

# Odem-Edroy Independent School District

## Odem High School

### 2019-2020 Goals/Performance Objectives/Strategies

**Accountability Rating: B**

**Distinction Designations:**  
Academic Achievement in Social Studies



# Mission Statement

To empower all students to be self-directed life-long learners in a changing world.

## Vision

Odem High School students will grow personally and academically by collaborating with peers and teachers to develop critical thinking skills, problem solving skills, and social-emotional skills required for success in higher education and/or the workplace.

## Core Beliefs

In implementing an instructional program that will enable us to achieve our mission, we will adhere to the following statements of belief:

In regard to students and learning, we believe that all students...

- must value self and others
- have the innate gifts and talents to become happy, successful, and productive citizens
- can acquire the skills, orientation, competencies, and knowledge necessary to continue a lifelong process of learning
- learn in different ways and at different times
- learn best in a safe and positive environment
- can enjoy the process of gaining knowledge

In regard to faculty, parents, and community, we believe that all faculty, parents, and community members must...

- provide a quality education
- provide all students with a safe and positive environment
- support all students
- establish an atmosphere based on dignity and mutual respect
- encourage and motivate all students

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# Goals

## Goal 1: Odem High School will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post secondary success.

**Performance Objective 1:** OHS teachers will know the TEKS in their content area, assess regularly, and efficiently disaggregate data to drive instruction.

**Evaluation Data Source(s) 1:** Review Implementation of TCMPC through T-TESS data, pacing calendars, weekly plans, and unit assessment data.

**Summative Evaluation 1:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
1) Teachers will use TCMPC to design pacing calendars, then collaborate with curriculum on unit assessment development, plan backwards through weekly plans, and analyze data through PLCs.	2.4, 2.5, 2.6	Principal Assistant Principal Executive Director	Creation and Implementation of YAG utilizing content specific TEKS  Creation and Implementation of assessments addressing content specific TEKS  Data assessment through PLC's used drive instructional practices.			
<b>Problem Statements:</b> Curriculum, Instruction, and Assessment 1 <b>Funding Sources:</b> 199 - Local Funds - 0.00						
<div>  = Accomplished            = No Progress            = Discontinue         </div>						

### Performance Objective 1 Problem Statements:

<b>Curriculum, Instruction, and Assessment</b>
<b>Problem Statement 1:</b> A high number of EOC re-testers continue to take assessment in ELA without being successful. <b>Root Cause 1:</b> The need for continued reading and writing instruction in all grade levels leading up to freshman year and continuing in all classes through graduation.

**Goal 1:** Odem High School will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post secondary success.

**Performance Objective 2:** OHS will ensure all students are college, career, or military ready.

**Evaluation Data Source(s) 2:** TEA college, career, and military readiness indicators.  
Specifically SAT, ACT, TSI, and Industry Based Certifications.

**Summative Evaluation 2:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<b>TEA Priorities</b> Connect high school to career and college 1) OHS will track CCMR indicators for all students starting in 9th grade through their Senior year. OHS will implement systems for students to achieve CCMR indicators through TSI, ACT, and SAT preparation and assessment, offering industry based certifications, and opening the campus to military recruiters.	2.4, 2.5, 2.6	Principal Assistant Principal Counselor	By the end of their senior year all students will achieve post-secondary readiness.			
	<b>Problem Statements:</b> School Culture and Climate 1 <b>Funding Sources:</b> 199 - Local Funds - 0.00					
<b>TEA Priorities</b> Connect high school to career and college 2) Implement SAT & ACT preparation into classes.	2.4, 2.5, 2.6	Principal and Counselor	Increase student SAT and ACT scores.			
	<b>Problem Statements:</b> Student Achievement 1					
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### Performance Objective 2 Problem Statements:

Student Achievement
<b>Problem Statement 1:</b> Odem High School students struggle to meet and master grade level standards on EOC assessments. <b>Root Cause 1:</b> Systems focus on all students passing instead of every students improving.
School Culture and Climate
<b>Problem Statement 1:</b> The need for all students to establish post-secondary plans and goals. <b>Root Cause 1:</b> All students are not aware of all pathways and post-secondary options.

**Goal 1:** Odem High School will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post secondary success.

**Performance Objective 3:** Teachers in EOC subjects will target improvements for all populations from did not approach to masters.

**Evaluation Data Source(s) 3:** Improvement in meets and masters EOC data.

**Summative Evaluation 3:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<b>TEA Priorities</b> Build a foundation of reading and math 1) Subjects with growth measures will track student progress and move target improvement for all students. EOC subjects will track student progress through unit assessments and target improvement for all students.	2.4, 2.5, 2.6	Principal	Increase in student achievement in all three levels, approaches, meets, and masters. Increase in student growth indicators.			
	<b>Problem Statements:</b> Student Achievement 1					
<div><div><div></div><div>100%</div></div><div>= Accomplished</div><div><div></div><div>0%</div></div><div>= No Progress</div><div><div></div></div><div>= Discontinue</div></div>						

### Performance Objective 3 Problem Statements:

Student Achievement
<b>Problem Statement 1:</b> Odem High School students struggle to meet and master grade level standards on EOC assessments. <b>Root Cause 1:</b> Systems focus on all students passing instead of every students improving.

