

ORANGE GROVE H S
Campus Improvement Plan
2017/2018

Striving For SUCCESS



Orange Grove ISD
P O Box 534 Orange Grove, TX 78372
361.384.2330

ORANGE GROVE H S

Mission

Educating all students to be successful in society.

Vision

Be the desired district in an evolving world.

District Goals:

The District and each Campus will perform at or above the Region and State in state accountability measures for all grades, all subjects and all student groups.

Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

All staff will model, support and encourage all students, parents and community members to develop and display positive attitudes which ensure academic success.

The financial integrity of the district will be maintained with a concerted effort to grow the fund balance which will be used to support staff, facilities and student programs.

Vision Continued

The District will provide a safe and well-disciplined environment, with appropriate and adequate facilities for all programs.

The District will recruit, employ and retain high quality personnel while providing professional development to build skills in the areas of content knowledge, instructional techniques, and relationship-building.

Nondiscrimination Notice

ORANGE GROVE H S does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the Rehabilitation Act of 1973; as amended.

ORANGE GROVE H S Site Base

Name	Position
Aguilar, Diana	Dean of Instruction
Bartosch, Sharon	Math Dept. Chair
Canales, Adam	Dean of Students
Clark, Sandy	Jr/Sr Counselor
Deleon, Dee	Community Member
Gonzalez, Oz	History Dept. Chair
Lacey, Sybil	ELA Dept. Chair
Lara, Beatrice	Student
Lopez, Javier	Student
Migura, Cristi	Special Ed. Dept.
Myers, Lori	Parent
Perez, Emerico	Fine Arts Dept. Chair
Pugh, Scott	Athletic Director
Rokohi, Kim	Science Dept. Chair
Salazar, Gil	Principal
Sikes, Donna	CTE

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Goal 1. Student Achievement: The campus will perform at or above the Region and State in state accountability measures for all grade, all subjects and all student groups.

Objective 1. The STAAR End-of-Course scores will be at least 4 points above the State scores in Approaches, Meets, and Advanced levels in all tested areas and in all student groups.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use SLO's to track students throughout the year who will be EOC STAAR testing. (Title I SW: 8) (Target Group: All, 9th, 10th, 11th) (Strategic Priorities: 2,4) (CSFs: 1,2)	Campus Assistant Principal, Campus Principal, Teachers	Ongoing	(L)Local Funds	Formative - Six Weeks Exams Semester Exams Benchmarks Observations DMAC Data Analysis/Results
2. EOC tutorials, remediation activities, and or math lab activities will be offered to all students. (Title I SW: 3) (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 2,4) (CSFs: 1)	Campus Assistant Principal, Campus Principal, ESL Teachers, Teachers	Ongoing thru May 2018	(L)Local Funds, (S)State Funds	Formative - Sign-in sheets for tutorials EOC review materials DMAC EOC pretests and post tests data Benchmark results AEIS report
3. Maintaining and utilizing of the ALEKS Math web based program (Title I SW: 10) (Target Group: ECD, AIRisk, 9th, 10th, 11th, 12th) (CSFs: 1)	Campus Assistant Principal, Campus Principal, Select Teachers from each Campus	August 2017-May 2018	(S)State Funds	Formative - Mastery of TEKS on assigned target lessons in ALEKS Math Data from pre-tests and post-tests in ALEKS Math
4. Strategic benchmarking throughout the year (Title I SW: 8) (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 2,4) (CSFs: 1,2)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	October 2017-May 2018	(L)Local Funds	Formative - DMAC data reports SLO tracking groups
5. Provide staff development and training of TEKS Resource System. (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,7)	Campus Assistant Principal, Campus Principal, Technology Director	July -August 2017	(L)Local Funds, (S)State Funds	Summative - Attend the TEKS Resource Conference Staff development certificates
6. Provide staff development and training of DMAC. Hire ESC-2 consultant to come to campus and train on creating assessments. (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,2)	Campus Assistant Principal, Campus Principal, Director of Student Achievement	August 2017-May 2018	(F)Federal Funds, (L)Local Funds	Summative - Staff development sing-in sheets
7. Continue remediation for English I and English II in a STAAR ELA Class. (Target Group: AIRisk, 9th, 10th, 11th, 12th) (Strategic Priorities: 2) (CSFs: 1)	Campus Assistant Principal, Campus Principal, Counselors, Select Teachers from each Campus	August 2017-May 2018	(F)Title Funds, (L)Local Funds, (S)State Funds	Summative - DMAC reports/data for benchmarks Essays Grades STAAR data

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Goal 1. Student Achievement: The campus will perform at or above the Region and State in state accountability measures for all grade, all subjects and all student groups.

