Campus Targeted Improvement Plan

Intervention and Submission documents for the 2019-2020 monitoring year may be found on the Division of School Improvement web page at https://tea.texas.gov/si/accountabilityinterventions/

Please complete all sections of the Cycles 1, 2, and 3 tabs except:

- Status of Metrics/Evidence Collections
- Necessary Adjustments/Next Steps
- Section V: Reflections and Planning for Next 90 Day Cycle

These sections will be filled out at the end of the 90 day cycle <u>prior</u> to the Division of School Improvement Progress Submission.

Feature/Tip	Explanation	Screenshot
Checkbox selection	Check boxes allow for selection of one or more response to a question. Place a check in the box next to all answers that apply.	Prioritized Focus Area I I I I I
Expanding rows and/or columns	If you cannot see all of the information you've entered into a cell you may adjust the height of the cell by right- clicking and increasing the height of the row.	37 District leaders will create 38 District leaders will create 39 Image: Copy 37 District leaders will create and implement a process that allows principals autonomy to change 38 39 Image: Format Cells Bow Height Hide Unhide Image: Format Cells

	Throughout the Improvement Plan there are cells						
	containing notes or guidance around what should be						
	entered into the cell. These cells are marked with a red	·	Create your annual goal for	-			
Viewing cell tips	triangle in the top-right corner.	Annual Desired	each Priority Focus Area				
. .		Outcome for Priority	identified using qualitative				
	To view the information in the notes box, hover your	Focus Area	and/or quantitative				
	mouse over the cell.	Barriers to address	measures.	<u>}</u>			
	The page breaks in the Improvement Plan have been set						
	for optimal printing on a legal size (8.5 x 14) sheet of						
	paper with the page orientation set to Landscape						
	(horizontal). However, users may find that after						
Driving the Terrelate	completing the plan the page breaks need to be adjusted.	https://support.office.com/en-us/article/insert-move-or-delete-page-breaks-in-a-worksheet-ad3dc726-beec-4a4c-861f-					
Printing the Template				<u>ed640612bdc2</u>			
	To insert, move, or delete page breaks in an Excel						
	worksheet, visit the Microsoft Office help page.						

				Campus	Information						
District Name	Ector County ISD	Campus Name	Odessa High School	Superintendent	Dr. Scott Muri	Principal	Mauricio Marquez				
District Number	068901	Campus Number	00000002	District Coordinator of School Improvement	Dalia Benavides	ESC Support	District Support Annette Macias				
					surances						
DCSI	commitments and support r understand I am responsible	mechanisms to ensure e for the implementati	attest that I will provide or facilitate the successful implementation of th on of all intervention requirements. he plan elements as indicated herein	e the provision of all the nece le Targeted Improvement Pla If I am the principal supervis	essary district-level an for this campus. I		Dalia Benavides				
Principal Supervisor (Only necessary if the DCSI is NOT the Principal supervisor)	eccessary if the necessary district-level commitments and support mechanisms to ensure the principal I supervise can achieve successful implementation of the NOT the Principal Targeted Improvement Plan for this campus. I understand I am responsible for ensuring the principal carries out the plan elements as indicated										
Principal	I, as principal for this campus, attest that I will coordinate with the DCSI (and my supervisor, if they are not the same person) to use the district- provided commitments and support mechanisms to ensure the successful implementation of the Targeted Improvement Plan for this campus. I agree to carry out the plan elements as indicated herein.										
Board Approval Date											
					Assessment						
			What accountability goals for each Domain has your campus set for the year?		omain 2 Goal 72, Domain 3 Goal 73						
	Data Analysis Questions		What changes in student group and subject performance are included in these goals?	White, EL's and Non-Continuously enrolled student groups will be tracked to improve overall Domain scores.							
			If applicable, what goals has your campus set for CCMR and Graduation Rate?	CCMR 57% Overall and mee	et all Domain 3 indicators, 6 γε	ear Graduation rate inc	crease to 88%				
	Self-Assessment Results (To be completed if the campus HAS NOT had an ESF Diagnostic)										
			Use	the completed Self-Asse	ssment Tool to complete	this section					
		Essential Ac	tion			Implementa	tion Level (1 Not Yet Started - 5 Fully Implemented)				
1.1 Develop campus ins	structional leaders with clear	roles and responsibilit	ies.				2				

