan**	**Mar**	**May**
ESF Levers: Lever 3: Positive School Culture	50%			

0% No Progress	100% Accomplished	➡️ Continue/Modify	❌ Discontinue

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 10: Permian High School will develop and implement systems and supports for students and families that promote recovery and resiliency.

Targeted or ESF High Priority

Evaluation Data Sources: PEIMS, SAS End-of-Year data submission

Summative Evaluation: None

Strategy 1: SAS Counselors will coordinate with all campus personnel to identify and serve students and families needing additional SEL support.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: PHS's SAS's enhanced protocols will benefit SEL services students and families. **Staff Responsible for Monitoring:** Principal, Associate and Assistant Principal, SAS Counselors, Teachers **ESF Levers:** Lever 3: Positive School Culture	Oct	Jan	Mar	May
	50%			

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 11: Permian High School will provide a safe and supportive school environment.

> **Targeted or ESF High Priority**
>
> **Evaluation Data Sources:** Youth Truth Survey, SEL Survey
>
> **Summative Evaluation:** None

Strategy 1: Awareness training for staff, students, and parents will be provided in the area of sexual abuse and other maltreatment of children. All new staff will be trained during required new employee training on prevention programs. SAS Counselors will train all staff during campus professional development on prevention and reporting requirements. Required child abuse awareness posters for students will be displayed throughout the campus.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Staff will know the symptoms of abuse, understand the necessary actions to take, and take action to eliminate the potential for child abuse and neglect. **Staff Responsible for Monitoring:** Principal, Associate Principals, Assistant Principals, SAS Counselors, School Counselors **ESF Levers:** Lever 3: Positive School Culture	50%			

Strategy 2: Permian High School administrative leadership team and SAS Counselors will be trained yearly in ECISD crisis response procedures. Permian High School staff will be trained yearly during campus professional development concerning ECISD suicide prevention response procedures.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: In a crisis, all Permian High School campus members will be trained in the protocol and take the appropriate action which will prevent any unnecessary, unintended actions to take place. **Staff Responsible for Monitoring:** Assistant Superintendent - Student and School Support, SAS counselors, Principal, Associate and Assistant Principals, School Counselors **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	50%			

Strategy 3: The ECISD comprehensive Guidance and Counseling curriculum will continue to be implemented in PK-12 to implement lessons that will include dating violence, child abuse, bullying, conflict resolution, substance abuse, self-efficacy, decision-making, behavior, and other social-emotional topics.	Reviews			
	Formative			Summative
	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: The PHS staff will have an increasing awareness of the Guidance and Counseling curriculum. **Staff Responsible for Monitoring:** SAS Counselors and School Counselors **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	50%			

Strategy 4: Permian High School will attach the district's freedom from bullying policy and procedures which includes how to prevent, identify, respond to and report bullying. Administrators will follow all legal requirements pertaining to incidents of bullying.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: Permian High School will decrease bullying incidents. Administrators will work closely with District Police.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, SAS counselors, Counselors	50%			
Title I Schoolwide Elements: 2.6 - **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				

Strategy 5: Campus level systems and structures will be developed to monitor/improve disaggregated discipline data regularly to inequities.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: PHS will benefit from implementing a proactive approach to identifying inequities and finding/determining resolutions for equity.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Discipline Data Clerk	25%			
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture				

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 12: Permian High School will invest in research to drive progress in education and develop new tools and technologies aligned to district needs.

Targeted or ESF High Priority

Evaluation Data Sources: Program evaluations

Summative Evaluation: None

Strategy 1: ECISD will provide Teacher University.	Reviews			
Strategy's Expected Result/Impact: Teacher will gain adequate training in new tools and technology to implement into remote and hybrid learning.	Formative			Summative
Staff Responsible for Monitoring: Administrators, Instructional Coaches, Department Chairs	Oct	Jan	Mar	May
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	25%			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 13: Permian High School will develop a comprehensive communication plan based on the priorities identified in ECISD's Strategic Plan, The Future is Now.

Targeted or ESF High Priority

Evaluation Data Sources: District Based Strategic Plan, Campus Strategic Plan

Summative Evaluation: None

Strategy 1: Permian high school will closely mirror ECISD's Strategic Plan on comprehensive communication.	Reviews			
Strategy's Expected Result/Impact: Stakeholders will benefit from a Comprehensive Communication Plan. **Staff Responsible for Monitoring:** Principal, Associate and Assistant Principals **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	Formative			Summative
	Oct	Jan	Mar	May
	25%			

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 14: Permian High School will pursue community partnerships that promote excellence in our schools.

