

# Ector County Independent School District

## Odessa High School

### 2021-2022 Campus Improvement Plan



# Mission Statement

It is our Mission at Odessa High School to provide the opportunity for all students to learn at high levels so they are prepared for success in life, including college, career, and achieving their dreams.

## Vision

It is our vision is to foster an environment where effective teaching and learning provide our students with all they need to lead the life they desire.

## Core Beliefs

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.

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# Comprehensive Needs Assessment

## Needs Assessment Overview

Over 5 Instructional Facilitators were utilized all school year.

Tier 1 instruction and qualified and experienced teachers to implement DDI processes and good Tier 1 instruction.

# Demographics

## Demographics Summary

| Year    | Domain 1 | Domain 2A | Domain 2B | Domain 3 | Overall |
|---------|----------|-----------|-----------|----------|---------|
| 2017    | 62       | 57        | 58        | 53       | 59      |
| 2018    | 67       | 65        | 60        | 5363 (D) |         |
| 2019    | 69       | 59        | 69        | 7069 (D) |         |
| 2020n/a | n/a      | n/a       | n/a       | n/a      |         |
| 2021    | 67       | 70n/a     |           | 72       | 71      |

Odessa High Schools Demographics are as follows:

Total Enrollment: 3845

AA=2.2%

W=11.3%

H=86.2%

AMI=.1%

A=0.7%

PI=0.4%

Two=0.1%

Eco Dis=53%

ELL=19.6%

SPED=8.1%

At-Risk= 79.4%

GT= 7.4%

Mobility=20.6%

CTE= 73.3%

### **Demographics Strengths**

Academic gains have been made each year due to strategies implemented campus wide overall. Odessa High has systems in place to ensure growth for teachers and students. We strategically use the master schedule to schedule time for each of our tested areas to meet daily and collaborate in professional learning communities to provide stronger Tier 1 instruction for our students.

# Student Learning

## Student Learning Summary

- MAP (Measures of Academic Process) assessments were given three times during the year to measure student growth in math and reading.
- Students are tested in EOC subjects of English I, Algebra I, English II, Biology and US History.
- We have partnered with NTN (Newtech Network) to provide strategies and improvements in communication and knowledge of college processes and acquisition.
- Odessa High has partnered with NMSI (National Math and Science Initiative) to increase teacher training and student engagement.
- Odessa High has partnered with UT OnRamps to offer 7 courses for dual enrollment on the campus. This provides more opportunities and growth for our students.
- Odessa High offers dual credit opportunities on campus and off campus with Odessa College and UTPB. Both programs have grown each year.
- PSAT, SAT and ASVAB tests are given by the school each year.

## Student Learning Strengths

Odessa High has consistently grown in relation to scores in all areas. Each year, with strategic planning and preparation, our students have made gains.

Odessa High offers support in and through AVID, AP/IB, Dual credit, OnRamps, CTE, NTN, NMSI, FAFSA/TASFA, and scholarships for our students and families.

# School Processes & Programs

## School Processes & Programs Summary

Odessa High School is committed to 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. Teachers work in professional learning communities to achieve results with student data through the Relay process which includes re-teaching for the students who have gaps or need intervention.

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 Edgenuity (online credit recovery program) to provide an intervention process to address the needs of struggling students in all academic areas of learning.

Odessa High School interviews and hires highly-qualified teachers. New teachers are provided a campus mentor and ongoing professional development.

## School Processes & Programs Strengths

With assistance from the district technology initiative, each student at Odessa High has been provided a chrome book. Classrooms have a Smartboard, Infocus, and Elmo Document Camera. Teachers are provided with the infrastructure to integrate technology to deliver their instructional lessons. The campus is able to access the Internet in most classrooms to allow students and teachers to use WiFi. Teachers are provided with laptops and are trained on how to use them to enhance instruction. Students are allowed to use their cellphone for instructional purposes and many teachers have embedded technology as part of daily instruction.

OHS received roughly 1,200 Nspire calculators for the Math Department.

The district has purchased an SEL program and provided professional learning opportunities to implement the new program.

OHS will utilize Naviance to assist students with post-secondary plans and better support the staff to monitor and provide feedback to students. Naviance will be the campus's primary platform to help both student and parents track educational goals and planning.

