

**Red Oak Independent School District
Red Oak High School
2023-2024 Campus Improvement Plan**



Mission Statement

The Mission of Red Oak ISD:

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

The Vision of Red Oak ISD:

"Realizing Our Individual Students' Dreams"

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Increase in overall enrollment, as well as an increase in certain groups of students.

	2022 - 2023	2021 - 2022	2020 - 2021	2019 - 2020
Hispanic	36	35	35	33
African American	37	34	31	30
Eco-Dis	54	46	40	40
At-Risk	52	52	42	43

Student Profile: Attendance

2018 - 2019 - 95.87%

2019 - 2020 - 95.81%

2020 - 2021 - 96.5% COVID Year

2021 - 2022 - 91.48%

2022 - 2023%- 94.04%

There was a decrease in attendance during COVID years and the return. Current trend shows an increase in attendance towards pre-covid data.

Student Profile: Special groups

Group	Percentage
Economically Disadvantaged	54%
ELS/EBs	10%
Special Education	11%
Homeless	.74%
GT	6%
AP	
At Risk	52%
Dyslexia	6.99%

Demographics Strengths

Attendance Rate, 4-Year Longitudinal Rate, 5-Year Extended Longitudinal Rate and 6-Year Extended Longitudinal Rate exceed the State.

Problem Statements Identifying Demographics Needs

Problem Statement 1: College, Career, and Military Readiness and Industry-Based Certification s are 4% below the State. **Root Cause:** No direct monitoring of CCMR

Student Learning

Student Learning Summary

Preliminary data suggests:

- ELA 1 - comparable state/region except lower in masters
- ELA 2 - better than state/region average in meets and did not meet (others were comparable)
- Algebra 1 - comparable in all areas except masters (below average)

The ECR scores for ELA 1:

State 4.62

Region 4.77

ROISD 4.04

The ECR scores for ELA2:

State 4.72

Region 4.88

ROISD 5.42

Line Item	Red Oak	A Campus
Total credits for CCMR criteria	65%	95%
Met Non-CTE Criteria		
CTE Coherent Sequence and Coursework Aligned with IBC		
Full-point Indicators		
Met TSI Criteria in both ELA/Reading and Math	44%	74%
AP/IB Examination	12%	7%
Dual Course Credits	28%	39%
Industry-Based Certifications (IBC)	14%	30%
Level I or Level II Certificate	1%	
Associate's Degree	2%	0%
OnRamps Dual Enrollment Course		2%
Graduate with Completed IEP and Workforce Readiness	4%	1%

Line Item		Red Oak	A Campus			
Special Ed with Advance Degree Plan		4%	4%			
U.S. Armed Forces						
ELA/Reading						
Met TSI Criteria for at least one indicator		60%	94%			
Met TSI Assessment Criteria		28%	45%			
Met ACT Criteria		1%	3%			
Met SAT Criteria		39%	20%			
Earned credit for a college prep course		16%	59%			
Mathematics						
Met TSI Criteria for at least one indicator		55%	77%			
Met TSI Assessment Criteria		16%	14%			
Met ACT Criteria		1%	2%			
Met SAT Criteria		17%	11%			
Earned credit for a college prep course		33%	62%			
Graduates						
Total graduates		100%	100%			
Total	Total Grade Enrollment	545	514	453	496	
	Total credit for CCMR EWS criteria	N	226	265	266	244
	Student Achievement Domain CCMR EWS Score	%	41.5%	51.6%	58.7%	49.2%
	Student Achievement Domain CCMR EWS Scale Score		72	79	89	77
	Student Achievement Domain CCMR EWS Rating		C	C	B	C

Student Learning Strengths

ELA 1 - comparable state/region except lower in masters

ELA 2 - better than state/region average in meets and did not meet (others were comparable)

Algebra 1 - comparable in all areas except masters (below average)

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): CCMR needs to increase to 75% from 65% **Root Cause:** No direct focus on CCMR

School Processes & Programs

School Processes & Programs Summary

Key focuses: Discipline Special Programs

Processes and Programs:

Total White DAEP for District: 13.85%

Total African American DAEP for District: 52.81%

Total Hispanic DAEP for District: 30.30%

Grand Total: **6603**

DRESS CODE VIOLATION: 2558 (38.73% of referrals)

PROFANITY: 169

TARDY: 788 (11.93%)

OUT OF ASSIGNED AREA: 457 (6.92%)

SKIPPING: 463 (7.01%)

CLASS DISRUPTIONS: 454 (6.87%)

StopIt Reports

Bullying - 11

Harassment - 8

Inappropriate Conduct - 5

Strategies in place to address student behaviors and bullying.