    Targeted or ESF High Priority

    Evaluation Data Sources: Community/Parent Involvement surveys

    Summative Evaluation: None

Strategy 1: A campus-level system will be developed to help promote community/parent partnerships by outstanding great customer service .	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Parents/Community members will feel welcomed at Permian High School. **Staff Responsible for Monitoring:** Office Clerks, Attendance Clerks, Registrars, Counselors, Administrators **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Oct	Jan	Mar	May
	50%			

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

Goal 1: Foundational Excellence: Permian High School will create an agile, forward-thinking organization that operates with excellence today, while continuously researching and innovating tomorrow's practices.

Performance Objective 15: Permian High School will have 100% of AVID students will have a CCMR plan and /or acceptance.

    Targeted or ESF High Priority

    HB3 Goal

    Evaluation Data Sources: Campus AVID Coordinator End-of-Year data submissions

    Summative Evaluation: None

Strategy 1: Permian High School will provide weekly content tutorials, and college/career experiences.	Reviews			
Strategy's Expected Result/Impact: 100% Graduation 100%College Readiness 100% CCMR	Formative			Summative
Staff Responsible for Monitoring: AVID Coordinator, AVID Team, AVID Assistant Principal Monitor, principal, Associate and Assistant Principals, Principal	Oct	Jan	Mar	May
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction	50%			
0% No Progress 100% Accomplished ➡ Continue/Modify ✖ Discontinue				
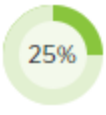
Goal 2: Invest in Talent: Permian High School will recruit, develop, and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 1: In 2020-21, Permian High School will offer a job-embedded, personalized professional learning system for teachers.

> **Targeted or ESF High Priority**
>
> **Evaluation Data Sources:** Learning Management System (LMS)
> Employee Performance Evaluations
> Staff Retention Rates
> Eduphoria STRIVE
> Staff Exit Survey Data
>
> **Summative Evaluation:** None

Strategy 1: PHS administrators will conduct a minimum of 5 documented walkthroughs and/or observation/feedback meetings per week.	Reviews			
Strategy's Expected Result/Impact: Teachers will enhance/improve their teaching practices through academic coaching.	**Formative**			**Summative**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals	**Oct**	**Jan**	**Mar**	**May**
TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	50%			

Strategy 2: Permian High School will utilize Opportunity Culture to extend the reach of excellent teachers and their teams during 2020-2021.	Reviews			
Strategy's Expected Result/Impact: PHS will have an increase in teacher retention.	**Formative**			**Summative**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Department Chairs	**Oct**	**Jan**	**Mar**	**May**
TEA Priorities: Recruit, support, retain teachers and principals - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture	25%			

| 0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue
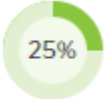
Goal 2: Invest in Talent: Permian High School will recruit, develop, and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 2: ECISD will provide strategic staffing and compensation systems during 2020-2021.

Targeted or ESF High Priority

Evaluation Data Sources: Staffing models
Equity Plan
Opportunity Culture
Teacher Incentive Allotment designations
Staffing/Payroll Reports

Summative Evaluation: None

Strategy 1: PHS will partner with ECISD to pursue TEA's Teacher Incentive Allotment.	Reviews			
Strategy's Expected Result/Impact: PHS will have an increase in teacher retention.	**Formative**			**Summative**
Staff Responsible for Monitoring: ECISD HR Department, Principal, Associate and Assistant Principals	**Oct**	**Jan**	**Mar**	**May**
ESF Levers: Lever 2: Effective, Well-Supported Teachers	25%			

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

Goal 2: Invest in Talent: Permian High School will recruit, develop, and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 3: ECISD will cultivate current and potential pipelines for selection and development of quality people during 2020-2021.

Evaluation Data Sources: Recruitment data
Enrollment and completion data from all pipelines

Summative Evaluation: None

Strategy 1: PHS will partner with ECISD HR Department to explore innovative opportunities to select and develop current and future employees.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: PHS will have an increase in teacher retention. **Staff Responsible for Monitoring:** ECISD HR Department, Principal, Associate and Assistant Principals **ESF Levers:** Lever 2: Effective, Well-Supported Teachers	**Oct**	**Jan**	**Mar**	**May**
	25%			

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

Goal 2: Invest in Talent: Permian High School will recruit, develop, and retain highly-effective individuals who are invested in looking at tomorrow to inform their practices today.