## Goal 2: Odem High School will have effective communication with all stakeholders emphasizing parent partnerships aimed at increasing student performance.

**Performance Objective 1:** OHS will facilitate training's on the parent portal application to monitor student's grades and attendance.

**Evaluation Data Source(s) 1:** Increased log in and usage of parent portal.

**Summative Evaluation 1:** No progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
1) OHS will identify students and parents who have parent portal access and those who do not. The campus will host log in and application training's for new users to learn the interface of the program.	2.6, 3.1, 3.2	Principal Counselor Technology Director	The increased access and usage of parent portal will allow parents to see live updates of student progress and attendance. This application will serve as a bridge between parent and faculty.			
	<b>Problem Statements:</b> Parent and Community Engagement 1 <b>Funding Sources:</b> 199 - Local Funds - 0.00					
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### Performance Objective 1 Problem Statements:

Parent and Community Engagement
<b>Problem Statement 1:</b> All parents do not have an account or access to parent portal to monitor student progress. <b>Root Cause 1:</b> Training's have not been scheduled to inform parents on how to log in and navigate applications.






**Goal 2:** Odem High School will have effective communication with all stakeholders emphasizing parent partnerships aimed at increasing student performance.

**Performance Objective 2:** OHS will provide support for parents through a variety of events.

**Evaluation Data Source(s) 2:** Sign in sheets.

**Summative Evaluation 2:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
1) FAFSA night, College Night, Dual Credit Night, Parent Night, Freshman Orientation, CTE showcase, Graduation plan night, and Parent Portal access night to provide support to parents to ensure their student is successful.	2.4, 2.5, 2.6, 3.1, 3.2	Principal Assistant Principal Counselor Secretary Technology Director	Positive communication will be enhanced between school and families to build a trusting environment.			
<b>Problem Statements:</b> Parent and Community Engagement 1 <b>Funding Sources:</b> 199 - Local Funds - 0.00						
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">   = Accomplished         </div> <div style="text-align: center;">   = No Progress         </div> <div style="text-align: center;">   = Discontinue         </div> </div>						

**Performance Objective 2 Problem Statements:**

Parent and Community Engagement
<b>Problem Statement 1:</b> All parents do not have an account or access to parent portal to monitor student progress. <b>Root Cause 1:</b> Training's have not been scheduled to inform parents on how to log in and navigate applications.

### Goal 3: Odem High School will recruit, develop, and retain an exceptional, highly motivated staff to optimize student engagement and learning.

**Performance Objective 1:** Recruit and retain high quality teachers to fill hard-to-fill teaching assignments.

**Evaluation Data Source(s) 1:** Local budget and District Salary Schedule

**Summative Evaluation 1:** Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<b>TEA Priorities</b> Recruit, support, retain teachers and principals 1) The campus will advertise competitive district salary increase and stipends associated in high need areas. OHS will effectively recruit job fairs and advertise jobs through multiple avenues. OHS will continuously display campus achievements to generate notoriety at the local, regional, and state levels.	2.4, 2.5, 2.6, 3.1, 3.2	Principal	OHS will recruit and retain staff hard to fill teaching assignments in high need content areas.			
	<b>Problem Statements:</b> Staff Quality, Recruitment, and Retention 1 <b>Funding Sources:</b> 199 - Local Funds - 0.00, 211 - Title 1 Funds - 0.00					
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#### Performance Objective 1 Problem Statements:

Staff Quality, Recruitment, and Retention
<b>Problem Statement 1:</b> Odem High School has high quality, teachers, coaches, and support staff, but loses employees to higher paying and larger districts. <b>Root Cause 1:</b> Competitive pay with districts in surrounding areas.

**Goal 3:** Odem High School will recruit, develop, and retain an exceptional, highly motivated staff to optimize student engagement and learning.

**Performance Objective 2:** Facilitate instructional leadership opportunities for teachers through campus professional development.

**Evaluation Data Source(s) 2:** Professional development plans.

**Summative Evaluation 2:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<b>TEA Priorities</b> Recruit, support, retain teachers and principals 1) Develop an instructional leadership team to solicit input from teachers on professional development, and plan and lead campus training days. Team will also assist in providing input on off campus pd for departments.	2.4, 2.5, 2.6, 3.1, 3.2	Principal	Instructional leadership team of teachers will assist in planning and leading professional development.			
	<b>Problem Statements:</b> Staff Quality, Recruitment, and Retention 1					
<div><div><div>100%</div></div><div>= Accomplished</div></div> <div><div>0%</div></div> <div>= No Progress</div> <div><div>X</div></div> <div>= Discontinue</div>						

**Performance Objective 2 Problem Statements:**

Staff Quality, Recruitment, and Retention
<b>Problem Statement 1:</b> Odem High School has high quality, teachers, coaches, and support staff, but loses employees to higher paying and larger districts. <b>Root Cause 1:</b> Competitive pay with districts in surrounding areas.

