

**West Orange Cove Independent School District**  
**West Orange Stark High School**  
**2017-2018 Campus Improvement Plan**



# Mission Statement

The mission of West Orange-Stark High School is to partner with our community to instill pride in all our students while empowering them with the necessary postsecondary college and career readiness skills to become productive successful citizens.

## Vision

West Orange-Stark High School where students, parents, and the community work as one to contribute to society in a positive and productive manner.

## Motto

Inspire, Achieve, Celebrate 112% Everyday

# Comprehensive Needs Assessment

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

## Accountability Data

- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- System Safeguards and Texas Accountability Intervention System (TAIS) data
- Critical Success Factor(s) data
- Federal Report Card Data

## Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Progress of prior year STAAR failures
- STAAR Released Test Questions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- Local diagnostic reading assessment data
- Local diagnostic math assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Observation Survey results

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance and participation data
- Male / Female performance and participation data
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data

### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- Class size averages by grade and subject

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Highly qualified staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- PDAS and/or T-TESS

### **Parent/Community Data**

- Parent surveys and/or other feedback
- Parent Involvement Rate
- Community surveys and/or other feedback

## **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
- Study of best practices
- Other additional data

# Goals


## Goal 1: WOCCISD will enhance programs to meet individualized student needs.

**Performance Objective 1:** Increase reading, writing and mathematics fluency in core areas with an emphasis on higher order thinking skills in order to close the gap between average district STAAR scores and average state STAAR scores

**Evaluation Data Source(s) 1:** Improved academic growth in students on cycle assessments and STAAR scores

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<b>System Safeguard Strategy</b> 1) Project-based learning Student-led activities Technology integration	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals, Academic Coaches, Teachers	Progress in student achievement; evidence of student projects				
2) Students will use journal writing to reinforce writing skills and to explain processes, experiments, record findings, record data, and to enhance literacy	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals, Academic Coaches, Teachers	Evidence of improved writing skills in all core areas; improved performance on testing				
3) Incorporate Balanced Literacy program into reading curriculum	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals, ELAR Teachers	Student Grades Increased Lexile levels Increased scores on assessments				

4) Integrate advanced academic programs for all identified gifted and talented/advanced students	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals, Academic Coaches, Counselors, GT Teachers	Increase in the number of students in Gifted and Talented Advanced Academic classes				
5) Inclusion support for special education students in reading and math	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals, Academic Coaches, Counselors, Diagnostician, Special Education Teachers	Progress in student achievement				
						




**Goal 1:** WOCCISD will enhance programs to meet individualized student needs.

**Performance Objective 2:** Align curriculum, lesson plans, instruction and assessments with TEKS

**Evaluation Data Source(s) 2:** Evidence found in lesson plans, PLC minutes, RPM notes and classroom observations

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Provide campus based staff development focusing on rigor and lesson plan development through individual, department, and campus activities	All Staff	Instruction reflects higher levels of learning TTESS evaluations, walkthroughs, and written documentation				
2) RPM (Reflexive Practice Model) boards in core areas	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals A. Knox, Director of Secondary Curriculum Academic Coaches Teachers	Evidence of alignment to TEKS				
3) Data rooms for student data analysis and conversations	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals A. Knox, Director of Secondary Curriculum Academic Coaches Teachers	Student academic growth  Appropriate Tiering with interventions				
4) TEKS Resource System will be utilized for curriculum	W. Alexander, Principal A. Greer, Dean of Instruction Academic Coaches Teachers	Improved alignment and rigor in the classroom				
						







**Goal 1:** WOCCISD will enhance programs to meet individualized student needs.

**Performance Objective 3:** Utilize comprehensive intervention program for all students to monitor student progress

**Evaluation Data Source(s) 3:** Focused intensive instruction, small class grouping, "Know Your Student Folders", documentation of parent communication

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Development of EOC classes in content areas	W. Alexander, Principal A. Greer, Dean of Instruction Counselors Academic Coaches	Increased pass rate of previously unsuccessful students on STAAR/EOC exams				
2) Develop a pilot program for RtI	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals Counselors Attendance Clerks	Increased pass rate of previously unsuccessful students on STAAR/EOC exams				

 = Accomplished
 = Continue/Modify
 = Considerable
 = Some Progress
 = No Progress
 = Discontinue

**Goal 1:** WOCCISD will enhance programs to meet individualized student needs.

**Performance Objective 4:** Increase overall student attendance rate

**Evaluation Data Source(s) 4:** Increased student attendance

**Summative Evaluation 4:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Run ADA report every 3 weeks	W. Alexander, Principal Assistant Principals Attendance Clerks.	Student academic growth evidenced in increased assessment scores				