Objective 2. Maintain the three (3) Distinctions earned in Math, Post Secondary Readiness, and Top 25% Student Progress.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Monitor factors that attribute to earning distinctions. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 4) (CSFs: 1)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	August 2017- June 2018	(L)Local Funds	Formative - Attendance: Daily, weekly, and six weeks attendance data Masters Level: Eng. I and II tracking data of high achieving students ACT: Student participation data; student performance data SAT: Provision of vouchers; SAT performance data

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Goal 1. Student Achievement: The campus will perform at or above the Region and State in state accountability measures for all grade, all subjects and all student groups.

Objective 3. Attain an additional distinction in the 2018 Accountability Summary.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Research and create a syllabus for AP Chemistry or Physics which will be implemented in 2018. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	October 2017- March 2018	(L)Local Funds	Formative - Sample syllabi from high performing schools in the area OGHS Syllabus Master schedule Student enrollment data
2. Create and implement a dual credit history course. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3)	Campus Assistant Principal, Campus Principal, Counselors	Spring 2018- June 2018	(L)Local Funds, (S)State Funds	Formative - Master schedule Student enrollment in class
3. Implement and monitor strategies for improving the dropout rate to less than 1%. (Title I SW: 1,2,6,9,10) (Target Group: AtRisk, 11th, 12th) (Strategic Priorities: 3)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	August 2017-July 2018	(L)Local Funds, (S)State Funds	Formative - Accountability Data
4. Increase the number of conversations that campus administrators have with students who are at risk in terms of attendance. (Title I SW: 1,2,6,9) (Target Group: 9th, 10th, 11th, 12th)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	September 2017- June 2018	(L)Local Funds, (S)State Funds	Formative - Attendance Data

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Goal 2. Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

Objective 1. Improve on the programs and curriculum in place to ensure student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to implement A+ as a credit recovery course for students failing one or more content areas. (Target Group: AtRisk, 10th, 11th, 12th) (CSFs: 1)	Campus Principal, Counselors, Teachers	August 2017- June 2018	(L)Local Funds, (S)State Funds	Formative - Report Card Grades Transcript
2. Continue to implement Math, Science, History, and ELA remediation activities. (Target Group: AtRisk, 9th, 10th, 11th, 12th) (Strategic Priorities: 2) (CSFs: 1)	Campus Assistant Principal, Campus Principal, Teachers	September 2017- June 2018	(L)Local Funds, (S)State Funds	Formative - Report Card Grades EOC STAAR Results
3. Continue to provide teachers with continuous staff development on high yield instructional strategies with an emphasis on gifted and talented, special education, ESL, and Section 504 student populations. (Title I SW: 1,4) (Target Group: H, ECD, ESL, LEP, SPED, GT, AtRisk, 9th, 10th, 11th, 12th, 504) (Strategic Priorities: 2,4) (CSFs: 1)	Brush Country Co-op Faculty, Campus Assistant Principal, Campus Principal, Counselors, ESL Teachers, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
4. Continue the use of Lead4ward Content Field Guides and teacher resources. (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 2,4) (CSFs: 1,2)	Campus Assistant Principal, Campus Principal, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -

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Goal 2. Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

Objective 2. Implement new programs to ensure student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement Read Naturally in the Content Mastery classroom to assist Special Education students. (Target Group: SPED, 9th, 10th, 11th, 12th) (CSFs: 1)	Campus Principal, Counselors, Teachers	September 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
2. Continue implementing TEKS Resource System. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 2,3) (CSFs: 1,4)	Campus Assistant Principal, Campus Principal, Teachers, Technology Director	August 2017- June 2018	(L)Local Funds, (S)State Funds	Formative -

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Goal 2. Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

