

**Red Oak Independent School District**

**Red Oak High School**

**2020-2021 Campus Improvement Plan**



# **Mission Statement**

## **The Mission of Red Oak High School**

### **4 Talons of the Hawk:**

**Exhibits Academic Readiness: 1% Better Daily & Love Tough**

**Seeks Opportunities and Challenges of Learning: Growth, Resilience, Integrity, Tenacity (G.R.I.T.)**

**Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Respect, Encourage, Appreciate, Communicate, Honor (R.E.A.C.H.)**

**Leaves a Legacy Through Service: "We Before Me"**

## **Vision**

**"R realizing Our Individual Students' Dreams"**

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

African American 484

Hispanic 651

White 685

American Indian 11

Asian 18

Pacific Islander 3

Two or More Races 33

Economically Disadvantaged 772

English Learners (EL) 120

At-Risk 610

Section 504 Students 130

Students w/ Disciplinary Placements 114

Students w/ Dyslexia 105

Special Education 230 (Very High For Campus our size)

Mobile Students 192

### Demographics Strengths

ROHS growing diversity mirrors the city of Red Oak, providing our students opportunity to grow and learn with and from one another.

I have an increasingly recruited a diverse staff that can relate to our evolving demographic.

Teachers are trained to embrace relationships with kids, while students consistently hear a message of love and acceptance on our campus.

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1:** Our underrepresented students consistently score lower on CBA and EOC exams. **Root Cause:** Students often enter high school lacking the foundation skills needed to perform at the level of their affluent peers.

**Problem Statement 2:** There is often a lack of understanding and communication between Staff and the common Students **Root Cause:** There is a lack of relationships between staff and students.

# 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

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

## Student Data: Assessments

- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- SAT and/or ACT assessment data
- Local benchmark or common assessments data

## Student Data: Student Groups

- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Section 504 data
- Gifted and talented data
- Dyslexia 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
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Class size averages by grade and subject
- School safety data

## Employee Data

- Professional learning communities (PLC) data

- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data

#### **Parent/Community Data**

- Parent engagement rate

#### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data










# Goals

**Goal 1:** Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

**Performance Objective 1:** District-wide performance on STAAR testing by reporting category will meet 2019 overall results and be used as a baseline data point moving forward during or exiting the COVID-19 academic environment.

**Evaluation Data Sources:** 2021 Spring Interim Assessment  
Curriculum-Based Assessments  
TAPR Report  
School report card








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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct Data analysis meetings after CBA's <b>Evidence that Demonstrates Success:</b> Data meetings will show needs and <b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals Lead Learners IC's <b>ESF Levers:</b> Lever 2: Effective, Well-Supported Teachers, Lever 5: Effective Instruction	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 1:** Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

**Performance Objective 2:** Utilize a variety of processes to monitor and foster student/ teacher achievement and growth.

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Administrators will monitor the PLC process and Data analysis meetings after each CBA.</p> <p><b>Evidence that Demonstrates Success:</b> PLC's are focused on student achievement and CBA data will show steady progress.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals</p> <p><b>Comprehensive Support Strategy</b></p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1:** Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

**Performance Objective 3:** The percent of students that score on grade level or above in ELA on the EOC Assessment will increase 3% at the approaches and Masters level.

At Approaches Grade Level or Above

ELA/Reading :

2019 (State) 75% (Campus) 66% (Points below State) 9%

2018 (State) 74% (Campus)69% (Points below State) 6%











At Masters Grade Level

2019 (State) 21% (Campus) 5% (Points below State) 16%

2018 (State)19% (Campus) 3% (Points below State) 16%

**Evaluation Data Sources:** TRS pacing guides, Performance assessments, CBA's and EOC's.

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Ensure teachers are following the Pacing guide. <b>Evidence that Demonstrates Success:</b> PLC meeting <b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Hire a ELAR and Math retired teacher to conduct SOAR classes and provide intervention for EOC retesters. <b>Evidence that Demonstrates Success:</b> Improved passing rates for Dec. EOC <b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 5: Effective Instruction - <b>Targeted Support Strategy</b> <b>Funding Sources:</b> Paying staff to tutor SOAR classes - Campus Compensatory Ed Funds - \$38,000	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
				
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**Goal 1:** Exhibits Academic Readiness: Equip all students for high levels of academic achievement and continuous growth and development.

