Ector County Independent School District

Permian High School

2024-2025



Board Goals

Board Goal 1: Through foundational excellence, talent development and the learning journey, the percentage of students achieving or exceeding the meets standard on state assessments will increase from 32% to 60% by May 2025 across all tested content areas.

Performance Objective 1: The percentage of students scoring meets or exceeds standard on Algebra I EOC will increase to 61% as measured by 2025 STAAR.

High Priority

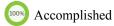
Indicators of Success:

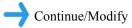
English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

Strategy 1 Details		Reviews			
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative	
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.	Oct	Jan	Mar	May	
Strategy's Expected Result/Impact: Student achievement will increase.					
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers					
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction					
Strategy 2 Details		Rev	iews		
Strategy 2: Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and		Formative		Summative	
provide coaching/feedback to teachers in a timely manner. Strategy's Expected Result/Impact: Tier 1 instruction will improve. Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction	Oct	Jan	Mar	May	

Strategy 3 Details				
Strategy 3: Student progress toward measurable goals is visible in every classroom to foster student ownership and goal		Formative		Summative
setting.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				
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No Progress







Performance Objective 2: The percentage of students scoring meets or exceeds standard on English I EOC will increase to 50% as measured by 2025 STAAR.

High Priority

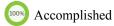
Indicators of Success:

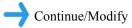
English I and Algebra I college ready - % of English I and Algebra I testers achieving the meets or exceeds standard on STAAR EOC - 2024 Goal: Eng I - 50%, Alg I - 61%

Strategy 1 Details		Reviews			
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative	
towards meeting this performance objective. Teacher's will use PLC's to disaggregate data to further assess students learning level and adjust lessons accordingly.	Oct	Jan	Mar	May	
Strategy's Expected Result/Impact: Student achievement will increase.					
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers					
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability					
Strategy 2 Details		Rev	iews		
Strategy 2: Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and		Formative		Summative	
provide coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May	
Strategy's Expected Result/Impact: Tier I instruction will improve. Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction					

Strategy 3 Details				
Strategy 3: Student progress toward measurable goals is visible in every classroom to foster student ownership and goal		Formative		Summative
setting.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				
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No Progress







Performance Objective 3: The percentage of students scoring meets or exceeds standard on English II EOC will increase to 50% as measured by 2025 STAAR.

Strategy 1 Details		Rev	iews			
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative		
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.	Oct	Jan	Mar	May		
Strategy's Expected Result/Impact: Student achievement will increase.						
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers						
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction						
Strategy 2 Details		Rev	iews			
Strategy 2: Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and		Formative		Summative		
provide coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May		
Strategy's Expected Result/Impact: Tier 1 instruction will improve.						
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction						
Level 5. Effective instruction						

Strategy 3 Details				
Strategy 3: Student progress toward measurable goals is visible in every classroom to foster student ownership and goal		Formative		Summative
setting. Strategy's Expected Result/Impact: Student achievement will increase. 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 5: Effective Instruction				
No Progress Accomplished Continue/Modify	X Discon	tinue		

Performance Objective 4: The percentage of students scoring meets or exceeds standard on Biology EOC will increase to 50% as measured by 2025 STAAR.

Strategy 1 Details		Reviews		
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers				
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details		Rev	iews	
Strategy 2: Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and		Formative		Summative
provide coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Tier 1 instruction will improve.				1
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				

Strategy 3 Details				
Strategy 3: Student progress toward measurable goals is visible in every classroom to foster student ownership and goal		Formative		Summative
setting. Strategy's Expected Result/Impact: Student achievement will increase. 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 5: Effective Instruction				
No Progress Accomplished Continue/Modify	X Discon	tinue		

Performance Objective 5: The percentage of students scoring meets or exceeds standard on US History EOC will increase to 60% as measured by 2025 STAAR.