## Goal 4: Odem High School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

**Performance Objective 1:** Odem High School will provide crisis management training to all district staff members as well as practice drills and maintain safety compliance.

**Evaluation Data Source(s) 1:** Emergency operations plan and drill log.

**Summative Evaluation 1:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
1) Collaborate with central administration to update campus emergency operation plans. Develop a drill schedule to practice. Attend and facilitate all required training's from new legislation.		Principal Assistant Principal Crisis Response Team	Revise and implement a coherent emergency operation plan in compliance with HB3.			
	Problem Statements: School Context and Organization 1 Funding Sources: 199 - Local Funds - 0.00					
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### Performance Objective 1 Problem Statements:




School Context and Organization
<b>Problem Statement 1:</b> Teachers need structured opportunities to have input in decision making and school practices. <b>Root Cause 1:</b> Organization lacks teacher leadership opportunities.

**Goal 4:** Odem High School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

**Performance Objective 2:** Odem High School will develop and implement a campus discipline framework in compliance with the handbook, SCOC, and board policy.

**Evaluation Data Source(s) 2:** TxEIS student discipline information.

**Summative Evaluation 2:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
1) OHS develop and train staff on discipline framework. Discipline framework will shared to students through the classrooms. PLC's will develop vertically aligned routines and procedures for their departments.		Principal Campus Behavior Coordinator	The implementation of a discipline framework will establish consistent procedures and expectations in every classroom and common areas which will promote a safe and orderly environment.			
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**Goal 4:** Odem High School will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

**Performance Objective 3:** Support the well-being of students through social services for at-risk student.

**Evaluation Data Source(s) 3:** Attendance and graduation rates.

**Summative Evaluation 3:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
1) Add community in schools staff and program to campus.		Principal	Provide effective and consistent social-emotional support through services for at risk students.			
	Funding Sources: 211 - Title 1 Funds - 0.00					
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## Goal 5: Odem High School will maintain efficient and effective management of resources and operations to maximize learning for all students.

**Performance Objective 1:** Develop programs of study which lead to industry based certifications.

**Evaluation Data Source(s) 1:** CCMR data on industry based certifications.

**Summative Evaluation 1:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<b>TEA Priorities</b> Recruit, support, retain teachers and principals Connect high school to career and college 1) Recruit, hire, and retain a vocational teacher to develop a program of study using all the resources in the AG shop.	2.4, 2.5, 2.6	Principal	Develop a construction based program of study which leads to an industry based certification.			
	<b>Problem Statements:</b> Demographics 1 <b>Funding Sources:</b> 211 - Title 1 Funds - 0.00					
<b>TEA Priorities</b> Connect high school to career and college 2) Develop course options for students to take medical terminology and health science theory to prepare for Phlebotomy, EKG, and CNA.  Develop and offer Culinary Arts sequence in schedule.	2.4, 2.5, 2.6	Principal Counselor	Develop programs of study in Culinary Arts and Human Services which lead to industry based certifications.			
	<b>Problem Statements:</b> School Culture and Climate 1 <b>Funding Sources:</b> 211 - Title 1 Funds - 0.00					
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### Performance Objective 1 Problem Statements:

Demographics
<b>Problem Statement 1:</b> Student population for Odem High School has decreased. <b>Root Cause 1:</b> Families have moved out of the area or are taking their children to larger schools with a larger course selection..
School Culture and Climate
<b>Problem Statement 1:</b> The need for all students to establish post-secondary plans and goals. <b>Root Cause 1:</b> All students are not aware of all pathways and post-secondary options.

**Goal 5:** Odem High School will maintain efficient and effective management of resources and operations to maximize learning for all students.

**Performance Objective 2:** Develop system for TSI preparation, testing, and intervention.

**Evaluation Data Source(s) 2:** Dual Credit enrollment.  
TEA CCMR data.

**Summative Evaluation 2:** Some progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<b>TEA Priorities</b> Connect high school to career and college 1) Connect Trio talent services with students body, their program offers free TSI testing and support. Offer TSI at OHS. Systematically provide TSI support and intervention.	2.4, 2.5, 2.6	Principal Counselor	System for TSI preparation, assessment, and intervention will increase college readiness and dual credit opportunities for all students.			
	<b>Problem Statements:</b> School Culture and Climate 1 <b>Funding Sources:</b> 199 - Local Funds - 0.00					
<div><div><div>100%</div><div>= Accomplished</div></div><div><div>0%</div><div>= No Progress</div></div><div><div>X</div><div>= Discontinue</div></div></div>						

**Performance Objective 2 Problem Statements:**

School Culture and Climate
<b>Problem Statement 1:</b> The need for all students to establish post-secondary plans and goals. <b>Root Cause 1:</b> All students are not aware of all pathways and post-secondary options.