Objective 3. Focus on lesson design in order to maximize time on classroom instruction and student driven activities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use the TEKS strips and post TEKS in the classroom on a daily basis. (Target Group: All, 9th, 10th, 11th, 12th) (Strategic Priorities: 2,4) (CSFs: 1,2)	Campus Assistant Principal, Campus Principal, Teachers	August 2017- June 2018	(L)Local Funds, (S)State Funds	Formative - Walkthroughs Evaluations
2. Provide training on opening and closing of lessons with an emphasis on TEK verbs, nouns, and academic vocabulary. (Title I SW: 4) (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 1,4) (CSFs: 1,7)	Campus Assistant Principal, Campus Principal, Teachers	August - September 2017	(L)Local Funds	Formative - Walk through data
3. Provide immediate electronic feedback to teachers of walk through ratings using TTESS on DMAC. (Strategic Priorities: 1) (CSFs: 1,2,7)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(L)Local Funds, (S)State Funds	Formative - TTESS Data on DMAC

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- Goal 2.** Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.
- Objective 4.** Incorporate Google Forms and Google APPs in the content curriculum.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training for implementation of Google Suite. (Target Group: All) (Strategic Priorities: 1) (CSFs: 2,7)	Campus Assistant Principal, Campus Principal, Director of Student Achievement, Technology Director	August 2017	(L)Local Funds, (S)State Funds	Formative -
2. Provide training for implementation of Google Forms in the classroom. (Target Group: All) (Strategic Priorities: 1) (CSFs: 1,2,4,7)	Campus Assistant Principal, Campus Principal, Teachers, Technology Director	August 2017- June 2018	(L)Local Funds, (S)State Funds	Formative -

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Goal 2. Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

Objective 5. Continue implementation of TTESS as the Teacher Evaluation System.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Provide training to teachers on TTESS Evaluation System. (Strategic Priorities: 1) (CSFs: 7)	Campus Assistant Principal, Campus Principal	August 2017	(F)Federal Funds, (L)Local Funds	Formative -
2. Provide training for teachers on measurable goal setting. (Strategic Priorities: 1) (CSFs: 1,7)	Campus Assistant Principal, Campus Principal	August - September 2017	(F)Federal Funds, (L)Local Funds	Formative - Monitor goal set throughout the year.
3. Provide immediate electronic feed back to teachers of walk through ratings using TTESS. (Strategic Priorities: 1,4) (CSFs: 1,7)	Campus Assistant Principal, Campus Principal, Teachers	August 2017 - June 2017	(F)Federal Funds, (L)Local Funds	Formative - TTESS campus data

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Goal 2. Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

Objective 6. Daily walk throughs and document them in TTESS on DMAC.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implement daily walk throughs in classrooms with a minimum of 5 per week. (Strategic Priorities: 1) (CSFs: 1,2,4,7)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(F)Federal Funds, (L)Local Funds	Formative - TTESS Walk through data
2. Document walk through scripting in TTESS. (Strategic Priorities: 1,4) (CSFs: 1,2,4,7)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(F)Federal Funds, (L)Local Funds	Formative - TTESS Walk through data
3. Provide immediate feedback to teachers of walk through scripting data. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 1,4) (CSFs: 1,2,4,7)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(F)Federal Funds, (L)Local Funds	Formative - TTESS Data on DMAC
4. Schedule frequent Instructional Progress Conversations (IPC's) by campus and/or departments to provide support and assistance in areas growth is needed. (Strategic Priorities: 1) (CSFs: 1,2,7)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(F)Federal Funds, (L)Local Funds	Formative - TTESS Data on DMAC

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Goal 2. Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

Objective 7. Continue to implement the use of laptops and mobile labs for more technology driven interactive student instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Update laptops with latest operating system. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 2,3,4) (CSFs: 1,4)	Technology Director	August 2017	(F)Federal Funds, (L)Local Funds	Formative -
2. Purchase additional instructional APPS for IPADS. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 2,3,4) (CSFs: 1,4)	Campus Assistant Principal, Campus Principal, Technology Director	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
3. Purchase an additional Promethean Board for Science Dept. (Target Group: 10th) (Strategic Priorities: 3,4) (CSFs: 1,4,7)	Campus Assistant Principal, Campus Principal	August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
4. Continue to access and implement interactive Apps available through newly adopted textbooks. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3,4) (CSFs: 1,4)		August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -

