

Odem-Edroy Independent School District

Odem High School

2020-2021 Goals/Performance Objectives/Strategies



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: Odem High School will meet state standards and earn distinctions based on The Texas Education Agency accountability ratings.


Evaluation Data Sources: Effective cycles of instruction, benchmark, and intervention.

<p>Strategy 1: A system of benchmarks and intervention will be used to guide continuous improvements for student achievement and growth on state assessments.</p> <p>Strategy's Expected Result/Impact: Earn an A rating in the accountability system.</p> <p>Staff Responsible for Monitoring: Administration and EOC tested teachers.</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 4: High-Quality Curriculum</p> <p>Problem Statements: Student Achievement 1</p>	Formative Reviews		
	Jan	Apr	June
	 60%		


0% No Progress


100% Accomplished


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Performance Objective 1 Problem Statements:





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

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: Odem High School will ensure College, Career, Military Readiness for all students, by adding opportunity for additional industry based certifications.

Evaluation Data Sources: TEA accountability report

Strategy 1: Develop NCCER core training for students to earn an Industry Based Certification. Strategy's Expected Result/Impact: Improve CCMR for students who are not achieving career ready standard. Staff Responsible for Monitoring: Principal TEA Priorities: Connect high school to career and college Problem Statements: School Culture and Climate 1	Formative Reviews		
	Jan	Apr	June
			

 No Progress
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Performance Objective 2 Problem Statements:

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

Goal 2: Odem High School will have effective communication to all parents/guardians and with all stakeholders emphasizing parent partnerships aimed at increasing student performance.

Performance Objective 1: Odem High School will expand its outreach and continue to update and explore different modes of communication with all community stakeholders.

Evaluation Data Sources: Marquee, District web page, Facebook, Twitter, Living Tree

Strategy 1: Investigate systems which can mass e-mail or call parents to close an identified gap in communication. Strategy's Expected Result/Impact: Increase communication to all parents. Staff Responsible for Monitoring: Principal Problem Statements: Parent and Community Engagement 1	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			


Performance Objective 1 Problem Statements:





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

Goal 2: Odem High School will have effective communication to all parents/guardians and with all stakeholders emphasizing parent partnerships aimed at increasing student performance.

Performance Objective 2: Odem High School host events to specifically communicate opportunities to students, parents, and stakeholders, in an effort to build programs or raise awareness.

Evaluation Data Sources: CTE/Elective/Dual Credit Showcase
 FAFSA night
 Graduation plan/Course selection presentation

Strategy 1: Systematically host presentations on graduation plans, pathways, electives, industry based programs, and student clubs and organizations. Strategy's Expected Result/Impact: Increase participation in programs and organizations. Staff Responsible for Monitoring: Principal TEA Priorities: Connect high school to career and college Problem Statements: School Culture and Climate 1	Formative Reviews		
	Jan	Apr	June
	 60%		

 No Progress
  Accomplished
  Continue/Modify
  Discontinue






Performance Objective 2 Problem Statements:

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

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

Performance Objective 1: Odem High School will recruit and maintain highly effective staff who embrace our students, parents, and community.


Evaluation Data Sources: Staff retention data.


<p>Strategy 1: Develop support systems for new teachers through PLC's and departments.</p> <p>Strategy's Expected Result/Impact: Increase in annual teachers retained, which will have the ability to develop long term relationships with students, parents, and community.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p>	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			


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


Performance Objective 2: Odem High School will grow teachers instructional and leadership capacity to develop a campus leadership pipeline.


Evaluation Data Sources: PLC support systems, mentor teacher program, and leadership opportunities for teachers in administration or counselor certification programs.

Strategy 1: Mentor teachers who are in a graduate program seeking administrative or counselor certification. Strategy's Expected Result/Impact: 100% complete their programs and get certified. Staff Responsible for Monitoring: Principal TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning	Formative Reviews		
	Jan	Apr	June
			

 No Progress

 Accomplished








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

Performance Objective 3: Odem High School will implement professional development for teachers growth to serve gifted and talented, special education, dyslexia, 504, and at-risk students well.