Performance Objective 4: Permian High School's teacher retention rate will increase from 78.8% in 2020 to 80% (+0.6%min.) in 2021.

> **Targeted or ESF High Priority**
>
> **Evaluation Data Sources:** Texas Academic Performance Report (TAPR)
>
> **Summative Evaluation:** None
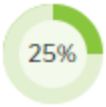
Strategy 1: PHS will utilize teacher survey data to proactively address teacher feedback.		Reviews			
Strategy's Expected Result/Impact: PHS will have an increase in teacher retention. **Staff Responsible for Monitoring:** Principal, Associate and Assistant Principals, Teachers **ESF Levers:** Lever 2: Effective, Well-Supported Teachers		Formative			Summative
		Oct	Jan	Mar	May
		25%			
	0% No Progress	100% Accomplished	→ Continue/Modify	✗ Discontinue	

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 1: ECISD will develop a plan to increase the number of students who are Kindergarten ready and who are on grade level by grade 3.

Evaluation Data Sources: Pre-K Circle Data, MAP Growth Assessment

Summative Evaluation: None

Strategy 1: PHS will partner with ECISD to review trend in early grades and adjust vertical alignment accordingly. **Strategy's Expected Result/Impact:** ECISD will be aligned PK-12 to best serve all students. **Staff Responsible for Monitoring:** Principal, Associate and Assistant Principals, Counselors, Teachers	Reviews			
	Formative			**Summative**
	Oct	Jan	Mar	May
	25%			

	0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue
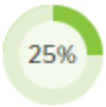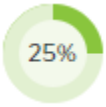
Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 2: Permian High School will implement innovative instructional models which enable personalized learning for all students.

    Targeted or ESF High Priority

    Evaluation Data Sources: Lesson plans, T-TESS/walkthrough observations, student surveys

    Summative Evaluation: None

	Reviews			
Strategy 1: Permian High School will implement assessment models that ensure teachers and students are able to monitor their learning and growth. Assessment models will include the following: MAP Growth Assessments, Formative Assessments, and Aggressive Monitoring.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Students will be empowered to track their academic progress and there will be an increase in student achievement.	25%			
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, Teachers, Academic Associates				
ESF Levers: Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

	Reviews			
Strategy 2: Permian High School will implement research based instructional models which enable personalized learning for all students, including the following: Blended Learning, Balanced Literacy, Enriched Advanced Academics, and/or Project Based Learning.	**Formative**			**Summative**
	Oct	**Jan**	**Mar**	**May**
Strategy's Expected Result/Impact: Students will be empowered to track their own progress and there will be an increase in student achievement.	25%			
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, Teachers, Academic Associates				
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				
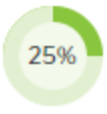
Strategy 3: Principal will implement PLCs where teams implement the Data Driven Instructional process, develop TEKS knowledge (Know/Show charts), implement the coaching model of Observation/Feedback, and plan for students mastery of learning objectives through a personalized learning path.	**Reviews**			
	Formative			**Summative**
Strategy's Expected Result/Impact: Teachers will grow professionally and student achievement will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Teachers, Instructional Coaches	25%			
TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 3: ECISD will promote SEL for all students across the district.

> **Targeted or ESF High Priority**
>
> **Evaluation Data Sources:** SAS End-of-Year data submissions, PEIMS
>
> **Summative Evaluation:** None

Strategy 1: SAS Counselors will provide social and emotional support to students, families, and staff both in person and virtually as needed.	Reviews			
Strategy's Expected Result/Impact: Improved Social and Emotional health, increased student emotional support	**Formative**			**Summative**
Staff Responsible for Monitoring: Student Assistance Counselors, Assistant Principal, Associate Principal, Principal	Oct	Jan	Mar	May
ESF Levers: Lever 3: Positive School Culture	50%			

Strategy 2: Due to COVID 19, PHS students will be provided additional Social and Emotional resources such as coping with stress video clips, mindful meditations, and a counseling hotline.	Reviews			
Strategy's Expected Result/Impact: Student will benefit from an increase in student and family social and emotional support.	**Formative**			**Summative**
Staff Responsible for Monitoring: SAS Counselors, Counselors, Assistant Principals, Associate Principals, Principal	Oct	Jan	Mar	May
ESF Levers: Lever 3: Positive School Culture	50%			

0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 4: Permian High School will develop a vision for the future of choice schools that connects to the district's broader vision for student success that considers academic goals, the diversity of student needs, expectations for low-performing schools, and a desire for continuous improvement.

