

Ore City Independent School District

Ore City High School

2023-2024 Improvement Plan

Accountability Rating: B



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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Comprehensive Needs Assessment

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
- Campus goals
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- RDA 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 Emergent Bilingual (EB) progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- SAT and/or ACT assessment data
- PSAT

Student Data: Student Groups

- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion 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
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- Enrollment trends

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Other additional data

Goals

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.

Performance Objective 1: To have at least 90% growth measure for all students and all subgroups on ELA, Math, Science, and Social Studies measures

Evaluation Data Sources: STAAR EOC data

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Each Teacher that teaches an EOC test will disaggregate 22-23 data using DMAC information system.</p> <p>Strategy's Expected Result/Impact: Increase teacher effectiveness Increase STAAR EOC Scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Each teacher will meet within their departments and determine necessary interventions and student needs as a result of test results. When applicable, students will participate in HB 1416 remediation as part of MTSS.</p> <p>Strategy's Expected Result/Impact: Increase teacher effectiveness Increase STAAR scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June





Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Assessments in all core subjects will be administered as pre & post tests to assess prior knowledge and set student-growth expectations for the year.</p> <p>Strategy's Expected Result/Impact: Increase teacher effectiveness Increase STAAR scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal Teachers Curriculum Director</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Relevant professional development opportunities will be set based on staff development needs assessment as well as the goal setting component in T-TESS</p> <p>Strategy's Expected Result/Impact: Increase teacher effectiveness Increase STAAR scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principals Curriculum Director</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Implementation of the tutoring requirements of HB1416, as well as optional tutoring time available before, after and during the regular school day.</p> <p>Strategy's Expected Result/Impact: Increase STAAR Scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principals Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Increase the number of students who score at the Meets and Masters level on STAAR EOC tests by using high-yield teaching strategies, TEKS RS</p> <p>Strategy's Expected Result/Impact: Increase STAAR Scores Positively impact student success</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative		
	Dec	Mar	June
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Address the academic needs of our growing list of Emergent Bilingual students</p> <p>Strategy's Expected Result/Impact: Increase STAAR Scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal Teachers Student Services Director</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math, Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Set appropriate academic goal and growth measures for our Special Education student population</p> <p>Strategy's Expected Result/Impact: Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal Teachers Student Services Director</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June

Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Continue MTSS for At-Risk population per HB 1416 Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Identify students who are at-risk of EOC failure, not completing Graduation Requirements, and Dropout. Strategy's Expected Result/Impact: Increase Graduation Rate Staff Responsible for Monitoring: Principal Teachers Counselor</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 11 Details	Formative Reviews		
<p>Strategy 11: Continued evaluation of students for special programs Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success Staff Responsible for Monitoring: Principal Teachers Student Services Director</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June

Strategy 12 Details	Formative Reviews		
<p>Strategy 12: Personal Graduation Plan of file for every student Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success Staff Responsible for Monitoring: Counselor</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative		
	Dec	Mar	June
Strategy 13 Details	Formative Reviews		
<p>Strategy 13: Work toward having all employees certified in their content areas. Strategy's Expected Result/Impact: Positively impact student success Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 14 Details	Formative Reviews		
<p>Strategy 14: Rebel Response available to all students Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success Staff Responsible for Monitoring: Principal Teachers</p> <p>Title I: 2.4, 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June

Strategy 15 Details	Formative Reviews		
<p>Strategy 15: Continuation of the mentoring program for new and inexperienced teachers</p> <p>Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing</p>	Formative		
	Dec	Mar	June
Strategy 16 Details	Formative Reviews		
<p>Strategy 16: Improve teacher collaboration across curriculums</p> <p>Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 17 Details	Formative Reviews		
<p>Strategy 17: Continue Pre-Algebra class for struggling math students</p> <p>Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>- TEA Priorities: Build a foundation of reading and math</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June

Strategy 18 Details	Formative Reviews		
<p>Strategy 18: Provide attendance incentives to address poor attendance</p> <p>Strategy's Expected Result/Impact: Increase STAAR EOC Scores Positively impact student success</p> <p>Staff Responsible for Monitoring: Principal Office Staff</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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.