**Performance Objective 4:** The percent of graduates that meet the criteria for CCMR Outcome Bonuses will increase from 48% to 70% by June 2024.  
 Yearly Target Goals: 48% by 2020; 53% by 2021; 58% by 2022; 64% by 2023; and 70% by 2024.

The percent of annual graduates that meet criteria for College, Career, Military Readiness will increase from 67% to 68% based on the College, Career, Military Readiness criteria.








62% to 63% African Americans

63% to 64% Hispanic

59% to 60% Economically Disadvantaged

57% to 58% English Learner - Current

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








Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Implement the Texas College Bridge program to increase TSI success rates. This is a user-friendly platform that provides individualized support to help students strengthen their math and English skill prior to enrolling in college. Students receive additional college support to help them complete college transition milestones.</p> <p><b>Evidence that Demonstrates Success:</b> Improvement in TSI and CCMR rates.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals</p> <p><b>TEA Priorities:</b> Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

**Goal 2: Seek Opportunities and Challenges of Learning:** Promote and support an environment that inspires high levels of student growth, resilience, integrity, and tenacity.

**Performance Objective 1:** Provide students the opportunity to learn from failure and build a level of GRIT that makes them resilient.

**Evaluation Data Sources:** Participation in the new program Grade saving tutoring. The results would be less students enrolled in grade repair and passing rates increased at semester.

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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Conduct Grade Save tutoring in the learning commons on Tuesdays and Thursdays from 4:15 -5:15.</p> <p><b>Evidence that Demonstrates Success:</b> Less students enrolled in grade repair and credit recovery.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2: Seek Opportunities and Challenges of Learning:** Promote and support an environment that inspires high levels of student growth, resilience, integrity, and tenacity.

**Performance Objective 2:** Design and implement professional learning opportunities that grow the personal and professional capacities of staff members.

**Evaluation Data Sources:** Completion of the Remote Learning Educator Certification by TCEA by all core teachers.

Agenda from PD Staff days

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

**Goal 3:** Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Provide all students with a safe, secure, nurturing, and positive learning environment.

**Performance Objective 1:** Provide a safe and positive environment to establish transparent, open, honest, and trusting relationships. Parents, students, teachers, and staff are valued and equipped with strategies necessary to overcome challenges.

**Evaluation Data Sources:** Capturing kids Hearts

Life Saver award





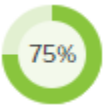





Staff of the month

Student of the month

Parent teacher conferences

Staff and parent newsletters











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

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Train all staff in Capturing kids hearts</p> <p><b>Evidence that Demonstrates Success:</b> Social contracts developed in all classrooms.</p> <p>Improved relationships between staff and students.</p> <p>Decrease in discipline referrals.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals</p> <p><b>ESF Levers:</b> Lever 3: Positive School Culture - <b>Comprehensive Support Strategy</b></p> <p><b>Funding Sources:</b> Funds to pay for training staff in Capturing kids hearts program - 289 Title IV - \$36,000</p>	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Recognize the small successes that turn into larger ones</p> <p><b>Evidence that Demonstrates Success:</b> Awards and social media post presented to students and staff.</p> <p><b>Staff Responsible for Monitoring:</b> Principal Associate Principal Assistant principals</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 3:** Demonstrates Fair, Respectful, and Well-Rounded Characteristics: Provide all students with a safe, secure, nurturing, and positive learning environment.

**Performance Objective 2:** Implement consistent district-wide training programs for students, staff, and parents that address physical safety and security protocols in collaboration with the Red Oak ISD Police and local authorities.

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








Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Conduct Safety day to train students and staff in campus wide emergency procedures. <b>Evidence that Demonstrates Success:</b> Successful completion of safety day	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Conduct monthly safety drills in accordance with district requirements. <b>Evidence that Demonstrates Success:</b> Monthly drill logs and calendar.	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				



**Goal 4:** Leaves a Legacy Through Service: Actively engage all stakeholders to model and support servant-leadership.

**Performance Objective 1:** Foster partnerships with businesses, community organizations, local government, and higher education institutions.

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

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Student groups such as STUCO doing local service projects <b>Evidence that Demonstrates Success:</b> Food drives Blood drives	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress                 </div> <div style="text-align: center;">  Accomplished                 </div> <div style="text-align: center;">  Continue/Modify                 </div> <div style="text-align: center;">  Discontinue                 </div> </div>				

# Addendums