

**Red Oak Independent School District**  
**Red Oak High School**  
**2018-2019 Formative and Summative Reviews**



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

**Performance Objective 1:** Ensure that all students can access an engaging instructional environment that promotes high levels of achievement.

**Summative Evaluation 1:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Create a new school-wide lesson plan template based on Madeline Hunter's model that requires a daily lesson target, a "hook", specific instructional strategies, formative assessment, and an exit ticket that signals mastery of target or not.	Administrators Lead Learners	100% of the teaching staff have lesson plans that conform to the requirements that were taught/communicated during teacher in-service.			
2) Develop a RtI system that efficiently identifies struggling students and provides interventions in a timely manner.	Teachers Lead Learners Administration	Students Identified Meetings Held Intervention Logs			
 = Accomplished  = No Progress  = Discontinue					

**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 measurable growth in students and staff.

**Summative Evaluation 2:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Talon Time - an Intervention/Enrichment time during school focused on filling-in learning gaps while at the same time pushing the advanced students to achieve higher.	Academic coaches Counselors Teachers	Year-to-year positive percentage increases in the number of students passing their core subjects during each six-weeks and semester.			
<b>Comprehensive Support Strategy</b> <b>Targeted Support Strategy</b> 2) Algebraic reasoning course offered, in preparation of high school students to college reading/math performance for T.S.I.	Instructional Coaches Teachers Building Principal	Positive year-to-year pass rates increases of students taking and passing T.S.I. exam.			
3) The administrative student responsibilities were revamped with each administrator tasked with monitoring the progress of their portion of the alphabet. During Weekly Administrator Meetings, students will be discussed and strategies will be developed and implemented to help all students be successful.	Administration	All students in need are identified and a response to intervention plan is put into place.			
= Accomplished               = No Progress               = Discontinue					

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

**Performance Objective 3:** Recruit, support, retain and reward quality personnel while providing ongoing and relevant professional development that translates to student engagement and success.

**Summative Evaluation 3:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Redesign the role of Department Chairs and train them to lead their departments in professional development (Lead Learners).	Principal Lead Learners	Agendas Observations of Meetings			
2) Create more time during the day for teachers that teach EOC tested subjects to engage in PLCs.	Lead Learners Instructional Coaches Administration	Agendas Meetings Lesson Plans Observations			
= Accomplished                = No Progress                = 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:** Encourage students to explore, identify and develop their strengths and passions through multiple pathways that are appropriate to each individual.

**Summative Evaluation 1:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Hawk Scholars	Counselors Certified AP staff Building Principal	Increased awareness of college study, through successful completion of math pathway, with			
2) Each guidance counselor will meet with each of their students individually to go over their graduation plan.	Counselors	Every student will have met with their counselor and will have their graduation plan created (freshmen) or updated.			
= Accomplished                = No Progress                = 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 2:** Design and implement professional learning opportunities that grow the personal and professional capacities of staff members.

**Summative Evaluation 2:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) P.L.C. meetings conducted per department on a weekly basis to discuss student academic needs, concerns, and best practices.	Principal Assistant Principal Instructional coaches	Positive year over previous year gains in six-weeks, semester and yearly increases in: Core subject pass rates, C.B.A. scores, E.O.C. mastered score percentages, as well as , local college (T.S.I.) entry exams, and national exams, such as P.S.A.T. / S.A.T. / A.C.T.			
<p><b>Comprehensive Support Strategy</b></p> <p><b>Targeted Support Strategy</b></p> <p>2) Lead Forward training for campus administration, as well as, Lead Learners. First training in July 2018 and 2nd training in January 2019.</p> <p>Discussion, Planning, Implementation, and Review of "P.L.C." expectations, Processes, and Norms.</p>	District Administration Campus Principals	Implementation of strategies and norms provided at District level training, through "survey" taken by campus staffs.			
3) The ROHS staff will participate in a year long book study using the book: Learning by Doing by DuFour, DuFour, Eaker, Many, & Mattos.	Teachers Lead Learners Administration	Agendas with book study discussions and activities			
= Accomplished               = No Progress               = 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:** 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.







### Summative Evaluation 1:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Teachers will implement Restorative Practices with their students on a daily basis.	Teachers Lead Learners Administrators	Reduced number of referrals Increased Attendance %			
2) The ROHS Staff will participate in a book study using the book entitled: The Energy Bus by Jon Gordon. During the school year staff members will use the 7 principles presented in the book to create a positive environment that enables students to re frame challenges into opportunities.	ROHS Staff Lead Learners Administration	Bulletin Boards Lesson Plans Morning Announcements Student Discussions Positive responses to questions on culture and environment surveys			
= Accomplished                = No Progress                = Discontinue					

**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 2:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) ROHS will have a Safety Week and Safety Day that is focused on Safety Drills and communicating to the staff and students what should be done in the event there is an emergency.	Administration	Drills are conducted and documented Accountability Records			
 = Accomplished  = No Progress  = Discontinue					

# 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 1:

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Provide opportunities and solicit volunteers from the community (i.e. business leaders, community members, government officials, universities, and post secondary institutions) to volunteer and work with the high school students.	CTE Teachers Counselors	Newsletters Volunteer Sign-In Sheet Lesson Plans			
 = Accomplished  = No Progress  = Discontinue					

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

**Performance Objective 2:** Provide opportunities for all Red Oak ISD students to develop meaningful relationships and connections that serve communities.

**Summative Evaluation 2:**

Strategy Description	Monitor	Evidence that Demonstrates Success	Formative Reviews		
			Dec	Feb	May
1) Partner with the organization Mentors Care which will partner high school students up with a mentor from the community. The organization will train the mentors to develop positive relationships that focus on the whole child (i.e. physical health, academics, mental health, and social well-being).	Counselors Administration	60 students are identified and partnered with a mentor that meets with them on a weekly basis.			
 = Accomplished  = No Progress  = Discontinue					