Stay Away Agreement

Conference with student and parent

Harassment Investigation (StopIt)

School Processes & Programs Strengths

StopIt Reports were very low

Bullying - 11

Harassment - 8

Inappropriate Conduct - 5

PROFANITY: 169

Perceptions

Perceptions Summary

Staff prefers email and Skyward to communicate with 32.9% of the teachers only contacting a parent when needed.

51.5% of parents would prefer weekly communication.

Perceptions Strengths

Most parent's felt the vision of Red Oak ISD is “Realizing Our Individual Students’ Dreams.” Is the mission clear and understandable.

Red Oak HS had 47.57% of the parental responses.

Most parents thought Red Oak ISD provides a safe and secure learning environment for all students and staff

Problem Statements Identifying Perceptions Needs

Problem Statement 1: Most feel we should do a better job at recruiting and retaining quality staff. **Root Cause:** There is a shortage of qualified staff in the educational field Nationwide for a variety of reasons

Priority Problem Statements

Problem Statement 1: CCMR needs to increase to 75% from 65%

Root Cause 1: No direct focus on CCMR

Problem Statement 1 Areas: Student Learning

Goals

Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 1: Develop students who are college, career, and military ready that possess the academic skills for post-secondary success.

Strategy 1 Details	Reviews			
<p>Strategy 1: Ensure all 12th Grade students take the TSIA2 test</p> <p>Evidence that Demonstrates Success: TSIA2 completion</p> <p>Staff Responsible for Monitoring: Principal Associate Principal Campus Testing Coordinator</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure all 11th grade students take the PSAT and SAT test</p> <p>Evidence that Demonstrates Success: PSAT and SAT completion</p> <p>Staff Responsible for Monitoring: Principal Associate Principal Campus Testing Coordinator</p> <p>ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Additional tutorials for students offered Tuesday and Thursday night from 4:30-6:30</p> <p>Evidence that Demonstrates Success: Improved retention of content knowledge, increased grades in classes and on assessments</p> <p>Staff Responsible for Monitoring: Associate Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Each at risk student will meet with counselors annually to discuss graduation plan and create interventions/accelerated instruction plans as needed.</p> <p>Evidence that Demonstrates Success: Increased graduation rates</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 5 Details	Reviews			
<p>Strategy 5: Additional academic support will be provided after school twice weekly for all students, as well as during Talon Time.</p> <p>Evidence that Demonstrates Success: Increased accessibility to teachers for additional support as needed</p> <p>Staff Responsible for Monitoring: Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				
Strategy 6 Details	Reviews			
<p>Strategy 6: Plan and share information to families for College and FAFSA night</p> <p>Evidence that Demonstrates Success: All seniors will begin application in senior level social studies courses.</p> <p>Staff Responsible for Monitoring: Counselors</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 2: Equip students to be well-rounded with interpersonal skills to manage day-to-day challenges.

Strategy 1 Details	Reviews			
Strategy 1: Conduct SEL lessons weekly during Talon Time Evidence that Demonstrates Success: Decline in students sent to DAEP Staff Responsible for Monitoring: Counselors ESF Levers: Lever 3: Positive School Culture	Formative			Summative
	Dec	Feb	Apr	June
	 15%	 40%	 100%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 3: Engage students in meaningful learning that includes a variety of instructional strategies.