Strategy 1 Details		Reviews		
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative
towards meeting this performance objective. Teacher's will use PLCs to disaggregate data to further assess students learning level and adjust lessons accordingly.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers				
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction				
Strategy 2 Details		Rev	iews	
Strategy 2: Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and		Formative		Summative
provide coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Tier 1 instruction will improve.				
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Student progress toward measurable goals is visible in every classroom to foster student ownership and goal		Formative		Summative
setting. 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				
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction				
No Progress Accomplished Continue/Modify	X Discon	tinue		

Performance Objective 6: The percentage of students meeting or exceeding the growth target will increase to 75% as measured by 2025 STAAR.

High Priority

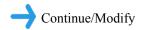
Indicators of Success:

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

Strategy 1 Details	Reviews			
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative
towards meeting this performance objective. Teacher's will use PLC's to disaggregate data to further assess students learning level and adjust lessons accordingly.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Student achievement will increase.				
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers				
ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability				
Strategy 2 Details	Reviews			
Strategy 2: Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and	Formative			Summative
provide coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Tier I instruction will improve. Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals				
Strategy 3 Details		Rev	riews	·
Strategy 3: High dosage tutoring will be implemented using MAP data to create individual instruction to increase student		Formative		Summative
growth. Structurally Francistad Descript/Immedia Individual attribute and will immedia for MAD and STAAD.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				









Performance Objective 7: The percentage of students meeting or exceeding individual growth projections will increase to 58% as measured by MAP.

High Priority

Indicators of Success:

Growth (MAP) - % of student end of year RIT score met or exceeded individual growth projections based upon MAP - 2024 Goal: 58%

Strategy 1 Details		Rev	iews		
Strategy 1: Teachers will use short-cycle assessments to assess student's achievement level and track growth as they work		Formative		Summative	
towards meeting this performance objective. Teacher's will use PLC's to disaggregate data to further assess students learning level and adjust lessons accordingly.	Oct	Jan	Mar	May	
Strategy's Expected Result/Impact: Student achievement will increase.					
Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers					
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction - Targeted Support Strategy - Additional Targeted Support Strategy - Results Driven Accountability					
Strategy 2 Details		Rev	iews		
Strategy 2: Permian Administration will conduct a minimum of ten walkthrough observations per principal per week and		Formative		Summative	
provide coaching/feedback to teachers in a timely manner.	Oct	Jan	Mar	May	
Strategy's Expected Result/Impact: Tier I instruction will improve.					
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals					
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction					

Strategy 3 Details	Reviews				
Strategy 3: High dosage tutoring will be implemented using MAP data to create individual instruction to increase student		Formative		Summative	
growth.	Oct	Jan	Mar	May	
Strategy's Expected Result/Impact: Individual student growth will improve for MAP and STAAR Staff Responsible for Monitoring: Principal, Associate and Assistant Principals, Instructional Coaches, Teachers TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction					
No Progress Accomplished Continue/Modify	X Discon	tinue	•		

Board Goal 2: Through foundational excellence, talent developevel will increase from 35% to 45% by May 2025.	pment and the learning journey, the pe	ercentage of 3rd grade students rea	ading at or above grade
Permian High School	16 of 22		Campus #068901003

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 61% to 88% by May 2025.

Performance Objective 1: Permian High School will increase the percentage of current seniors meeting at least one CCMR accountability indicator by the fall of the senior year to 50% by 2025.

High Priority

Indicators of Success:

College, Career, and Military Readiness - % of current seniors meeting at least one accountability indicator by the fall of their senior year - 2024 Goal: 27%

Strategy 1 Details	Reviews			
Strategy 1: Collaborate with our partnering institutions, Odessa College, and UTPB to increase dual credit enrollment. Starting this year, dual credit will be integrated into educational planning. The Campus CCMR Coordinator, CTE Counselor, School Counselors, and College Advisor will actively promote and enroll students in dual credit courses,	Formative			Summative
	Oct	Jan	Mar	May
focusing on earlier grade levels. Strategy's Expected Result/Impact: Increase the percentage of students enrolling in dual credit courses on our campus by 10% compared to the previous year.				
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, College and Career Advisor, Counselors				
Strategy 2 Details		Rev	iews	
Strategy 2: Through our partnership with Odessa College and UTPB along with our collaboration with Net Tech Network	Formative Sum			Summative
(NTN), we will offer students and parents from grades 6-12 valuable information on career pathways and academic opportunities as they transition into high school. This will ensure that incoming freshmen have a clear understanding of all	Oct	Jan	Mar	May
available academic options. Additionally, juniors and seniors will receive support with college planning, admissions, financial aid, and scholarship opportunities.				
Strategy's Expected Result/Impact: Increase the percentage of graduating seniors who will matriculate into a post-secondary pathway by 20% compared to the previous year.				
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, College and Career Advisor, Counselors				