Targeted or ESF High Priority

Evaluation Data Sources: TAPR, Federal Report Card, College Board Report

Summative Evaluation: None

Strategy 1: Permian High School will diversify Advanced Placement enrollment and recruitment and allow for more flexibility and support for struggling learners	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: There will be an increase in student diversity in AP classes.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Associate Principal for Curriculum and Instruction, Assistant Principals, Counselors, Principal **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy**	25%			
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				
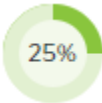
Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 5: Permian High School will create systems that support all graduating seniors to and through college, career and military decisions.

Targeted or ESF High Priority

Evaluation Data Sources: TAPR, Federal Report Card, College Board Report

Summative Evaluation: None

	Reviews			
Strategy 1: Permian High School students not meeting TSI readiness will be enrolled in the College Prep English Language Arts and/or College Prep Math courses. PHS will offer the TSIA to all Juniors and Seniors and to all Freshman and Sophomores as needed for College Career Military Readiness.	**Formative**			**Summative**
Strategy's Expected Result/Impact: There will be an increase in student participation and readiness for TSI.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, College Advisor, Teachers	25%			
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**				

	Reviews			
Strategy 2: Permian High School students, parents, counselors and teachers will be provided information annually concerning dual credit, higher education admission, financial aid, TEXAS grant, TEACH for TEXAS grant to guide their decisions on course selections. Seniors will be provided assistance with college admissions, FAFSA, and scholarship information.	**Formative**			**Summative**
Strategy's Expected Result/Impact: PHS will have an increase of dual credit participation, student preparedness for college and career readiness.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, College Advisor, Teachers	50%			
TEA Priorities: Connect high school to career and college - **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

0% No Progress	100% Accomplished	➡ Continue/Modify	❌ Discontinue
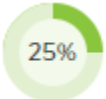
Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 6: Permian High School students achieving the AP Language passing standard will increase from 31% to 40% by May 2021.

Targeted or ESF High Priority

Evaluation Data Sources: 2020 AP Assessment
2021 AP Assessment

Summative Evaluation: None

Strategy 1: The Spanish Language teacher will look at the Instructional Planning Report which looks at the performance of the Spanish Language students at Permian and compare with College Board standards.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Targeted areas of curriculum will be prioritized to help improve student performance.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: AP testing Coordinator, Associate Principal of Curriculum and Instruction, AP teacher	25%			
ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

Strategy 2: Permian High School will provide increased online practice in Language Labs to allow students to familiarize with voice recording component of AP test.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: There will be an increase in student competency and confidence on the Voice component of AP language test.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: AP Coordinator, Associate Principal for Curriculum and Instruction, AP teachers	25%			
TEA Priorities: Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 7: Permian High School 11th Grade students achieving the PSAT/NMSQT benchmark will increase from 11% to 15% by May 2021.

Targeted or ESF High Priority

Evaluation Data Sources: 2021 College Board Report

Summative Evaluation: None

	Reviews			
Strategy 1: PHS Sophomore/Junior English & Math Teachers will be trained to implement the PSAT Curriculum to produce a PSAT/SAT Questions of the Day. PSAT practice tests and information from the College Board will be given via Sophomore and Junior English classes.	**Formative**			**Summative**
Strategy's Expected Result/Impact: There will be an increase in Sophomore and Juniors passing the PSAT benchmark.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: College Readiness Counselor, Associate Principal for Curriculum and Instruction, English and Math department Chair, Teachers	25%			
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**				
Strategy 2: Permian High School PSAT Virtual Boot Camp will be provided for all Juniors testing.	**Reviews**			
Strategy's Expected Result/Impact: There will be an increase in student performance on the PSAT.	**Formative**			**Summative**
Staff Responsible for Monitoring: College Readiness Counselor, Associate Principal for Curriculum and Instruction, Assistant Principals, Principal	**Oct**	**Jan**	**Mar**	**May**
TEA Priorities: Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**	25%			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 8: The Campus Outreach Center servicing McKinney Vento Homeless and English Learners via the Graduation Lab Drop Out Recovery Program will increase enrollment by 10% each quarter. Enrollment will target McKinney Vento Homeless and English Learning students who have dropped out or considering dropping out. 70% of the students enrolled in the COC Graduation Lab Drop Out Recovery Program will continue to be enrolled and matriculating towards graduation. Supplemental tutoring will be provided in order to ensure academic progression in earning credits and passage of the End of Course Exams.