Strategy 1 Details	Reviews			
<p>Strategy 1: Use the TIL and LAFA process to create lesson with rigor aligned to the EOC</p> <p>Evidence that Demonstrates Success: Quality lesson plans</p> <p>Staff Responsible for Monitoring: Campus Administrators Instructional Coaches Teachers</p> <p>ESF Levers: Lever 5: Effective Instruction</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Emergent Bilingual training in PLC for instructional strategies</p> <p>Evidence that Demonstrates Success: Increased ability to implement strategies for EB students.</p> <p>Staff Responsible for Monitoring: Teachers Assistant Principal over the EB Program</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Content supports in PLC will be provided from experienced teachers and IC's.</p> <p>Evidence that Demonstrates Success: Teachers will continuously monitor and improve instructional strategies.</p> <p>Staff Responsible for Monitoring: Teachers Instructional Coaches Campus Administrators</p>	Formative			Summative
	Dec	Feb	Apr	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 4: ROHS will obtain a B in the state accountability system

Evaluation Data Sources: STAAR Scores, AP Exams, CCMR, Graduation rate and student attendance

Strategy 1 Details	Reviews			
<p>Strategy 1: Track student performance from previous year STAAR in Biology, ENG I and Alg I. This strategy will increase Domain two for student progress and closing the gaps.</p> <p>Evidence that Demonstrates Success: Move each student up one level or maintain at meets</p> <p>Staff Responsible for Monitoring: Teachers Assistant Principals Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Maintain performance in English II and USH</p> <p>Evidence that Demonstrates Success: High level of meets and masters for EOC in English II and US History</p> <p>Staff Responsible for Monitoring: Teachers Assistant Principals Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Teachers will work closely with curriculum experts to implement plans for student achievement.</p> <p>Evidence that Demonstrates Success: Increased performance on STAAR</p> <p>Staff Responsible for Monitoring: Teachers Instructional Coaches</p>	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress </div> <div style="text-align: center;"> Accomplished </div> <div style="text-align: center;"> Continue/Modify </div> <div style="text-align: center;"> Discontinue </div> </div>				

Goal 1: Academics: Develop critical thinkers that will transcend college and career goals by excelling in the 4 Talons.

Performance Objective 5: ROHS will address retention and dropout prevention..

Evaluation Data Sources: Graduation rates

Strategy 1 Details	Reviews			
Strategy 1: Individual graduation plans and meetings for all students conducted annually. Evening School Evidence that Demonstrates Success: Increased graduation rates Staff Responsible for Monitoring: Counselors	Formative			Summative
	Dec	Feb	Apr	June
	 25%	 65%	 100%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Human Resources: Intentional progress to hire and retain high-quality staff to ensure best learning.

Performance Objective 1: Attract, engage, and retain top talent through competitive compensation packages.

Strategy 1 Details	Reviews			
Strategy 1: Meet monthly to plan teacher appreciation. Offer activities or tokens of appreciation twice per month. Evidence that Demonstrates Success: Increased moral Staff Responsible for Monitoring: The Fun Committee Assistant Principal over the Fun Committee	Formative			Summative
	Dec	Feb	Apr	June
Strategy 2 Details	Reviews			
Strategy 2: 100% of all staff will be offered and participate in ongoing professional development Evidence that Demonstrates Success: Provide training in all areas of compliance Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> No Progress</div> <div style="text-align: center;"> Accomplished</div> <div style="text-align: center;"> Continue/Modify</div> <div style="text-align: center;"> Discontinue</div> </div>				

Goal 2: Human Resources: Intentional progress to hire and retain high-quality staff to ensure best learning.

Performance Objective 2: Foster a supportive and inclusive work environment through differentiated strategies that promotes employee retention.

Strategy 1 Details	Reviews			
Strategy 1: Nominate teacher of the month Evidence that Demonstrates Success: Staff will select teachers of the month Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	June
	 50%	 65%	 100%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: Human Resources: Intentional progress to hire and retain high-quality staff to ensure best learning.

Performance Objective 3: Develop innovative and targeted recruitment practices that meet the diverse District needs of all employees.

Strategy 1 Details	Reviews			
<p>Strategy 1: 1st year teachers will have campus mentor to increase understanding of campus and district initiatives. New to ROHS teachers will also participate in campus level training and team building activities.</p> <p>Evidence that Demonstrates Success: Teachers will develop relationships on campus, and seek assistance when needed.</p> <p>Staff Responsible for Monitoring: Principal Assistant Principal over the Mentor Teacher Program</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: Finance: Maintain fiscal stewardship and accountability to ensure financial stability and transparency.

Performance Objective 1: Ensure fiscal accountability and responsibility of resources to support the District's mission.