All counselors and Assistant Principals have a meeting with students and families each year.

Odessa High has support personnel from Instructional Technology to support and help teachers in the classroom.



# Perceptions

## Perceptions Summary

The Odessa High mission is to provide the opportunity for all students to learn at high levels so they are prepared for success in life including college, career, and achieving their dreams.

Our staff believes that all students can and will learn through engaging curriculum and teachers who care about them.

## Perceptions Strengths

Odessa High School has a reputation for having hard working and respectful students. Our students persevere against odds and adversity.

Our staff and community work to provide our students as many opportunities as possible.

# Priority Problem Statements

# Comprehensive Needs Assessment Data Documentation

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

## Improvement Planning Data

- District goals

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data

## Student Data: Assessments

- State and federally required assessment information
- (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
- Postsecondary college, career or military-ready graduates
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Special programs data, including number of students, academic achievement, discipline, attendance, and progress
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Dyslexia Data
- Response to Intervention (RtI) student achievement 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
- Tobacco, alcohol, and other drug-use data

- Student surveys and/or other feedback

### **Employee Data**

- Professional learning communities (PLC) data
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- TTESS data

### **Parent/Community Data**

- Parent engagement rate





### **Support Systems and Other Data**

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

# Goals

**Goal 1: Foundational Excellence:** Odessa 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:** Odessa High will provide technology standards to ensure safety and connectivity for anytime/anywhere learning.





| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Chromebooks will be provided to staff and students throughout the district, providing more access to online learning and new ways of teaching.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase in student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF</b></p> <p><b>Levers:</b> Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | May       |
|  |           |     |     |           |
| <p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>                                 |           |     |     |           |

**Goal 1: Foundational Excellence:** Odessa 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:** Odessa High will ensure efficient systems are in place in all aspects of the school environment to increase the success and to meet the needs of the students we serve.





**Goal 1: Foundational Excellence:** Odessa 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:** Odessa High will embed instructional technology into all professional learning to ensure that teaching and learning can take place effectively.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> All students will receive a device in order to increase learning in the classrooms and at home.<br><b>Strategy's Expected Result/Impact:</b> Increased student performance.<br><b>Staff Responsible for Monitoring:</b> Administration<br><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6   | Formative |     |     | Summative |
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|  |           |     |     |           |
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**Goal 1: Foundational Excellence:** Odessa 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:** Odessa High will provide a rigorous, relevant and engaging curriculum.

| Strategy 1 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Odessa High School will be partnering with several groups that will support curriculum and instruction for innovative teaching and learning. Those partners are NTN (Newtech Network), NMSI (National Math and Science Institute), Public Impact (with Opportunity Culture) and will all help in the creativity and streamlining of our curriculum and instruction at Odessa High School.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased teacher quality<br/> <b>Staff Responsible for Monitoring:</b> Administration and Campus Coaches<br/> <b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum</p> | Formative |     |     | Summative |
|   | Oct       | Jan | Mar | May       |
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**Goal 1: Foundational Excellence:** Odessa 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:** Odessa High will provide and safe and supportive school environment.

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <b>Strategy 1:</b> All safety management protocols will be followed and shared with teachers and students.<br><b>Strategy's Expected Result/Impact:</b> Safe and secure campus<br><b>Staff Responsible for Monitoring:</b> Administration, teachers, police  | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | May       |
|  |           |     |     |           |
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**Goal 1: Foundational Excellence:** Odessa 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:** Odessa High will pursue community partnerships that promote excellence in our schools.

**Goal 2:** Invest in Talent: Odessa 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, Odessa High will offer a job-embedded, personalized professional learning system for teachers and administrators through the district.





**Evaluation Data Sources:** Learning Management System (LMS)  
 Employee Performance Evaluations  
 Staff Retention Rates  
 Eduphoria STRIVE  
 Staff Exit Survey Data

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Odessa High teachers will implement Schoology into their classrooms.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will have a better platform for communicating with students and their families.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and Instructional Technology.</p> <p><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools</p>  | Formative |     |     | Summative |
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**Goal 2: Invest in Talent:** Odessa 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:** Odessa High will provide strategic staffing and compensation systems during 2020-2021.