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Objective 8. Continue to increase the variety of course offerings available to students, such as the Craft Training Center and the Certified Nursing Program at Del Mar Northwest Campus.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Enroll students in Craft Training Center and CNA programs. (Target Group: 10th, 11th, 12th) (Strategic Priorities: 3)	Campus Principal, Counselors, CTE Teachers	August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
2. Research course offerings at Del Mar that would be beneficial and of high interest to students. (Title I SW: 10) (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3) (CSFs: 1)	Campus Assistant Principal, Campus Principal, Counselors, CTE Teachers	September 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -

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Goal 2. Well-balanced Curriculum: Instructional staff will utilize the Texas Essential Knowledge and Skills (TEKS) as the curriculum coupled with effective instructional practices which promote student engagement and preparation.

Objective 9. Reinstate a Principles of Business and a BIM II Class in order to maintain the Program of Study.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Hire a BIM teacher to teach Principles of Business and BIM II. (Target Group: 10th, 11th, 12th) (Strategic Priorities: 1,3) (CSFs: 7)	Campus Assistant Principal, Campus Principal, Superintendent	July -August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
2. Order textbooks for Principles of Business and BIM classes. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3)	Campus Assistant Principal, Campus Principal, Director of Finance	August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
3. Purchase ICEV Online curriculum for the technology classes. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3,4) (CSFs: 1)	Campus Assistant Principal, Campus Principal, CTE Teachers, Director of Finance	August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
4. Implement ICEV online curriculum for classroom instruction in order to prepare for career readiness and for integration of certifications in the classroom. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3,4) (CSFs: 4)	Campus Assistant Principal, Campus Principal, Counselors, CTE Teachers	August 2017 - June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -

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Goal 3. Campus Culture: All staff will model, support and encourage all students, parents and community members to develop and display positive attitudes which ensure academic success.

Objective 1. 100 percent of the staff will acknowledge all at-risk students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Acknowledgement of all at-risk students will occur on a daily basis by: *Speaking to students in the hallway *Speaking to students in the cafeteria *Speaking to students in the classroom *Speaking to student at and about their extracurricular activities *Speaking to students outside of school. (Target Group: AtRisk, 9th, 10th, 11th, 12th) (Strategic Priorities: 4) (CSFs: 1,5,6)	Campus Assistant Principal, Campus Principal, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
2. Display motivational banners and bulletin boards throughout the campus. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 4) (CSFs: 1,5,6)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
3. Continue to make phone calls to parents of all incoming 9th graders. (Target Group: 9th) (CSFs: 1,5,6)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Phone logs
4. Make phone calls to parents of high school students in order to provide information about the upcoming school year. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 1,5)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Phone logs
5. Continue to use the marquee to inform parents and the community of scheduled events. (CSFs: 5,6)	Campus Principal	Ongoing	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
6. Meet with all students by grade levels to encourage: a. Good attendance b. Appropriate and acceptable behavior c. Good study habits d. High performance on EOC exams e. Proper use of tutoring f. Maintaining passing grades g. Involvement in extra-curricular programs and activities (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 4) (CSFs: 1,6)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -

ORANGE GROVE HS

Goal 3. Campus Culture: All staff will model, support and encourage all students, parents and community members to develop and display positive attitudes which ensure academic success.

Objective 1. 100 percent of the staff will acknowledge all at-risk students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. Post campus video depicting campus history, architecture, academic and extra-curricular activities. (CSFs: 5,6)	Webmaster	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
8. Display Portrait of a Graduate on the campus. (Target Group: All) (CSFs: 6)	Campus Assistant Principal, Campus Principal	Ongoing	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
9. Continue publishing district newspaper by high school students in the Newspaper class. (Target Group: All) (CSFs: 6)	Campus Principal, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
10. Continue with Senior Walk. (Target Group: All, 12th) (CSFs: 5,6)	Campus Assistant Principal, Campus Principal, Teachers	May 20018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
11. Work towards Lone Star Cup. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 5,6)	Campus Assistant Principal, Campus Principal, Counselors, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -

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Goal 4. Student Safety: The campus will provide a safe and well-disciplined environment, with appropriate and adequate facilities for all programs.