2.1 Recruit, select, assign, induct and retain a full staff of highly qualified educators.	3
3.1 Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations.	3
4.1 Curriculum and assessments aligned to TEKS with a year-long scope and sequence.	3
5.1 Objective-driven daily lesson plans with formative assessments.	2
5.3 Data-driven instruction.	2

	Prioritized Focus Area #1	Prioritized Focus Area #2	Prioritized Focus Area #3
Essential Action	1.1 Develop campus instructional leaders with clear roles and responsibilities.	5.3 Data-driven instruction.	
Rationale	Structures are in place to implement a few focused priorities, clear timelines, milestones, metrics, and task owners that address the root cause of low performance. With the added structures, campus instructional leaders will have clear, written, and transparent roles and responsibilities. Tasks will be scheduled on weekly calendars and performance expectations will be clear, written, measurable and match the job responsibilities. Walkthrough data trends will be identified to track progress towards intended outcomes.	Structures are currently in place to implement PLC/Data Meetings where campus instructional leaders review disaggregated data to track and monitor the progress of all students as well as provide evidence-based feedback to teachers. Content teachers have protected time built into the master schedule to meet regularly for in depth conversations about local assessment studetn data, effective instructional strategies, and possible adjustments to instructional delivery focused on meeting the needs of both struggling learneres and learners needing accleration. Content teachers use a corrective instruction action planning process both individually and in PLCs to analyze data, identify trends in student misconceptions, determine the root cause as to why students have not learned concepts and create plans to reteach.	
Desired Annual Outcome	Instructional leaders will focus on two specific areas - 1)Ensure that the principals' calendar reflects schedule time to observe lead teams in observation/feedback, PLC observation and data meetings to include modeling the use of these tools and techniques. 2)Ensure that team leaders for tested content subjects and grade levels use agendas and tracking tools for their instructional responsiblities including obervation/feedback cycles, PLCs, and data meetings.	Teachers will engage in the data driven instruction (DDI) process during PLC/data meetings to plan and practice the reteach. Dates for reteach activities will be placed on the calendar with list of specific students to address, date and method of assessment with a follow up date for reassessment data review. All tested content area classrooms will include at least one visible student progress tracking artifact which is regularly updated.	
Barriers to Address During the Year	Time management, systems to protect and prioritize instructional leadership time	Scope and sequence adjusted accordingly, but not to the extent that students will not receive instruction on all of the assessed curriculum prior to the STAAR test.	
Distric	coaching of the DDI process for the	· ·	
		ESF Diagnostic Results	
	Date of ESF Diagnostic	AFTER the campus engages in the shared diagnostic with an ESF Facilita	
	Prioritized Focus Area #1	Prioritized Focus Area #2	Prioritized Focus Area #3
Essential Action			

Desired Annual Outcome					
Barriers to Address During the Year					
Distric	ct Commitment Theory of Action				
Prioritized Focus Areas for Improvement			Capacity Builder		

						Student D	ata							
			% of Students at Campus Determined Proficiency Level									% of Students at Meets Grade Level on STAAR or Other Assessment		
Grade level	Subject tested		Cycle 1			Cycle 2			Cycle 3			Summative		
		Data Source	Goal	Actual	Data Source	Goal	Actual	Data Source	Goal	Actual	Data Source	Goal	Actual	
10	Biology - Achievement	Benchmark	88/44/11		Benchmark	88/44/11		Benchmark	88/44/11		STAAR	88/44/11		
9	Eng I - Achievement	Benchmark	50/28/7		Benchmark	50/28/7		Benchmark	50/28/7		STAAR	50/28/7		
9	Alg 1 - Achievement	Benchmark	69/26/11		Benchmark	69/26/11		Benchmark	69/26/11		STAAR	69/26/11		
10	Eng II - Achievement	Benchmark	57/34/6		Benchmark	57/34/6		Benchmark	57/34/6		STAAR	57/34/6		
11	US History - Achievement	Benchmark	88/64/34		Benchmark	88/64/34		Benchmark	88/64/34		STAAR	88/64/34		
9	Alg 1 - Growth	Benchmark	75%		Benchmark	75%		Benchmark	75%		STAAR	75%		
10	Eng II - Growth	Benchmark	75%		Benchmark	75%		Benchmark	75%		STAAR	75%		
9,10,11,12	TELPAS	Other	36%		Other	36%		Other	36%		TELPAS	36%		

