Red Oak Independent School District

Red Oak High School

2022-2023 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

"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

Problem Statements Identifying Demographics Needs

Problem Statement 1: Our underrepresented students consistently score lower on CBA and EOC exams. R Root Cause. **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.

Accountability Data

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

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: Increase participation in AP exams taken

High Priority

Evaluation Data Sources: College board report

Strategy 1 Details				Reviews			
Strategy 1: Conduct Data analysis meetings after CBA's				**Formative**			**Summative**
Evidence that Demonstrates Success: Data meetings will show needs and				**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal Associate Principal Assistant principals Lead Learners IC's **ESF Levers:** Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction							
0% No Progress	100% Accomplished	→ Continue/Modify	✖ 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 student/ teacher achievement and growth.

Strategy 1 Details	Reviews			
Strategy 1: Administrators will monitor the PLC process and conduct instruction Focus meetings after each CBA for EOC tested areas.	**Formative**			**Summative**
	Nov	**Jan**	**Mar**	**June**
Evidence that Demonstrates Success: PLC's are focused on student achievement and CBA data will show steady progress. **Staff Responsible for Monitoring:** Principal Associate Principal Assistant principals				
0% No Progress 100% Accomplished → Continue/Modify ✗ Discontinue				

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

Strategy 1 Details			Reviews		
Strategy 1: Ensure teachers are planning for intervention.		**Formative**			**Summative**
Evidence that Demonstrates Success: PLC meeting agendas		**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Principal Associate Principal Assistant principals					
Strategy 2 Details			Reviews		
Strategy 2: Provide intervention for EOC retesters		**Formative**			**Summative**
Evidence that Demonstrates Success: Improved passing rates for Dec. EOC		**Nov**	**Jan**	**Mar**	**June**
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					

0% No Progress   100% 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.

Strategy 1 Details				Reviews			
Strategy 1: Conduct Grade Save tutoring in the learning commons on Tuesdays and Thursdays from 4:15 -5:15.				**Formative**			**Summative**
Evidence that Demonstrates Success: Less students enrolled in grade repair and credit recovery. **Staff Responsible for Monitoring:** Principal Associate Principal Assistant principals				**Nov**	**Jan**	**Mar**	**June**
0% No Progress		100% 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 2: All freshmen participate in a character building program.

    Evaluation Data Sources: Inspire program numbers
Leadworthy program numbers

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.

Strategy 1 Details				Reviews			
Strategy 1: Conduct Safety day to train students and staff in campus wide emergency procedures.				**Formative**			**Summative**
Evidence that Demonstrates Success: Successful completion of safety day				**Nov**	**Jan**	**Mar**	**June**
Staff Responsible for Monitoring: Safety Administrator							
Strategy 2 Details				**Reviews**			
Strategy 2: Conduct monthly safety drills in accordance with district requirements.				**Formative**			**Summative**
Evidence that Demonstrates Success: Monthly drill logs and calendar				**Nov**	**Jan**	**Mar**	**June**
0% No Progress		100% Accomplished		→ Continue/Modify		✗ 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.

    Evaluation Data Sources: Food drives and Blood drives

Strategy 1 Details	Reviews			
Strategy 1: Increase the number of students in STUCO and NHS volunteering in the community	**Formative**			**Summative**
Evidence that Demonstrates Success: Number volunteer events **Staff Responsible for Monitoring:** NHS and STUCO sponsors	**Nov**	**Jan**	**Mar**	**June**
0% No Progress 100% Accomplished → Continue/Modify ✖ Discontinue				

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

2022	2023	2024
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.

Strategy 1 Details		Reviews		
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.		**Formative**		**Summative**
		Nov	**Jan**	**Mar**	**June**

Evidence that Demonstrates Success: Improvement in TSI and CCMR rates
 	
    Staff Responsible for Monitoring: Principal
Associate Principal
 Assistant principal
 	
    TEA Priorities:
Connect high school to career and college					

0% No Progress	100% Accomplished	→ Continue/Modify	✖ Discontinue	

State Compensatory

Budget for Red Oak High School

Total SCE Funds: $51,000.00
Total FTEs Funded by SCE: 0
Brief Description of SCE Services and/or Programs

Evening school, Super Saturday and zero hour

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 Budgeted	$38,000.00
				Grand Total Spent	$38,000.00
				+/- Difference	$0.00