Objective 1. Students who commit Level III and Level IV offenses will be less than 1 percent of the student body.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Security resource officer will be on duty throughout the school day and will be at school extra-curricular activities as needed. (Target Group: All) (CSFs: 6)	Campus Principal, Superintendent	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Discipline Reports from TxEIS Annual Discipline Report
2. Juvenile Probation Officer will be utilized at the high school campus. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 5,6)	Campus Assistant Principal, Campus Principal	August 2017 - June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Log of student conferences Annual review of probation officer's impact on student discipline and academics
3. Discipline policies will be more consistently enforced.	Campus Assistant Principal, Campus Principal, Teachers	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
4. Campus level meetings with students to inform them of David's Law for bullying. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 6)	Campus Assistant Principal, Campus Principal	August-December 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
5. OGHHS Staff will complete Safe Schools Modules on a variety of topics to promote student safety.			(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
6. Invite U. S. Marshall to address students about David's Law and topics such as cyber-bullying, bullying, and issues with social media. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 6)	Campus Assistant Principal, Campus Principal	November 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
7. Continue with Precision for random drug testing. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 6)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
8. Increase the frequency of the utilization of the drug dog. (Target Group: All) (CSFs: 6)	Campus Assistant Principal, Campus Principal	September 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
9. Upgrade security camera system and purchase additional cameras. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 6)	Campus Principal	August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
10. Increase the frequency of proactive intervention conversations with students by campus administration. (Target Group: 9th, 10th, 11th, 12th) (CSFs: 6)	Campus Assistant Principal, Campus Principal, Counselors	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Documentation and agendas for meetings

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Goal 4. Student Safety: The campus will provide a safe and well-disciplined environment, with appropriate and adequate facilities for all programs.

Objective 1. Students who commit Level III and Level IV offenses will be less than 1 percent of the student body.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
11. Continue to restructure and implement DAEP placement of students. (Target Group: All) (CSFs: 6)	Campus Assistant Principal, Campus Principal, Director of Student Achievement, Superintendent	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - DAEP documentation
12. Create an online anonymous link for reporting bullying at school. (Target Group: All) (CSFs: 5,6)	Director of Student Achievement, Superintendent, Technology Director, Webmaster	October 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Monitoring of online submissions

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Goal 5. Highly Qualified Staff: The District will recruit, employ and retain high quality personnel while providing professional development to build skills in the areas of content knowledge, instructional techniques, and relationship-building.

Objective 1. The campus will utilize various strategies to ensure a highly qualified staff for all students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Hire properly certified teachers for all subject areas. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 1,4) (CSFs: 1,7)	Campus Assistant Principal, Campus Principal, Superintendent	Ongoing	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Certifications
2. Provide and/or support staff development for all staff. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 1) (CSFs: 7)	Campus Assistant Principal, Campus Principal, Director of Student Achievement, Superintendent	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Staff development sign in sheets
3. Continue new staff member mentoring program. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 1) (CSFs: 7)	Campus Assistant Principal, Campus Principal	August 2017- June 2018	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Mentoring form checksheets
4. Utilize Alternative Certification agencies to recruit qualified staff. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 1) (CSFs: 7)	Campus Assistant Principal, Campus Principal	June 2017- August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative -
5. Train new employees on the initiatives which have been previously implemented by the district. (Title I SW: 4) (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 1) (CSFs: 1,6,7)	Campus Assistant Principal, Campus Principal, Director of Student Achievement, Superintendent	August 2017	(F)Federal Funds, (L)Local Funds, (S)State Funds	Formative - Staff Development sign in sheets

Comprehensive Needs Assessment

Demographics

Demographics Summary

In accordance with state and federal legislative requirements, the staff at Orange Grove High School conducted a comprehensive needs assessment for the 2017-2018 school year. The needs assessment was conducted to identify gaps in the areas listed below. Data and findings from the comprehensive needs assessment were then used to develop the activities/strategies in the additional sections of the Campus Improvement Plan.

Campus Demographics

- The staff at Orange Grove High School include 41 teachers, 4 paraprofessionals, and 3 administrators.
- The student population is 40.22% White, 0.18% African American, 57.93% Hispanic, and 0.74 Asian.
- The campus serves 49.82% economically disadvantaged students, 9.95% special education students, and 0.55% Limited English Proficient students.
- Attendance rates are 96.7% African American, 93.4% Hispanic, 94.2 White, 96.9 Asian, and 92.6 economically disadvantaged.
- The most current data indicate the campus has a 12.6% mobility rate.