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

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> Odessa High School is partnering with Public Impact to provide an innovative way of teaching and learning called Opportunity Culture that provide sexcellent teaching and coaching to all teachers to impact more students.</p> <p><b>Strategy's Expected Result/Impact:</b> More teachers are exposed to great planning and coaching.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 3.1 - <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>ESF Levers:</b><br/>           Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | Formative |     |     | Summative |
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**Goal 3: Learning Journey:** Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.





**Performance Objective 1:** Odessa High will implement innovative instructional models which enable personalized learning for all students.

**Targeted or ESF High Priority**

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Odessa High is partnering with NTN (Newtech Network) to provide systems that enable effective information for each teacher to easily access and be able to move a student forward in education through the use of Naivance.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased College awareness.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and counselors.</p> <p><b>Title I Schoolwide Elements:</b> 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Odessa High will utilize Edgenuity as a credit recovery/acceleration/intervention to customize individual instruction.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.6</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> Odessa High worked with the district to purchase a planetarium form Starlab to use for innovative curriculum experiences for our students.</p> <p><b>Strategy's Expected Result/Impact:</b> We expect that the Starlab will provide such relevant real world learning experiences for the students to grown and learn about their world outside of Odessa, Texas. We will be able to invite students from other parts of the district and engage our parents in the learning through evening meetings and gatherings.</p> <p><b>Staff Responsible for Monitoring:</b> Admin/Lead teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Formative</b> |            |            | <b>Summative</b> |
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



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

**Performance Objective 2:** Odessa High will promote SEL for all students across the campus.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <b>Strategy 1:</b> The district is implementing SEL curriculum in all classrooms. for students.  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <b>Strategy 2:</b> All counselors will work toward presenting and fostering social/emotional learning through presentations and classroom education in the classrooms.<br><b>Title I Schoolwide Elements:</b> 2.5, 2.6, 3.1, 3.2   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <b>Strategy 3:</b> SAS Counselors and Social Workers are both available on campus for SEL needs and extra support for keeping students enrolled and doing well.<br><b>Strategy's Expected Result/Impact:</b> Specific strategies will be utilized to engage students and provide resources for social and emotional help and understanding to make the students successful.<br><b>Staff Responsible for Monitoring:</b> Admin<br><b>Title I Schoolwide Elements:</b> 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
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**Goal 3: Learning Journey:** Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

**Performance Objective 3:** Odessa High will create systems that support all graduating seniors to and through college, career and military decisions.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Odessa High School will implement a tutoring process for TSIA through after school programs that serve students. The teachers will be paid to work individually with students who are trying to prepare for the college entrance test for reading and math skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will prepare for the TSIA with teachers who are tutoring, they will be successful on the college entrance tests in math and reading.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Students will be given the opportunity to engage in AVID in all four years of high school. Odessa High School is a National Demonstration school for AVID, which means there are several AVID strategies that are utilized school wide.</p> <p><b>Strategy's Expected Result/Impact:</b> Students who are at-risk will be given the opportunity to learn strategies to better fulfill the requirements of attending a college or university. The students will have the necessary skills to apply to colleges, be accepted and then flourish on a college campus.</p> <p><b>Staff Responsible for Monitoring:</b> AVID Coordinator and Teachers/Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Build a foundation of reading and math, Connect high school to career and college, Improve low-performing schools - <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
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**Goal 3:** Learning Journey: Odessa High School will establish rigorous standards while balancing pressure and support for individuals to work hard and achieve goals they have yet to dream. Odessa High will equip students to be adaptable in an ever-changing society.

**Performance Objective 4:** Students achieving the AP/IB passing standard will increase from 12% to 15% by May 2022.

**Evaluation Data Sources:** 2020 State Accountability



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





**Performance Objective 5:** 11th Grade students achieving the PSAT/NMSQT benchmark will increase from 11% to 15% by May 2022.