				Cycle 1 90-day Out	comes (September - No	ovember)			
	Prio	ritized Focus Ar	ea #1		Prioritized Focus Area #2			Prioritized Focus Area #3	
Essential Action	1.1 Develop campus instructi responsibilities.	onal leaders wit	th clear roles and	5.3 Data-driven instruction.					
Desired Annual Outcome	Instructional leaders will focu principals' calendar reflects so observation/feedback, PLC of modeling the use of these too leaders for tested content sul tracking tools for their instruct obervation/feedback cycles, I	chedule time to bservation and o ols and techniqu bjects and grade ctional responsi	observe lead teams in data meetings to include ues. 2)Ensure that team e levels use agendas and blities including	meetings to plan and praction the calendar with list of spec- with a follow up date for rea	data driven instruction (DDI) pr ce the reteach. Dates for retea cific students to address, date a assessment data review. All tes ole student progress tracking ar	ch activities will be placed on and method of assessment ted content area classrooms			
Desired 90-day Outcome	Instructional leaders will sche instruction (DDI) will be the fo		0		lopment of know show charts a ick on rigor and alignment to th	,			
Barriers to Address During this Cycle	Instructional leaders taking a DDI process during PLCs/Data		e in leading and modeling the	Instructional specialist and PLC perceived loss of autonomy.	lead's content and concept know	ledge for know shows.Teacher			
District Actions for this Cycle	Principal supervisor and the or training that includes DDI.	campus instruct	ional leaders attend Relay	Principal supervisor and the includes DDI.	campus instructional leaders a	attend Relay training that			
District Commitments Theory of Action	· ·			ncipal AND the principal embra ally improve student outcomes fo	aces and implements the full DDI c or our learners.	cycle within her PLCs AND ensu	res every lesson is built on the fo	undation of an aligned and objec	tive-driven lesson plan
				Actio	n plan-Milestones				
Mile	stones	Prioritized Focus Area	Timeline	Resources Needed	Person(s) Responsible	Evidence used to Determine Progress toward Milestone	Evidence Collection Date	Progress toward Milestone	Necessary Adjustments / Next Steps
Calendar all weekly instruction meetings.	onal leadership team		On-going	Calendar/Google	Principal/Associate Principal	Weekly Instructional Leadership Meetings (ILT) and Admin Meetings agendas/minutes	18-Oct-19		
DCSI and campus leadership	DCSI and campus leadership Relay training 2 On-going		Relay Trainging Funds	Principal/Associate Principal	Professional Development provided to staff at start of year- continued implementation	18-Oct-19			
Campus leadership train and model the DDI process Image: Campus leadership train and model the DDI process through PLC/Data meetings for teachers and teacher Image: Campus leadership train and model the DDI process leaders. Image: Campus leadership train and model the DDI process			Data Reports	Principal/Associate Principal/IS	Data from PLC	18-Oct-19			
Train teachers on how to cre through the PLC process.	eate and analyze exit tickets	- 	First Six Weeks of School	Lead4ward	Principal/Associate Principal/IS	Walkthroughs and observation of use of Exit Tickets	18-Oct-19		

Cycle 1 (Sept-Nov)

Determine which campus, classroom and student data tracking tools will be utilized to monitor both student achievement and student growth.	র র :::	On-going	Tracking Sheets	Principal/Associate Principal	Tracking Sheets for each re- tester and new testers	18-Oct-19		
Train PLC leads and teachers on how to populate and analyze the data using the data tracking tools.	ন র ্র	First Six Weeks of School	Lead4ward	Principal/Associate Principal/IS	Data Tracking Tool	18-Oct-19		
Calendar short cycle assessment data analysis meetings and prioritize feedback to teachers with lower student mastery.	ব স্থ :::	On-going	Calendar/Google	Principal/Associate Principal	Assessment Calendar	18-Oct-19		
A plan for reteach, reassess, DDI will be developed and dates for each process will be scheduled.	র র 	On-going	Calendar/Google		Observation of process in PLC	18-Oct-19		
Teachers and PLC leads will use data trackers for all short cycle assessments and mock STAAR tests.	র র 	On-going	Data Reports	Principal/Associate Principal/IS	Data Tracking Tool	18-Oct-19		
			Reflection and	Planning for Next 90-Day	/ Cycle			
Did you achieve your desired 90-day outcome? Why or why not?								
Did you achieve your student performance goals (see Student Data Tab)? Why or why not?								
				Carryover Milestones		New Milestones		
Review the necessary adjustments/next steps column above. Wh working on in the next cycle? What new milestones do you need								