This data is from the summer 2017 PEIMS submission and are the most recent figures available.

Upon review of data, several findings were noted. These findings include:

- The two largest student groups are Hispanic and economically disadvantaged.
- The campus student achievement data indicates that the economically disadvantaged group consistently scored lower than any other student group in most tested subject matters. However, this student group outperformed the state average on more tested subject matters than other student groups.

Areas of need include:

- The students who are in special education and who are English language learners must overcome many challenges to be successful in school.
- Implementation of various strategies that will continue to have a positive effect on the student achievement of all student groups.

Comprehensive Needs Assessment

Student Achievement

Student Achievement Strengths

The following data were reviewed in relation to Student Achievement:

- TEA's 2017 Accountability Summary
 - TEA's 2017 Distinction Designation Summaries
 - TEA's 2017 System Safeguards Report
 - TEA's 2017 Index Reports and Corresponding Data Tables
- Upon review of this data, several findings were noted. These findings include:
- The number of students at the Masters level was below the State in all areas except Algebra 1 and ELA II.
 - The Social Studies scores lag behind the State and Region.

Areas of need include:

- Implementation of strategies that will potentially impact scores and move students from meets to masters level.
- Implementation of strategies that will have a positive effect on the campus performing at or above the Region and State in state accountability measures for all grade, all subjects and all student groups.

School Culture and Climate

School Culture and Climate Strengths

The following initiatives were reviewed in relation to Campus Culture, Climate and Organization:

- The Campus now has access to the TEKS Resource System. Note: the Texas Essential Knowledge and Skills (TEKS) form the basis of the Campus' curriculum
- The TEKS Resource System will provide teachers with many helpful tools ie: Year at a Glance, Vertical Alignment Documents, Instructional Focus Documents, TEKS Verification, and Performance Assessments
- The Campus is focused on setting SMART goals that lead to increased student achievement; Specific, Measurable, Achievable, Results-focused, and Time-bound
- Implement effective instructional practices that focus on deconstructing the TEKS, opening and closing all lessons, and alignment of TEKS using nouns, verbs, and academic vocabulary
- Implement the use of DMAC as a data disaggregation tool, appraisal tool, and a tool with which to develop campus improvement plans
- Conduct and collect data regarding classroom planning and instruction by regularly visiting classes using the TTESS Walk-through tool in DMAC
- Implement strategies for addressing issues with social media, bullying, and cyber bullying

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Strengths

The following data was reviewed in relation to Staff Quality, Recruitment, and Retention:

- The Campus was able to hire staff for every position available for the 2017-2018 school year.
- The Campus staff would benefit from more strategic staff development

Areas of need include:

- Assist teachers in the use of DMAC
- Assist teachers in the use of Google APPS, Google Forms, Google Mail
- Assist teachers in curricular and instructional capacity

Family and Community Involvement

Family and Community Involvement Strengths

The following data was reviewed in relation to Family and Community Involvement:

- Informal observations of parent and community involvement at extracurricular activities
- Sign-In sheets corresponding to Open House and other formal school functions
- 2017 Health Fair community event

• Alice and surrounding districts' Parent Involvement Conference

Upon review of this data, several findings were noted. These findings include:

- The Campus enjoys high family and community involvement in activities involving extracurricular activities
- The Campus lags in the area of family and community involvement in the area of academics

Areas of need include: Efforts to increase parent and community involvement in areas directly related to student achievement

Comprehensive Needs Assessment Data Sources

3 Minute Walkthrough Data
Benchmark Assessments
Completion Rate Lists
Dropout Lists
Instructional Progress Conversation Notes
STAAR Scores
State Accountability Summary Sheets
Student Grades
TEKS Resources Assessments
TTESS Walkthrough Data
Tutoring Lists

Strategic Priorities

Priority 1. Recruit, support, and retain teachers and principals

Priority 2. Build a foundation of reading and math

Priority 3. Connect high school to career and college

Priority 4. Improving low-performing schools

Resources

Resource	Source
Federal Funds	Federal
Title Funds	Federal
Local Funds	Local
IMA	State
State Funds	State