Performance Objective 2: 100% of students will be CCMR complete complete per TEA accountability

High Priority

Strategy 1 Details	Formative Reviews		
<p>Strategy 1: Host an annual CTE fair for incoming students Strategy's Expected Result/Impact: Increased CTE enrollment and Program of Study Completion Staff Responsible for Monitoring: Principal CTE Director Teachers</p> <p>Title I: 2.5, 2.6, 4.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
Strategy 2 Details	Formative Reviews		
<p>Strategy 2: Continue expanding CTE opportunities for 8th grade students Strategy's Expected Result/Impact: Increased CTE enrollment and Program of Study Completion Staff Responsible for Monitoring: Principal CTE Director</p> <p>Title I: 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June

Strategy 3 Details	Formative Reviews		
<p>Strategy 3: Continue utilizing Math & English college prep coursework Strategy's Expected Result/Impact: More students graduating "college ready" Higher percent of student "TSI Complete" Staff Responsible for Monitoring: Principal Counselor</p> <p>Title I: 2.5 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 4 Details	Formative Reviews		
<p>Strategy 4: Pay for Sophomores and Juniors TSI test Strategy's Expected Result/Impact: More students "TSI Complete" Staff Responsible for Monitoring: Principal Counselor</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 5 Details	Formative Reviews		
<p>Strategy 5: Offering and paying for all Juniors and Seniors to take the ACT on campus during the school day. Strategy's Expected Result/Impact: Principal Testing Coordinator Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative		
	Dec	Mar	June

Strategy 6 Details	Formative Reviews		
<p>Strategy 6: Offer Dual-Credit/Dual-Enrollment courses as appropriate Strategy's Expected Result/Impact: More students will graduate as "College Ready" Staff Responsible for Monitoring: Principal Counselor</p> <p>Title I: 2.4, 2.5, 2.6 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
Strategy 7 Details	Formative Reviews		
<p>Strategy 7: Encourage and allow US military recruiters on campus Strategy's Expected Result/Impact: More enlistments in the armed forces Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
Strategy 8 Details	Formative Reviews		
<p>Strategy 8: Recognition of alumni who served in the US military (Wall of Honor) Strategy's Expected Result/Impact: More enlistments in US Military Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June
Strategy 9 Details	Formative Reviews		
<p>Strategy 9: Attend College/Career fair as appropriate Strategy's Expected Result/Impact: More students with a plan post-graduation Staff Responsible for Monitoring: Principal Counselor</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative		
	Dec	Mar	June

Strategy 10 Details	Formative Reviews		
<p>Strategy 10: Host an annual FAFSA night for students and parents</p> <p>Strategy's Expected Result/Impact: More students completing the FAFSA</p> <p>Staff Responsible for Monitoring: Principal Counselor</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative		
	Dec	Mar	June
Strategy 11 Details	Formative Reviews		
<p>Strategy 11: Increase completion rate for CTE Industry-Based Certifications (IBCs)</p> <p>Strategy's Expected Result/Impact: More students "Career Ready" post high school</p> <p>Staff Responsible for Monitoring: Principal CTE Director</p> <p>Title I: 2.5, 2.6</p> <p>- TEA Priorities: Connect high school to career and college</p> <p>- ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		
	Dec	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue			

State Compensatory

Budget for Ore City High School

Total SCE Funds: \$303,804.00

Total FTEs Funded by SCE: 7

Brief Description of SCE Services and/or Programs

Teacher Salaries

Personnel for Ore City High School

<u>Name</u>	<u>Position</u>	<u>FTE</u>
Julie Edwards	Teacher	1
Leticia Manriquez	Teacher	1
Rebecca Organ	Paraprofessional	1
Rita Clawson	Teacher	1
Sally Cariker	Teacher	1
Sarah Freeman	Teacher	1
Wendy Henson	Teacher	1

Title I Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Brenda Decker	HS SPED Paraprofessional	Special Education	1
Donnie Plant	Teacher	Gen Ed Teacher	1
Karina Garza	HS ESL Paraprofessional	ESL	1
Kurt Bannert	LPC	Counseling	1
Stephen Holly	Behavioral Interventionist	On-Campus Intervention	1
William Rogers	Safety and Security Director	Safety & Security	1

Site-Based Decision Making Committee

Committee Role	Name	Position
Administrator	Travis Orms	Principal
Administrator	Amy McFatridge	Assistant Principal
Classroom Teacher	Sally Cariker	Teacher
Classroom Teacher	Donald Plant	Teacher
Classroom Teacher	Julie Edwards	Teacher
Classroom Teacher	Tara Stewart	Teacher
Classroom Teacher	Kenneth Adcock	Teacher
Administrator	Kimberly Freeman	Student Services Director
Student	Noah Garcia	Student
Parent	Sean Morgan	Parent
Parent	Teresa Ainsworth	Parent
Community Representative	Angie Edwards	Mayor