Strategy 1 Details	Reviews			
<p>Strategy 1: Monitor the usage of funds and anticipated yearly spending using prior record for analysis.</p> <p>Evidence that Demonstrates Success: Skyward Financial Records</p> <p>Staff Responsible for Monitoring: Secretary Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Finance: Maintain fiscal stewardship and accountability to ensure financial stability and transparency.

Performance Objective 2: Ensure fiscal integrity by creating and maintaining a sufficient operating budget for the everyday operations of the District.

Strategy 1 Details	Reviews			
<p>Strategy 1: Principal runs weekly reports to monitor appropriate use of school funds.</p> <p>Evidence that Demonstrates Success: Weekly meetings with School Secretary to monitor budget.</p> <p>Staff Responsible for Monitoring: Principal School Secretary</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: Finance: Maintain fiscal stewardship and accountability to ensure financial stability and transparency.

Performance Objective 3: Educate stakeholders about the public education financial system and the funding of Red Oak ISD through regular and transparent communication.

Strategy 1 Details	Reviews			
<p>Strategy 1: During family events, educate parents about how funds are used at Red Oak High School to ensure their students success.</p> <p>Evidence that Demonstrates Success: Discuss how funds are used at at least one family event in the fall and one family event in the spring.</p> <p>Staff Responsible for Monitoring: Principal</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Growth, Facilities, Security: Prioritize and allocate resources to ensure safety and security and appropriate facilities.

Performance Objective 1: Provide facilities to accommodate current and future growth across the District.

Strategy 1 Details	Reviews			
Strategy 1: Review and analyze student programs and facility needs Evidence that Demonstrates Success: Full utilization of available facilities Staff Responsible for Monitoring: Principal	Formative			Summative
	Dec	Feb	Apr	June
	 50%	 55%	 90%	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: Growth, Facilities, Security: Prioritize and allocate resources to ensure safety and security and appropriate facilities.

Performance Objective 2: Ensure District facilities meet or exceed safety and security standards for physical requirements, technology systems, and implementation of procedures and protocols.

Strategy 1 Details	Reviews			
<p>Strategy 1: All staff members will be trained in all safety drills and procedures including but not limited to: Keeping classroom doors shut and locked at all times, not opening outside doors for anyone without adult supervisor or approval., evacuation, lockdowns, shelter, and holds.</p> <p>Evidence that Demonstrates Success: 100% on weekly door audits. Participation in required security drills.</p> <p>Staff Responsible for Monitoring: Campus Administrators All Campus Staff</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: Growth, Facilities, Security: Prioritize and allocate resources to ensure safety and security and appropriate facilities.

Performance Objective 3: Attempt to have facilities meet or exceed minimum standards for all programs to provide opportunities for student participation.

Strategy 1 Details	Reviews			
<p>Strategy 1: We will ensure our facilities meet at least minimum standards for all programs in order for students to be successful.</p> <p>Evidence that Demonstrates Success: Janitors Maintenance and Upkeep</p> <p>Staff Responsible for Monitoring: Secretary Assistant Principal Teachers</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: Communications: Ensure District is connected to the community in partnerships to further student success while communicating transparently and effectively.

Performance Objective 1: Prioritize and enhance parent and teacher communications through social media.

Evaluation Data Sources: Number of followers

Strategy 1 Details	Reviews			
<p>Strategy 1: Increased communication via Facebook and Twitter.</p> <p>Evidence that Demonstrates Success: Increased awareness and connectivity to community</p> <p>Staff Responsible for Monitoring: Principal Journalism Teacher</p>	Formative			Summative
	Dec	Feb	Apr	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 5: Communications: Ensure District is connected to the community in partnerships to further student success while communicating transparently and effectively.

Performance Objective 2: Provide opportunities to foster positive relationships between students, parents, schools and staff, and the community.

Evaluation Data Sources: Parents and school community participation in events such as homecoming, open house and other campus events.

Strategy 1 Details	Reviews			
Strategy 1: Conduct events such as Hispanic heritage month celebration and invite the public. Evidence that Demonstrates Success: Increased number of school community members at our events Staff Responsible for Monitoring: Campus Administrators	Formative			Summative
	Dec	Feb	Apr	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				