Evaluation Data Sources: Closing the gaps and sub population EOC data.

<p>Strategy 1: All staff will receive technology, special education, 504 and GT training.</p> <p>Strategy's Expected Result/Impact: Improved services for special populations and all staff GT certified and up to date on refresher courses.</p> <p>Staff Responsible for Monitoring: Principal and Special Programs Director</p> <p>ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Staff Quality, Recruitment, and Retention 1</p>	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			






Performance Objective 3 Problem Statements:

Staff Quality, Recruitment, and Retention
<p>Problem Statement 1: Campus needs assessment indicated staff requested for instructional technology training. Root Cause: Covid-19 has increased the need for mastery of different resources to facilitate virtual instruction.</p>

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 improve drug/violence/bullying/suicide prevention programs and promote student safety.


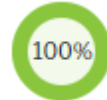





Evaluation Data Sources: Implementation will be measured through completed surveys and comparing prior year PEIMS data.

<p>Strategy 1: Project turnaround will routinely provide target presentations and support on these areas.</p> <p>Strategy's Expected Result/Impact: Decreased reports in drugs, violence, and bullying and increased support and resources for suicide prevention.</p> <p>Staff Responsible for Monitoring: Counselor and Principal</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 enhance the student/staff safety through a proactive Emergency Management Plan and collaboration with First Responders. Continue to evaluate emergency procedures for both instructional and non-instructional facilities. This includes training, policies, procedures, schedules, and equipment to keep all district stakeholders safe from COVID-19.






Evaluation Data Sources: Implementation review of Emergency Management Plan and effectiveness of Crisis Management Teams. Evaluate collaboration with local LEA and First Responders.

Strategy 1: Host a fire drill with first respondents to evaluate evacuation routes and update maps. Strategy's Expected Result/Impact: Solicit input from experts to make targeted improvements.	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

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: Odem High School will bring awareness to mental health issues and improve support for students and staff.






Evaluation Data Sources: Campus needs assessment survey.

<p>Strategy 1: Project turnaround will routinely support and present on mental health issues.</p> <p>Strategy's Expected Result/Impact: Increased support and awareness for students and families with mental health concerns during pandemic.</p> <p>ESF Levers: Lever 3: Positive School Culture</p>	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

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 4: For the 2020-2021 school year, Odem High School will continue its plan to ensure that district stakeholders feel safe at school and school events. COVID-19 considerations will be prioritized with respect to the health and safety of all district stakeholders.


Evaluation Data Sources: Feedback from district stakeholders.
Campus needs assessment survey.





<p>Strategy 1: Develop, implement, and routinely evaluate Covid 19 campus procedures.</p> <p>Strategy's Expected Result/Impact: Prevent- process for evaluating students with covid symptoms. Clean- improved and targeted routine cleaning processes and hand sanitation. Respond- Contract tracing and public notices in the event of positive cases.</p>	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			

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

Performance Objective 1: Odem High School will establish operating guidelines and automate procedures to improve efficiency and effectiveness.

Evaluation Data Sources: Covid protocols
 PLC Meetings
 Maintenance requests
 Emergency management planning

Strategy 1: Inventory Chromebook and electronic devices issued to students throughout Covid 19 Pandemic. Strategy's Expected Result/Impact: Developing a list of items missing or needing replacement. Problem Statements: Technology 2	Formative Reviews		
	Jan	Apr	June
	 5%		

 No Progress
  Accomplished
  Continue/Modify
  Discontinue






Performance Objective 1 Problem Statements:

Technology
Problem Statement 2: Older chrome-books will need to be replaced. Root Cause: Due to Covid-19 pandemic chrome-books were issued to all students. Some devices are 5 years old.

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

Performance Objective 2: Odem High School financial and instructional services will comply with all federal and state regulations and mandates.

Evaluation Data Sources: Business office protocols for purchasing.

Strategy 1: Investigate funding options for improvements in high need areas. Strategy's Expected Result/Impact: Install vent hoods in culinary kitchen and replace heaters in construction shop.	Formative Reviews		
	Jan	Apr	June
			
 No Progress  Accomplished  Continue/Modify  Discontinue			