				Cycle 2 90-Day Ou	tcomes (December-Fe	bruary)					
	Prior	ritized Focus Ar	ea #1		Prioritized Focus Area #2		Prioritized Focus Area #3				
Essential Action	1.1 Develop campus instruction responsibilities.	onal leaders wit	h clear roles and	5.3 Data-driven instruction.							
Desired Annual Outcome	Instructional leaders will focu principals' calendar reflects so observation/feedback, PLC ob modeling the use of these too leaders for tested content sub tracking tools for their instruct obervation/feedback cycles, F	chedule time to oservation and c ols and techniqu ojects and grade ctional responsil	observe lead teams in lata meetings to include les. 2)Ensure that team e levels use agendas and plities including	Teachers will engage in the data driven instruction (DDI) process during PLC/data meetings to plan and practice the reteach. Dates for reteach activities will be placed on the calendar with list of specific students to address, date and method of assessment with a follow up date for reassessment data review. All tested content area classrooms will include at least one visible student progress tracking artifact which is regularly updated.							
Desired 90-day Outcome	Instructional leaders will sche instruction (DDI) will be the fo	•			opment of know show charts ck on rigor and alignment to t	as well as exit tickets monthly. he standards.					
Barriers to Address During this Cycle	Instructional leaders taking a DDI process during PLCs/Data		e in leading and modeling the	Instructional specialist and PLC lead's content and concept knowledge for know shows.Teacher perceived loss of autonomy.							
District Actions for this Cycle	Principal supervisor and the c training that includes DDI.	ampus instructi	onal leaders attend Relay	Principal supervisor and the includes DDI.	campus instructional leaders a	attend Relay training that					
District Commitments Theory of Action	IFthe DCSI provides training an THENthe campus will establish	•				cycle within her PLCs AND ensur	es every lesson is built on the fo	undation of an aligned and objec	tive-driven lesson plan		
				Actior	n plan-Milestones						
Miles	stones	Prioritized Focus Area	Timeline	Resources Needed	Person(s) Responsible	Evidence used to Determine Progress toward Milestone	Evidence Collection Date	Progress toward Milestone	Necessary Adjustments / Next Steps		
each short cycle assessment. Da analyzing the student achievem tracker data will be scheduled a assessment.	Teachers will track their class and individual student data for each short cycle assessment. Data meetings with a focus on analyzing the student achievement and student progress tracker data will be scheduled after each short cycle assessment.		ongoing	none	Content Area Teachers	PLC minutes and Data meeting minutes	ongoing				
assessment data and teacher co gradual release model will be in	nstructional coaches support will be prioritized using common assessment data and teacher coaching support to include gradual release model will be implemented until student achievement and student growth scores on short cycle		March 2020, April 2020	none	Instructional Specialists	Teacher walkthrough data	ongoing				

				-				
а								
	On-going							
		Reflection and Pla	inning for Next 90-Day	v Cycle				
Did you achieve your desired 90-day outcome? Why or why not?								
Did you achieve your student performance goals (see Student Data Tab)? Why or why not?								
			Carryover Milestones		New Milestones			
Review the necessary adjustments/next steps column above. What milestones from working on in the next cycle? What new milestones do you need to add to the next cycle?	om this cycle will you continue t cycle?							