Targeted or ESF High Priority

Evaluation Data Sources: TAPR, Federal Report Card

Summative Evaluation: None

Strategy 1: Permian High School will identify potential drop out students with timely outreach such as phone calls, parent meetings, and home visits from PHS Drop Out Liaison and Community Outreach Center.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: There will be a decrease in student drop outs and out of cohort placements.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Drop Out Liaison, Assistant Principals, Counselors, Associate Principals, Principal				
TEA Priorities: Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture	25%			

0% No Progress   100% Accomplished   ➡️ Continue/Modify   ❌ Discontinue
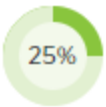
Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 9: Social workers and specialists will provide interventions to help remove barriers to school attendance and success. COC staff will provide direct interventions to 70% of parents of students with 10 or more unexcused absences and those students on the drop out list. Interventions will be documented in Eduphoria.

Targeted or ESF High Priority

Evaluation Data Sources: PEIMS, TAPR, Federal Report Card

Summative Evaluation: None

Strategy 1: PHS will utilize an Attendance Task Force to monitor and improve attendance.	Reviews			
Strategy's Expected Result/Impact: Student attendance will improve.	Formative			Summative
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselors, Attendance Clerks, Teachers	Oct	Jan	Mar	May
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	25%			

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 10: The percentage of students scoring "Meets" on the 1st administration of the Algebra 1 EOC will increase 20% from the 2019 STAAR to the 2021 STAAR

Targeted or ESF High Priority

Evaluation Data Sources: 2019 STAAR Assessment
2021 STAAR Assessment

Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Student academic performance will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 11: The percentage of students scoring "Meets" on the 1st administration of the English 1 EOC will increase 20% from the 2019 STAAR to the 2021 STAAR

Targeted or ESF High Priority

Evaluation Data Sources: 2019 STAAR Assessment
2021 STAAR Assessment

Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Student academic performance will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**				

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 12: The percentage of students that Met Standard on all subject/grades tested will increase 20% from the 2019 STAAR to the 2021 STAAR.

Targeted or ESF High Priority

Evaluation Data Sources: 2019 STAAR Assessment
2021 STAAR Assessment

Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Student achievement will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 13: The percentage of students meeting or exceeding the growth target will increase from 20% from the 2019 STAAR to the 2021 STAAR.

Targeted or ESF High Priority

Evaluation Data Sources: 2019 STAAR Assessment
2021 STAAR Assessment

Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Student achievement will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 14: The percentage of students earning CCMR credit will increase 20% from 2019 to 2021.

Targeted or ESF High Priority

Evaluation Data Sources: TSI
CPELA
CPMath

Summative Evaluation: None
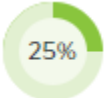
Strategy 1: Counselors will work with students to identify potential CCMR credit.	Reviews			
Strategy's Expected Result/Impact: PHS CCMR-Related Indicators will increase.	Formative			Summative
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Counselor, Teachers	Oct	Jan	Mar	May
TEA Priorities: Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**	25%			

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 15: The four-year campus graduation rate will increase from 89% to 95%.

Evaluation Data Sources: TAPR Report

Summative Evaluation: None

Strategy 1: Permian High School will assure that all students are on track to graduate on time.		Reviews			
Strategy's Expected Result/Impact: Students staying engaged and passing all courses. **Staff Responsible for Monitoring:** Teachers, Counselors and Administrators		Formative			Summative
		Oct	Jan	Mar	May
		25%			
0% No Progress	100% Accomplished	Continue/Modify	✗ Discontinue		

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 16: Permian High School students achieving the AP Literature passing standard will increase from 36% to 41% by May 2021.

Evaluation Data Sources: 2020 AP Assessment
2021 AP Assessment

Summative Evaluation: None

Strategy 1: Students will be provided with instruction and all resources available to be successful in passing the AP Literature exam.			Reviews			
Strategy's Expected Result/Impact: Scores and percentages will improve.			Formative			Summative
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	Oct	Jan	Mar	May
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**	25%			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue						

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 17: The percentage of students scoring "Meets" on the 1st administration of the Biology EOC will increase 20% from the 2019 STAAR to the 2021 STAAR

Targeted or ESF High Priority

Evaluation Data Sources: 2019 STAAR Assessment
2021 STAAR Assessment

Summative Evaluation: None

Strategy 1: Permian High School will improve attendance, build relationships with students and provide the necessary resources for students to attain the knowledge to increase scores.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Students will attend every day and be engaged in their classroom. **Staff Responsible for Monitoring:** Principal, Associate and Assistant Principals, Instructional Coaches, Teachers **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**	Oct	Jan	Mar	May
	25%			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 18: The percentage of students scoring "Meets" on the 1st administration of the English II EOC will increase 20% from the 2019 STAAR to the 2021 STAAR