Reviews			
	Summative		
Oct	Jan	Mar	May
	Rev	riews	
Formative			Summative
Oct	Jan	Mar	May
		Formative Oct Jan Rev Formative	Formative Oct Jan Mar Reviews Formative

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 61% to 88% by May 2025.

Performance Objective 2: Permian High School will raise the School Connectedness indicator of the Panorama survey from 50% to 63% by May 2025.

Indicators of Success:

School Connectedness - The belief held by students that adults and peers in the school care about their learning as well as about them as individuals - 2024 Goal: 63%

Evaluation Data Sources: Panorama Surveys

Strategy 1 Details		Reviews		
Strategy 1: Permian High School will seek input from student advisory groups to address areas of the Panorama survey	Formative			Summative
needing improvement, specifically school connectedness. Strategy's Expected Result/Impact: There will be an increase of 5% in student connectedness as measured through Panorama surveys. Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Counselors, Teachers	Oct	Jan	Mar	May
Strategy 2 Details	Reviews			'
Strategy 2: Permian High School will continue to provide daily SEL curriculum through 7 Mindsets.	Formative Sumi			Summative
Strategy's Expected Result/Impact: Students' social and emotional well-being will improve by 5% as measured through Panorama surveys.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Counselors, Teachers				
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture, Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Permian High School will proactively build relationships and enhance communication with students and		Summative		
families through multiple platforms, such as SchoolStatus, Permian's website, and social media platforms. Strategy's Expected Result/Impact: There will be an increase of 5% in student connectedness as measured through Panorama surveys. Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Counselors, Teachers	Oct	Jan	Mar	May
TEA Priorities: Improve low-performing schools - ESF Levers: Lever 3: Positive School Culture				
No Progress Continue/Modify	X Discon	tinue		

Board Goal 3: Through foundational excellence, talent development and the learning journey, the percentage of high school graduates considered College, Career or Military Ready will increase from 61% to 88% by May 2025.

Performance Objective 3: Permian High School's four-year campus graduation rate will increase to 90% for the Class of 2025.

High Priority

Indicators of Success:

4 Year Graduate Rate - % of students in grades 9-12 who graduate within four years of entering high school (longitudinal rate) - 90%

Strategy 1 Details		Reviews		
Strategy 1: Permian High School's average daily attendance will increase to 90%.		Formative		
Strategy's Expected Result/Impact: As daily attendance increases, more students will be on track to graduate.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Teachers, Social Workers				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				
Strategy 2 Details		Rev	iews	
Strategy 2: Campus leaders will proactively track and monitor students to intervene when students show early signs of	Formative			Summative
attendance, behavior, and academic concerns. Intensive individualized support will be provided for students who have fallen off track and a plan will be created that leads to graduation.	Oct	Jan	Mar	May
Strategy's Expected Result/Impact: Identifying struggling students and providing early intervention will lead to an increase in graduation rates.				
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Counselors, Teachers, Social Workers				
TEA Priorities:				
Improve low-performing schools				
- ESF Levers:				
Lever 5: Effective Instruction				

Strategy 3 Details	Reviews			
Strategy 3: Permian High School will implement a digital hall pass system to provide hallway accountability for students.	Formative			Summative
Strategy's Expected Result/Impact: Attendance will improve, as students will be in class and have less opportunity to skip classes and leave campus.	Oct	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Associate Principals, Assistant Principals, Teachers, Social Workers				
ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture				
No Progress Continue/Modify	X Discon	tinue		