

Red Oak Independent School District
Red Oak High School
2021-2022 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

"Reaching Our Individual Students' Dreams"

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----- 67% 70% 73% 77% 80%	13
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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

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 Student. **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
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Covid-19 Factors and/or waivers

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

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Section 504 data
- Homeless 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

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 2021 overall results and be used as a baseline data point moving forward during or exiting the COVID-19 academic environment.

Targeted or ESF High Priority

Evaluation Data Sources: 2022 Spring Interim Assessment
Curriculum-Based Assessments
TAPR Report
School report card







Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct Data analysis meetings after CBA's</p> <p>Evidence that Demonstrates Success: Data meetings will show needs and</p> <p>Staff Responsible for Monitoring: Principal Associate Principal Assistant principals Lead Learners IC's</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p>  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 2: Utilize a variety of processes to monitor and foster student/ teacher achievement and growth.

Summative Evaluation: Some progress made toward meeting Objective









Strategy 1 Details	Reviews			
<p>Strategy 1: Administrators will monitor the PLC process and Data analysis meetings after each CBA</p> <p>Evidence that Demonstrates Success: PLC's are focused on student achievement and CBA data will show steady progress.</p> <p>Staff Responsible for Monitoring: Principal Associate Principal Assistant principals</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 on the EOC Assessment will increase 3% at the approaches and Masters level

Evaluation Data Sources: CBA's and EOC's

Summative Evaluation: Significant progress made toward meeting Objective








Strategy 1 Details	Reviews			
Strategy 1: Ensure teachers are planning for intervention. Evidence that Demonstrates Success: PLC meeting agendas Staff Responsible for Monitoring: Principal Associate Principal Assistant principals	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Provide intervention for EOC retesters Evidence that Demonstrates Success: Improved passing rates for Dec. EOC Staff Responsible for Monitoring: Principal Associate Principal Assistant principals ESF Levers: Lever 5: Effective Instruction Funding Sources: Paying staff to tutor - 199 24 ACC ED - \$38,000	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </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 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: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Conduct Grade Save tutoring in the learning commons on Tuesdays and Thursdays from 4:15 -5:15.</p> <p>Evidence that Demonstrates Success: Less students enrolled in grade repair and credit recovery.</p> <p>Staff Responsible for Monitoring: Principal Associate Principal Assistant principals</p>	Formative			Summative
	Nov	Jan	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

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

Performance Objective 1: 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: Met Objective







Strategy 1 Details	Reviews			
Strategy 1: Conduct Safety day to train students and staff in campus wide emergency procedures. Evidence that Demonstrates Success: Successful completion of safety day Staff Responsible for Monitoring: Safety Administrator	Formative			Summative
	Nov	Jan	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Conduct monthly safety drills in accordance with district requirements. Evidence that Demonstrates Success: Monthly drill logs and calendar	Formative			Summative
	Nov	Jan	Mar	June
				
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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.

Evaluation Data Sources: Food drives and Blood drives

Summative Evaluation: Significant progress made toward meeting Objective







Strategy 1 Details	Reviews			
Strategy 1: Increase the number of students in STUCO and NHS volunteering in the community Evidence that Demonstrates Success: Number volunteer events Staff Responsible for Monitoring: NHS and STUCO sponsors	Formative			Summative
	Nov	Jan	Mar	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 5: The percentage of graduates that meet the criteria for CCMR will increase from 67% to 80% by August 2024.

2020	2021	2022	2023	2024
67%	70%	73%	77%	80%

Performance Objective 1: The percent of graduates that meet the criteria for CCMR Outcome Bonuses will increase from 67% to 80% by June 2024. Yearly Target Goals: 67% by 2020; 53% by 2021; 73% by 2022; 77% by 2023; and 80% by 2024.

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: 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>Evidence that Demonstrates Success: Improvement in TSI and CCMR rates</p> <p>Staff Responsible for Monitoring: Principal Associate Principal Assistant principal</p> <p>TEA Priorities: Connect high school to career and college</p>	Formative			Summative
	Nov	Jan	Mar	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Campus Funding Summary

199 24 ACC ED					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2	Paying staff to tutor		\$38,000.00
Sub-Total					\$38,000.00
Budgeted Fund Source Amount					\$38,000.00
+/- Difference					\$0.00
Grand Total					\$38,000.00

Addendums