

# Ore City Independent School District

## Ore City High School

### 2018-2019 Goals/Performance Objectives/Strategies



# **Mission Statement**

To provide our students access to meaningful, productive lives through quality education.

# **Vision**

Every graduate ready for college, career, and life.

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# Goals

Revised/Approved: August 14, 2018

**Goal 1: Ore City High School will demonstrate and sustain increased State Assessment scores for all subjects and in all sub-population groups to achieve a rating of A in the A-F rating system , with 7 of 7 Distinction Designations from the Texas Education Agency.**

**Performance Objective 1:** To have at least 90% passing rate for all students and all subgroups on ELA, Math, Science, and Social Studies assessments.

**Evaluation Data Source(s) 1:** STAAR EOC data

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Each teacher that teaches an EOC test will disaggregate 2017 State Assessment data using DMAC information system.</p>	2.4, 2.5, 2.6	Principal Teachers by department	Increase teacher effectiveness Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) Each teacher will meet within their respective departments and determine necessary interventions and student needs as a result of testing results.</p>	2.4, 2.5, 2.6	Principal Teachers	Increase teacher effectiveness Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>3) Assessments in all core subjects will be given at the end of the unit.</p>	2.4, 2.5, 2.6	Teachers TEKScore Specialist	Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 7</p> <p>4) Relevant professional development opportunities will be set based on staff-development needs assessment</p>	2.4, 2.5, 2.6	Principal Teachers Curriculum Director	Increase teacher effectiveness Increase STAAR scores Positively impact student success				

<p><b>Critical Success Factors</b> CSF 1 CSF 4</p> <p>5) Tutoring will be available before, during, and after school by appointment with the teacher.</p>	2.4, 2.5, 2.6	Teachers	Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7</p> <p>6) Increase the number of students who score at Masters Grade Level for each STAAR tested subject by using high-yield teaching strategies, TEKS Resource IFD.</p>	2.4, 2.5, 2.6	Principal Teachers	Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>7) Science, Math, and ELA Core Academic teachers will have a common planning period built into the master schedule.</p>	2.4, 2.5, 2.6	Principal	Increase teacher effectiveness Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4</p> <p>8) Response to Intervention Plan for At-Risk population.</p>	2.4, 2.5, 2.6	RtI Coordinator Teachers	Increase STAAR scores Increase graduation rate Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>9) Identify at-risk students that may not pass state assessments, not be on track for graduation, and/or potentially drop out of school. Utilizing assessment data, teacher and/or parent referral, students will be identified and interventions will be put into place.</p>	2.4, 2.5, 2.6	Principal Counselor Teachers At-Risk Coordinator	Increase graduation rate Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>10) Evaluate students for placement in special programs. Students will be placed in special programs based upon individual need as determined by eligibility and need.</p>	2.4, 2.5, 2.6	RtI Coordinator Special Education Director Diagnostician Counselor	Increase STAAR scores Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>11) Each student identified as At-Risk will have a Personal Graduation Plan.</p>	2.4, 2.5, 2.6	Counselor At-Risk Coordinator	Increase STAAR scores Increase graduation rate Positively impact student success				
<p><b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4</p> <p>12) Students who do not meet Approaches standard for EOC's will retake course.</p>	2.4, 2.5, 2.6	Principal Testing Coordinator Counselor Teachers	Increase STAAR scores Positively impact student success				

<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 13) Supportive Services for all students.	2.4, 2.5, 2.6	Teachers Special Education	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 14) All teachers will be highly qualified as required by NCLB. New teachers will meet regularly within departmental groups.	2.4, 2.5, 2.6	Principal Mentor Teachers	Increase teacher effectiveness Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 4 15) All para-professionals will be highly qualified.	2.4, 2.5, 2.6	Principal Special Programs Director	Increase para-professional effectiveness Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 16) Address low performing areas-specifically writing.	2.4, 2.5, 2.6	Principal Counselor Teacher	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7 17) Staff will share good practices with each other across curriculums.	2.4, 2.5, 2.6	Principal Teachers	Increase teacher effectiveness Increase STAAR scores Positively impact student success				
<b>Comprehensive Support Strategy</b> <b>Critical Success Factors</b> CSF 1 CSF 4 18) Added Pre-Algebra and Math Test Prep for struggling math students.	2.4, 2.5, 2.6	Principal Teachers	Increase STAAR scores Positively impact student success				
<b>PBMAS</b> <b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 19) Moved to inclusion for Special Education model.	2.4, 2.5, 2.6	Principal Special Education Director	Increase STAAR scores Positively impact student success				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 1:** Ore City High School will demonstrate and sustain increased State Assessment scores for all subjects and in all sub-population groups to achieve a rating of A in the A-F rating system , with 7 of 7 Distinction Designations from the Texas Education Agency.