**Evaluation Data Sources:** 2021 College Board Report

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

**Performance Objective 6:** Odessa High will work to increase the success and learning of the EL students on campus.

| Strategy 1 Details   | Reviews          |            |            |                  |
|--|------------------|------------|------------|------------------|
| <p><b>Strategy 1:</b> Odessa High will utilize K12 Summit to enhance the learning and language acquisition of the EL students and to build listening and speaking skills.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement for our EL population.</p> <p><b>Staff Responsible for Monitoring:</b> Administration and ESL Facilitator and teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6</p>  | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 2 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 2:</b> Presentations for all EL students and parents to impact success rates on language acquisition and effect on TELPAS scores.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase student achievement in EL student population.</p> <p><b>Staff Responsible for Monitoring:</b> Administration, ESL Facilitator, and teachers.</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1, 3.2</p>   | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 3 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 3:</b> Rosetta stone is utilized for language acquisition.</p> <p><b>Strategy's Expected Result/Impact:</b> More EL students would acquire the English language and transition to general studies.</p> <p><b>Staff Responsible for Monitoring:</b> ESL Facilitator/Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |
| Strategy 4 Details   | Reviews          |            |            |                  |
| <p><b>Strategy 4:</b> Professional development strategies for all staff members to support ELs in the classroom academically.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers will be able to support the EL student academic needs in the classrooms.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>ESF Levers:</b> Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>                                    | <b>Formative</b> |            |            | <b>Summative</b> |
|  | <b>Oct</b>       | <b>Jan</b> | <b>Mar</b> | <b>May</b>       |
|  |                  |            |            |                  |

| Strategy 5 Details  | Reviews   |     |     |           |
|---|-----------|-----|-----|-----------|
| <p><b>Strategy 5:</b> Campus teachers are provided a list of EL students at the beginning of each year to ensure that appropriate accommodations are provided to the students for their academic needs and the parents are contacted along with the failure documentation form illustrating what steps have been taken in order for the student to become successful.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers know their EL students and are able to address academic needs.</p> <p><b>Staff Responsible for Monitoring:</b> Admin/ESL Facilitator/Teachers</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5, 2.6, 3.1 - <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p><b>Funding Sources:</b> - Title Three Bilingual/ ESL</p> | Formative |     |     | Summative |
|   | Oct       | Jan | Mar | May       |
|   |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>  |           |     |     |           |





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

**Performance Objective 7:** Odessa High will utilize the Panorama Survey given by the district to disaggregate the data and plan strategies around the needs of the students.

**Targeted or ESF High Priority**

**HB3 Goal**

**Evaluation Data Sources:** Panorama Survey

| Strategy 1 Details   | Reviews   |     |     |           |
|--|-----------|-----|-----|-----------|
| <p><b>Strategy 1:</b> To increase engagement, the teachers will work to communicate effectively and build relationships with students using incentives and acknowledgements.</p> <p><b>Strategy's Expected Result/Impact:</b> Teachers help the students with a sense of belonging.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p> <p><b>Title I Schoolwide Elements:</b> 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Targeted Support Strategy</b></p>   | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | May       |
|  |           |     |     |           |
| Strategy 2 Details   | Reviews   |     |     |           |
| <p><b>Strategy 2:</b> Teachers will plan for more instructional strategies that will engage students in more interaction and academic growth and help the students to feel more capable.</p> <p><b>Strategy's Expected Result/Impact:</b> Students will learn to cooperate and have more confidence in their individual learning.</p> <p><b>Staff Responsible for Monitoring:</b> Administrators</p> <p><b>Title I Schoolwide Elements:</b> 2.4, 2.5 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 3: Positive School Culture</p>   | Formative |     |     | Summative |
|  | Oct       | Jan | Mar | May       |
|  |           |     |     |           |
| <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div> |           |     |     |           |

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

**Performance Objective 8:** For all military, homeless and students who are in foster care, resources are provided by SAS, COC, CIS and nursing staff.

**Targeted or ESF High Priority**

# Campus Funding Summary

| Title Three Bilingual/ ESL |           |          |                  |              |        |
|----------------------------|-----------|----------|------------------|--------------|--------|
| Goal                       | Objective | Strategy | Resources Needed | Account Code | Amount |
| 3                          | 6         | 5        |                  |              | \$0.00 |
| <b>Sub-Total</b>           |           |          |                  |              | \$0.00 |
| <b>Grand Total</b>         |           |          |                  |              | \$0.00 |

# Addendums