Targeted or ESF High Priority

Evaluation Data Sources: 2019 STAAR Assessment
2021 STAAR Assessment

Summative Evaluation: None

Strategy 1: Permian High School will improve attendance, build relationships with students and provide the necessary resources for students to attain the knowledge to increase scores.	Reviews			
Strategy's Expected Result/Impact: Students will attend every day and be engaged in their classroom. **Staff Responsible for Monitoring:** Teachers, Counselors, clerks and administrators. **TEA Priorities:** Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**	Formative			Summative
	Oct	Jan	Mar	May
	25%			

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 19: The percentage of students scoring "Meets" on the 1st administration of the US History EOC will increase 20% from the 2019 STAAR to the 2021 STAAR.

Targeted or ESF High Priority

Evaluation Data Sources: 2019 STAAR Assessment
2021 STAAR Assessment

Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Student achievement will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction				

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 20: Permian High School students achieving the AP Biology passing standard will increase from 75% to 80% by May 2021.

Targeted or ESF High Priority

Evaluation Data Sources: 2020 AP Assessment
2021 AP Assessment

Summative Evaluation: None

Strategy 1: Students will be provided with instruction and resources to be successful in passing the AP Biology exam.	Reviews			
Strategy's Expected Result/Impact: Scores and percentages should improve.	**Formative**			Summative
Staff Responsible for Monitoring: Teachers, Counselors and administrators.	Oct	Jan	Mar	May
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**	25%			

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 21: Permian High School students achieving the AP Chemistry passing standard will increase from 37.5% to 43% by May 2021.

Evaluation Data Sources: 2020 AP Assessment
2021 AP Assessment

Summative Evaluation: None

| Strategy 1: 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.		Reviews			
		Formative			**Summative**
Strategy's Expected Result/Impact: Student achievement will increase.		**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers		25%			
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**					
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue					

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 22: Permian High School students achieving the AP Physics passing standard will increase from 42% to 50% by May 2021.

    Targeted or ESF High Priority

    Evaluation Data Sources: 2020 AP Assessment
2021 AP Assessment

    Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Student academic performance will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				
0% No Progress 100% Accomplished → Continue/Modify ✕ Discontinue				

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 23: Permian High School students achieving the AP US History passing standard will increase from 21% to 28% by May 2021.

Evaluation Data Sources: 2020 AP Assessment
2021 AP Assessment

Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Student academic performance will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
TEA Priorities: Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability**				

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

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 24: Permian High School students achieving the AP World History passing standard will increase from 31% to 38% by May 2021.

> **Targeted or ESF High Priority**
>
> **Evaluation Data Sources:** 2020 AP Assessment
> 2021 AP Assessment
>
> **Summative Evaluation:** None

Strategy 1: 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.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Student academic performance will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers **TEA Priorities:** Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy** - **Results Driven Accountability**	25%			
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 25: Permian High School students achieving the AP Government & Politics passing standard will increase from 29.6% to 36% by May 2021.

> **Targeted or ESF High Priority**
>
> **Evaluation Data Sources:** 2020 AP Assessment
> 2021 AP Assessment
>
> **Summative Evaluation:** None

| Strategy 1: 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.	Reviews			
	Formative			**Summative**
Strategy's Expected Result/Impact: Student academic performance will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
TEA Priorities: Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy**				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

Goal 3: Learning Journey: Permian High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Permian High School will equip students to be adaptable in an ever-changing society.

Performance Objective 26: Permian High School students achieving the AP Macro Economics passing standard will increase from 40% to 46% by May 2021.

Targeted or ESF High Priority

Evaluation Data Sources: 2020 AP Assessment
2021 AP Assessment

Summative Evaluation: None

Strategy 1: 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.	Reviews			
	Formative			Summative
Strategy's Expected Result/Impact: Student academic performance will increase.	**Oct**	**Jan**	**Mar**	**May**
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers	25%			
TEA Priorities: Connect high school to career and college, Improve low-performing schools - **ESF Levers:** Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction - **Comprehensive Support Strategy** - **Targeted Support Strategy** - **Additional Targeted Support Strategy**				

0%	No Progress	100%	Accomplished	→	Continue/Modify	✖	Discontinue