**Performance Objective 2:** To have 100% of graduating seniors college, career, or military ready by graduation.

**Evaluation Data Source(s) 2:**

**Summative Evaluation 2:**


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 4 1) TSI Math and English college prep courses for students who are not TSI complete.	2.4, 2.5, 2.6	Principal Teachers At-Risk Coordinator	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 2 2) Pay for all juniors to take the TSI	2.4	Principal Counselor	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 2 3) Offer ACT testing on our high school campus	2.4, 2.5	Counselor	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 6 4) Offer certificates for CTE courses.	2.4, 2.5, 2.6	Principal Counselor Teachers	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 5) Offer dual enrollment/credit courses.	2.4, 2.5	Principal Counselor Teachers	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 2 CSF 5 CSF 6 6) Allow and encourage recruitment on campus as well as invite guest speakers	2.5, 2.6	Principal Counselor	Increase STAAR scores Positively impact student success				
<b>Critical Success Factors</b> CSF 5 CSF 6 7) Military recognition for previous graduates honoring current and former military personnel.	2.5, 2.6	Principal Counselor Teachers	Increase STAAR scores Positively impact student success				
							

## Goal 2: Ore City High School will have an attendance rate that meets or exceeds 95.75%

**Performance Objective 1:** To increase the attendance rate

**Evaluation Data Source(s) 1:** Skyward Software

### Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 1) Parents/Guardians will be contacted each day regarding their child's absence.	2.4, 2.5, 2.6	Secretary	Increase attendance to increase academic learning				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 2) Truancy charges will be filed and loss of credit for excessive absences will be enforced.	2.4, 2.5, 2.6	Principal Assistant Principal Secretary	Increase attendance to increase academic learning				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 CSF 6 3) Provide incentives for 96% and above attendance.	2.4, 2.5, 2.6	Principal Secretary	Increase attendance to increase academic learning				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 4) Assign morning or after-school detention for students with excessive absences and tardies.	2.4, 2.5, 2.6	Principal Assistant Principal	Increase attendance to increase academic learning				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 5) Reward perfect attendance	2.4, 2.5, 2.6	Principal Assistant Principal	Increase attendance to increase academic learning				
							



**Goal 3: Ore City High School will provide opportunities to enhance high quality instruction through more effective professional development.**

**Performance Objective 1:** High quality instruction that will improve student achievement through effective professional development.

**Evaluation Data Source(s) 1:** T-TESS,

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 3 CSF 4 CSF 7 1) All teachers will receive trainings on actual, specific ways to engage students.	2.4, 2.5, 2.6	Principal Curriculum Director	Increase teacher effectiveness				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 7 2) Training on classroom and school-wide behavior management techniques, student code of conduct, and school law.	2.4, 2.5, 2.6	Principal	Increase teacher effectiveness				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 7 3) Grading policies and procedures will be set by departments.	2.4, 2.5, 2.6	Principal Teachers	Increase teacher effectiveness				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 4) Training for implementing IEP's.	2.4, 2.5, 2.6	Special Ed Director Special Ed Teacher	Increase teacher effectiveness				







**Goal 4: Ore City High School will provide a safe school environment that is conducive to a high level of student achievement.**

**Performance Objective 1:** To have a safe and supportive school.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 6</p> <p>1) Update emergency operations plan.</p>	2.5	Principal	Safer school				
<p><b>Critical Success Factors</b> CSF 6</p> <p>2) Staff will receive continuous training on all components of the EOP</p>	2.5	All staff	Safer school				
<p><b>Critical Success Factors</b> CSF 6</p> <p>3) Utilize Disciplinary Alternative Education Program. Students will be assigned to DAEP for mandatory and non-mandatory offenses as outlined in the student code of conduct.</p>	2.4, 2.5, 2.6	Principal Assistant Principal	Safer school				
<p><b>Critical Success Factors</b> CSF 1 CSF 4 CSF 6</p> <p>4) Student code of conduct will be updated yearly to meet specific campus as well as state requirements.</p>	2.4, 2.5, 2.6	Principal Campus Committee	Safer school				
<p><b>Critical Success Factors</b> CSF 6</p> <p>5) Use of Interquest Canine Detection Agency. Random searches will be conducted by trained, drug detection canines.</p>	2.5	Principal Assistant Principal	Safer school				
<p><b>Critical Success Factors</b> CSF 6</p> <p>6) All staff members are issued and required to wear OCHS identification badges.</p>		Principal Secretary	Safer school				


<p><b>Critical Success Factors</b> CSF 6</p> <p>7) Upon entering OCHS, all visitors will be required to wear a visitors badge. Any person not wearing a visitors badge will be escorted to the office.</p>		Secretary	Safer school				
<p><b>Critical Success Factors</b> CSF 6</p> <p>8) A drug and weapon free campus will be maintained. Random drug testing will be conducted for students in any extra-curricular activity or for those students who park on campus.</p>	2.6	Principal	Safer school				
<p><b>Critical Success Factors</b> CSF 5 CSF 6</p> <p>9) Creation of School Resource Officer</p>	2.4, 2.5, 2.6	Principal	Safer school				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