				Cycle 3 90-Day	y Outcomes (March-M	ay)			
	Prior	ritized Focus Ar	ea #1		Prioritized Focus Area #2		Prioritized Focus Area #3		
Essential Action	1.1 Develop campus instruction responsibilities.	onal leaders wit	h clear roles and	5.3 Data-driven instruction.					
Desired Annual Outcome	Instructional leaders will focu principals' calendar reflects so observation/feedback, PLC ob modeling the use of these too leaders for tested content sul tracking tools for their instruc obervation/feedback cycles, F	chedule time to oservation and c ols and techniqu ojects and grade tional responsil	observe lead teams in data meetings to include ues. 2)Ensure that team e levels use agendas and blities including	meetings to plan and practic the calendar with list of spec with a follow up date for rea	data driven instruction (DDI) p te the reteach. Dates for retea tific students to address, date ssessment data review. All tes ole student progress tracking a	ach activities will be placed on and method of assessment sted content area classrooms			
Desired 90-day Outcome	Instructional leaders will sche instruction (DDI) will be the fo	•	-	-	opment of know show charts ck on rigor and alignment to t	as well as exit tickets monthly. he standards.			
Barriers to Address During this Cycle	Instructional leaders taking a DDI process during PLCs/Data		e in leading and modeling the	Instructional specialist and PLC perceived loss of autonomy.	lead's content and concept knov	vledge for know shows.Teacher			
District Actions for this Cycle	Principal supervisor and the c training that includes DDI.	ampus instructi	onal leaders attend Relay	Principal supervisor and the includes DDI.	campus instructional leaders a	attend Relay training that			
District Commitments Theory of Action		-		ncipal AND the principal embraces and implements the full DDI cycle within her PLCs AND ensures every lesson is built on the foundation of an aligned and objective-driven lesson plan Ily improve student outcomes for our learners.					
				Actior	n plan-Milestones				
Mile	stones	Prioritized Focus Area	Timeline	Resources Needed	Person(s) Responsible	Evidence used to Determine Progress toward Milestone	Evidence Collection Date	Progress toward Milestone	Necessary Adjustments / Next Steps
Teachers will track their class ar each short cycle assessment. D analyzing the student achievem tracker data will be scheduled a assessment.	ata meetings with a focus on ent and student progress	9	After each short cycle assessment	none	Content Area Teachers	PLC minutes and Data meeting minutes	ongoing		
Instructional coaches support will be prioritized using common assessment data and teacher coaching support to include gradual release model will be implemented until student achievement and student growth scores on short cycle assessments meet the cycle goals.		9	March 2020, April 2020	none	Instructional Specialists	Teacher walkthrough data	ongoing		
		5 9 7							

Essential Action		0		0				
	Prioritized Focus Area #1	Prioritized Focus Area #2	Prioritized Focus Area #2			Prioritized Focus Area #3		
END OF YEAR REFLECTION								
Review the necessary adjustments/next steps column above. What milestones from this cycle will you continue vorking on in the next cycle? What new milestones do you need to add to the next cycle?								
Carryover Milestones				New Milestones				
Did you achieve your student performance goals (see Student Data Tab)? Why or why not?								
Did you achieve your desired 90-day outcome? Why or why not?								
	Reflection and Planning for Next 90-Day Cycle							
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	[2] [3]							
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	3							
	<u> </u>							
	3							

		Instructional leaders will focus on two specific areas - 1)Ensure that the	Teachers will engage in the data driven instruction (DDI) process during PLC/data	
Desired Annual Outcome principals' calendar reflects schedule time to observe lead teams in meetings to plan and practice the reteach. Dates for reteach activities will be placed on				
		observation/feedback, PLC observation and data meetings to include	the calendar with list of specific students to address, date and method of assessment	
	Did the campus achieve the			
	lesired outcome? Why or			
,	why not?			
	•			

Cycle 4 90-Day Action Plan (June-August)									
		The		purpose of this 90-Day action prioritizes may have changed		oming school year. e school year or based on ESF (diagnostic results.		
	Prior	Prioritized Focus Area #1 Prioritized Focus Area #2			Prioritized Focus Area #3				
Essential Action		Instructional leaders will schedule weekly meetings. Data driven instruction (DDI) will be the focus for PLC/Data meetings and training.			Schedule and plan the development of know show charts as well as exit tickets monthly. PLC lead will provide feedback on rigor and alignment to the standards.				
Rationale									
How will you communicate these priorities to your stakeholders? How will you invest them?									
Desired 90-Day Outcome									
Who will help the campus build capacity in this area?									
Barriers to Address									
District Actions for this Cycle									
District Commitments Theory of Action	0								
				Action	plan-Milestones				
Mile	stones	Prioritized Focus Area	Timeline	Resources Needed	Person(s) Responsible	Evidence Used to Determine Progress Toward Milestone	Evidence Collection Date	Progress Toward Milestone	Necessary Adjustments/Next Steps
1 2 3									
1 2 3									
1 2 3									
1 2 3									