**Goal 1:** WOCCISD will enhance programs to meet individualized student needs.

**Performance Objective 5:** Decrease in discipline referrals.

**Evaluation Data Source(s) 5:** Run discipline referral report every 3 weeks.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Create a discipline center on campus	W. Alexander, Principal Assistant Principals Discipline Clerk	Decrease in student time out of classroom Decrease in student time in ISS				
						

**Goal 1:** WOCCISD will enhance programs to meet individualized student needs.

**Performance Objective 6:** Increase campus safety through the issuance and use of student and faculty/staff ID cards.

**Evaluation Data Source(s) 6:** Visible student and staff ID cards in place by the end of the first grading period.

**Summative Evaluation 6:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Use of ID machine and school pictures to create campus IDs	W. Alexander, Principal Assistant Principals All Staff Safety Resource Officer N. Strother and A. Wright	Visible ID cards on all staff and students				

**Goal 2: WOCCISD will upgrade technology throughout the system.**

**Performance Objective 1:** Provide faculty with hands-on technology training to facilitate integration and development of existing technology

**Evaluation Data Source(s) 1:** Increased technology use in the classroom

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Use of Kyte Learning, Edvivate and training facilitators for specific classroom technology	W. Alexander, Principal A. Greer, Dean of Instruction Academic Coaches CILT J. Tippett, Technology Support Staff	Increased use of technology in classrooms				

**Goal 2:** WOCCISD will upgrade technology throughout the system.

**Performance Objective 2:** Increase available technology for student use in classrooms and computer labs

**Evaluation Data Source(s) 2:** Additional computer lab availability and chrome books for classroom use

**Summative Evaluation 2:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Purchase and implement additional technology for the campus	W. Alexander, Principal A. Greer, Dean of Instruction District Technology Department	Creation of an additional computer lab and chrome book carts for classrooms				

**Goal 3: WOCCISD will provide opportunities to increase family involvement.**

**Performance Objective 1:** Increase communication with parents regarding student expectations and achievements and our district's educational goals

**Evaluation Data Source(s) 1:** Positive feedback from parents and community, increase parent involvement

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teacher/Parent conferences through scheduled meetings and phone contact on staff development days.	All Staff	Positive feedback and increased parent involvement				
2) Increased parent notification and communication.	All Staff	Increased parent involvement				
						



**Goal 3:** WOCCISD will provide opportunities to increase family involvement.

**Performance Objective 2:** Increased parental participation at school events

**Evaluation Data Source(s) 2:** Host 1 parent/student event on high school campus per 6 weeks

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Develop monthly activities to support family involvement with academic activities after school hours	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals Academic Coaches Staff	Increased parental involvement in academic school activities and awareness				







**Goal 4: WOCCISD will maintain a quality staff.**

**Performance Objective 1:** Set high expectations both academically and behaviorally and celebrate all successes

**Evaluation Data Source(s) 1:** Increase numbers on honor rolls, increased student participation in academic competitions

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Professional development through ESC 5	W. Alexander, Principal A. Greer, Dean of Instruction Academic Coaches	Increased teacher moral Increased teacher competency in teaching				
2) CHAMPS	All Staff	Creation of a positive school culture and climate				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

**Goal 4:** WOCCISD will maintain a quality staff.

**Performance Objective 2:** Provide faculty with substantial support and a positive campus culture to build success in all classrooms

**Evaluation Data Source(s) 2:** Increased teacher moral and retention

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Creation of "Celebration Team" to develop ideas for building unity and staff morale	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals CILT	Increased teacher moral and retention				
2) Continued use of mentor program	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals	Increased teacher moral and retention				
						

**Goal 5: WOCCISD will promote a positive image.**

**Performance Objective 1:** Communication through district approved media outlets

**Evaluation Data Source(s) 1:** Communication with parents using Facebook, call-outs email, newsletters and campus and district websites

**Summative Evaluation 1:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) The campus will maintain an up-to-date website.	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals Campus Webmaster	Photos, calendars and announcements will show current campus activities				
2) WOSHS will use the call-out system and post to Facebook to communicate campus activities.	W. Alexander, Principal A. Greer, Dean of Instruction Assistant Principals L. Shannon, Director of Communication	Increased community awareness of events and happenings at WOSHS				

**Goal 5:** WOCCISD will promote a positive image.

**Performance Objective 2:** Increased recognition of academic successes after each grading period

**Evaluation Data Source(s) 2:** Honor rolls posted on campus and in local newspaper after each grading period

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Positive Behavior Support	W. Alexander, Principal A. Greer, Dean of Instruction Counselors Campus Webmaster L. Shannon, Director of Communications	Increased evidence of student academic successes posting on campus and in local media venues				
						

## System Safeguard Strategies

Goal	Objective	Strategy	Description
1	1	1	Project-based learning Student-led activities Technology integration