## Goal 5: Ore City High School will emphasize increased technology integration by both students and staff.

**Performance Objective 1:** Create more accessible technology resources.

### Evaluation Data Source(s) 1:

### Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 1) Review and update the district technology plan.	2.4, 2.5, 2.6	Principal Technology Director Technology Committee	Increase/Impact student learning				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 2) Use of technology resources to enhance learning. Utilize technology effectively to enhance and streamline classes.	2.4, 2.5, 2.6	Principal Teachers Technology Director Campus Tech Specialist	Increase/Impact student learning				
<b>Critical Success Factors</b> CSF 1 CSF 4 3) Students will be provided the opportunity to accelerate or regain credits through the use of Edmentum.	2.4, 2.5, 2.6	Counselor Campus Tech Specialist At-Risk Coordinator	Increase/Impact student learning				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 4 4) Online/Dual Credit Classes will be offered as available.	2.4, 2.5, 2.6	Principal Counselor	Increase/Impact student learning				
<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7 5) The district has contracted with a technology instructional coach to help teachers.	2.4, 2.5, 2.6	Superintendent Principal	Increase/Impact student learning				
							

**Goal 6: Ore City High School will increase communication and involvement with parents and community.**

**Performance Objective 1:** To have increased partnerships with parents and community members.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>1) Community service projects(food drives, March of Dimes, blood drives, jeans drive, recycling projects). OCHS student organizations will strive to continue, as well as add projects that help and /or involve the entire community.</p>	2.5, 2.6	Student Council Sponsor FFA Sponsor NHS Sponsor	Increase student, parent, and community involvement				
<p><b>Critical Success Factors</b> CSF 1 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>2) On-going parent/teacher conferences. Each teacher is encouraged to keep an open, two-way line of communication between the school and the parent/guardian.</p>	2.6	Teachers	Increase student, parent, and community involvement				
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6 CSF 7</p> <p>3) Meet the Teacher Night annually.</p>	2.6	Principal Counselor	Increase student, parent, and community involvement				
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>4) Select students will be recognized at the Academic Awards Assembly and parents will be invited to attend.</p>		Principal Counselor Teachers HS Secretary	Increase student, parent, and community involvement				
<p><b>Critical Success Factors</b> CSF 3 CSF 5 CSF 6</p> <p>5) Parent/student meetings (8th graders). Parents of 8th grade students will meet and discuss HS credit requirements, scheduling, and 4-year plans as they prepare to enter high school.</p>	2.5, 2.6	Principal Counselor	Increase student, parent, and community involvement				

<b>Critical Success Factors</b> CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7 6) All-school parent meetings, where parents can ask questions, make comments, or voice concerns they may have regarding the state of OCHS.	3.2	Principal Counselor	Increase student, parent, and community involvement				
<b>Critical Success Factors</b> CSF 5 CSF 6 7) Monthly calendar of events that is distributed to each campus and posted on the district and high school websites.		Superintendent's Secretary	Increase student, parent, and community involvement				
<b>Critical Success Factors</b> CSF 5 CSF 6 8) Skyward Family Access. Parents will have secure access to their student's grades, attendance records, and discipline records.	2.5, 2.6	Technology Director Campus Secretary Principal	Increase student, parent, and community involvement				
<b>Critical Success Factors</b> CSF 1 CSF 5 CSF 6 9) Maintain an email list-serve and email correspondence with the parents.	2.6	Principal HS Secretary Teachers	Increase student, parent, and community involvement				
<b>Critical Success Factors</b> CSF 5 CSF 6 10) OCHS will utilize social media to communicate with parents, community members, and students.		Principal	Increase student, parent, and community involvement				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 7: Ore City High School will provide enhanced enrichment opportunities to further develop strong academic skills, character, citizenship, and leadership in our students.**

**Performance Objective 1:** To have enhanced enrichment opportunities available for the development of academic and career skills, character and leadership skills, personal interests and community service.

**Evaluation Data Source(s) 1:**

**Summative Evaluation 1:**

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p><b>Critical Success Factors</b> CSF 1 CSF 3</p> <p>1) Art students compete in V.A.S.E contest. Addresses not only artistic abilities, but also with test preparation skills.</p>	2.5	Art Teacher	Develop well-rounded students				
<p><b>Critical Success Factors</b> CSF 1 CSF 3</p> <p>2) Students will be recruited and coached for competition in TMSCA (Texas Math and Science Coaches Association) events.</p>	2.4, 2.5	TMSCA Math and Science coaches	Develop well-rounded students				
<p><b>Critical Success Factors</b> CSF 1 CSF 3</p> <p>3) Students will compete in UIL sanctioned contests at the district level, regional level, and state level.</p>	2.5	UIL Academic Coordinator and sponsors	Develop well-rounded students				
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>4) Career interest assessments will be given to students.</p>	2.5	Counselor	Develop well-rounded students				
<p><b>Critical Success Factors</b> CSF 1</p> <p>5) Students will be recruited to join TAFE.</p>	2.5	Counselor TAFE sponsor	Develop well-rounded students				
<p><b>Critical Success Factors</b> CSF 1 CSF 6</p> <p>6) Students will be recruited for agriculture related competitions.</p>	2.5	Principal Teachers	Develop well-rounded students				



= Accomplished



= Continue/Modify



= Considerable



= Some Progress



= No Progress



= Discontinue



# Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	18	Added Pre-Algebra and Math Test Prep for struggling math students.