	Reflection and Planning for Next 90-Day Cycle					
Did you achieve your desired 90-day outcome? Why or why not?						
Did you achieve your summative student performance goals (see Student Data Tab)? Why or why not?						
Review the necessary adjustments/next steps column above. What milestones from this cycle will you continue		Carryover Milestones New Milestones				
working on in the next cycle? What new milestones do you need to add to the next cycle?						

TIP Components	Notes				
	Foundations				
Self-Assessment Results	If the campus has had an ESF Diagnostic, DO NOT complete the 'Self-Assessment' section. Continue to the next section titled, 'ESF Diagnostic Results'				
Essential Action	From the drop down menu, select the Essential Action the campus selected based on the Needs Assessment a				
Rationale	Explain the reasons this Essential Action was selected.				
Desired Annual Outcome	Create your annual goal for each Prioritized Focus Area identified using qualitative and/or quantitative measures.				
Barriers to Address During the Year	List barriers to implementation the campus may face as they take the necessary steps to improve the prioritized focus area.				
District Commitment on Theory of Action State the District Theory of Action and the District Commitments that will support the campus' essentiation in the plan.					
Date of ESF Diagnostic	Complete after ESF Diagnostic.				
	Cycles 1, 2, and 3 90-day Action Plan				
Desired 90-day Outcome	Describe the specific goals the campus plans to achieve by the end of the cycle for the relevant prioritized focus area.				
Barriers to Address During the Year	List barriers to implementation the campus may face as they take the necessary steps to improve the prioritized focus area. Barriers may stay the same or change from cycle to cycle.				
District Actions for this Cycle	List what the district will do to support the campus during this 90-day cycle to achieve the desired outcomes.				
Milestones	In each row, list actions the campus is taking in this cycle to achieve desired outcomes and address barriers to implementation. An action may address more than one priority focus area. New actions can be added over time, as needed.				
Prioritized Focus Area	Select the Prioritized Focus Area(s) that is aligned to this milestone.				
Timeline	Identify a start and end date. End date may carryover to another cycle.				
Resources Needed	Examples include, but are not limited to: budget allocation, data platforms, personnel, etc.				
Evidence used to Determine Progress toward Milestone	Measures can be qualitative or quantitative.				
Progress toward Milestone	Select the status of the evidence review from the dropdown menu.				
Necessary Adjustments/Next Steps	List adjustments or next steps the campus will take to achieve this action. Include barriers that limited progress towards achieving this action.				
	Cycle 4 90-day Action Plan				
Rationale	Explain the reasons this Essential Action was selected.				
Desired 90-day Outcome	Describe the specific goals the campus plans to achieve by the end of the cycle for the relevant prioritized focus area.				
Barriers to Address During the Year List barriers to implementation the campus may face as they take the necessary steps to improve the pri area. Barriers may stay the same or change from cycle to cycle.					
District Actions for this Cycle	List what the district will do to support the campus during this 90-day cycle to achieve the desired outcomes.				
In each row, list actions the campus is taking in this cycle to achieve desired outcomes and add Milestones implementation. An action may address more than one priority focus area. New actions can be added over time					
Prioritized Focus Area	Select the Prioritized Focus Area(s) that is aligned to this milestone.				
Timeline	Identify a start and end date. End date may carryover to another cycle.				
Resources Needed	Examples include, but are not limited to: budget allocation, data platforms, personnel, etc.				
Evidence used to Determine Progress toward Milestone	Measures can be qualitative or quantitative.				
Progress toward Milestone	Select the status of the evidence review from the dropdown menu.				
Necessary Adjustments/Next Steps	List adjustments or next steps the campus will take to achieve this action. Include barriers that limited progress towards achieving this action.				