

# Comprehensive Needs Assessment and Goal Setting Worksheet 2020-2021 School Year

## OISD

<b>Commissioner Priority 1: Recruit, support, and retain teachers or principals</b>	<b>Commissioner Priority 2: Build a foundation of reading and math</b>	<b>Commissioner Priority 3: Connect high school to career and college</b>	<b>Commissioner Priority 4: Improve low-performing schools</b>	<b>LEA Priority 1</b>
<b>Problem Statement:</b>  Relationships between school district stakeholders demonstrate that parents and students do not feel supported which leads to a breakdown in overall climate at school.				
<b>Root Cause(s):</b> <b>Perceptions negative based on the disparity that exists between the demographics of our student population and the teachers. There is not a positive relationship between the school and parents so neither group feels supported.</b>				
<b>SMART Goal (1 year goal):</b> Priority 1: By May 2021, the climate surveys submitted by stakeholders will show only responses in the top two categories. This will be a 20% increase in positive responses from the 2019 school year.  3 Year Goal: To create a supportive, positive school environment that challenges students to do their best and strengthens the relationship between community stakeholders and school personnel. The school personnel will more reflect the student demographic decreasing the disparity from 45 percentage point to 20 percentage point by August 2022.				
<b>What are our primary strategies/ activities or significant initiatives that we think will move the needle on this goal?</b>	<b>Who is the primary audience for these strategies/ activities (i.e. principals, math teachers, elementary teachers, etc....)?</b>	<b>With how many schools/students will this strategy/program work?</b>	<b>Formative Metrics - How will you collect data for this goal? (How it will be implemented - the frequency, using what instrument, who will be responsible, etc..)</b>	<b>Which CSF will be directly impacted by this activity?</b>
5 Community meetings to share positive practices including mental health training.	All stakeholders	All Students	Sign in sheets Survey responses	Priority 1

Media Campaign focusing on positive practices/activities	All stakeholders	All Students	Facebook, Newspaper, Survey responses, Notification System, State of the School	Priority 1
Seek to Grow our Own teachers and hire teachers that reflect the demographics of the students – TIA Program for teachers	All Stakeholders	All Students	PEIMS data – teacher demographics TIA Reporting	Priority 1

<b>Commissioner Priority 1: Recruit, support, and retain teachers or principals</b>	<b>Commissioner Priority 2: Build a foundation of reading and math</b>	<b>Commissioner Priority 3: Connect high school to career and college</b>	<b>Commissioner Priority 4: Improve low-performing schools</b>	<b>LEA Priority 2</b>
<b>Problem Statement:</b> Only 50% of students in grades 3 – 8 met grade level standard on the STAAR Reading.				
<b>Root Cause(s): Lack of consistency in Reading Instruction in grade Prek- 8 – Tier 1 Instruction</b>				
<b>SMART Goal (1 year goal):</b> The percentage of students in grades 3 – 8 who meet or exceed grade level performance on STAAR reading will increase from 50% to 55% by May 2021 from the 2019 School year.  3 year Goal: The percentage of students in grades 3 – 8 who meet or exceed grade level performance on STAAR reading will increase to 60% by May 2022.				
<b>What are our primary strategies/ activities or significant initiatives that</b>	<b>Who is the primary audience for these strategies/ activities (i.e.</b>	<b>With how many schools/students will this</b>	<b>Formative Metrics - How will you collect data for this goal? (How it will be implemented - the</b>	<b>Which CSF will be directly impacted by this activity?</b>

<b>we think will move the needle on this goal?</b>	<b>principals, math teachers, elementary teachers, etc....)?</b>	<b>strategy/program work?</b>	<b>frequency, using what instrument, who will be responsible, etc..)</b>	
Data Meetings (PLC's)	Teachers in Grades Prek – 8	170 – all students in grades Prek – 8	Data will be desegregated and shared throughout the year – meetings will occur 1 time each 6 weeks for teachers in grades Prek – 8	Priority 2
Year at a Glance	Teachers in grades Prek – 8 will visit the YAG in the Data meetings and determine shortfalls and develop strategies to address them.	170 – all students in grades Prek – 8	Year at a glance will be used and monitored throughout the year by teachers in grades Prek – 8	Priority 2
Lesson Planning	Lesson Plans will be submitted online for secondary and paper in elementary.	170 – all students in grades Prek – 8	The Lesson Plans will be monitored and adjusted based on the data provided in the data meetings.	Priority 2
Utilize the VAG, VAD and the Gap Implementation tool in the TEKS Resource System	Administrators, curriculum director and superintendent PLC's and TIA teacher leaders	The District	The Implementation of the tools will be held throughout and should demonstrate progress toward success for all students in 3 – 10	Priority 2

<b>Commissioner Priority 1: Recruit, support, and retain teachers or principals</b>	<b>Commissioner Priority 2: Build a foundation of reading and math</b>	<b>Commissioner Priority 3: Connect high school to career and college</b>	<b>Commissioner Priority 4: Improve low-performing schools</b>	<b>LEA Priority 3</b>
<b>Problem Statement:</b> The school had 85% of the students earn CCMR Credit in the 2020-2021 accountability system.				

<b>Root Cause(s): A focus was not placed on earning CCMR until the 2018 school year.</b>				
<b>The total number of graduates earning CCMR will increase from 85% to 90% by May 2020.</b>				
3 year Goal: The total number of graduates earning CCMR will increase to 100% by May 2022.				
<b>What are our primary strategies/ activities or significant initiatives that we think will move the needle on this goal?</b>	<b>Who is the primary audience for these strategies/ activities (i.e. principals, math teachers, elementary teachers, etc....)?</b>	<b>With how many schools/students will this strategy/program work?</b>	<b>Formative Metrics - How will you collect data for this goal? (How it will be implemented - the frequency, using what instrument, who will be responsible, etc..)</b>	<b>Which CSF will be directly impacted by this activity?</b>
Plans will be developed for each student enrolled in high school to earn the CCMR.	85 students – all students enrolled in grades 9 – 12.	85 students – all students enrolled in grades 9 – 12	PEIMS data – will be desegregated each fall and spring to ensure the school is making progress toward goal.	Priority 3

<b>Commissioner Priority 1: Recruit, support, and retain teachers or principals</b>	<b>Commissioner Priority 2: Build a foundation of reading and math</b>	<b>Commissioner Priority 3: Connect high school to career and college</b>	<b>Commissioner Priority 4: Improve low-performing schools</b>	<b>LEA Priority 4</b>
<b>Problem Statement: In May 2019, 47% of the students who completed the STAAR Met grade level standard.</b>				
<b>Root Cause(s): Lack of consistency in Reading, Math, Social Studies and Science Instruction in grades Prek – 12, Tier 1 Instruction</b>				

**SMART Goal (1 year goal): By May 2020, 55% of students who complete the STAAR will Meet grade level standard.**

3 year Goal:

By May 2022, 60% of students who complete the STAAR will Meet grade level standard.

What are our primary strategies/ activities or significant initiatives that we think will move the needle on this goal?	Who is the primary audience for these strategies/ activities (i.e. principals, math teachers, elementary teachers, etc....)?	With how many schools/students will this strategy/program work?	Formative Metrics - How will you collect data for this goal? (How it will be implemented - the frequency, using what instrument, who will be responsible, etc..)	Which CSF will be directly impacted by this activity?
Data Meetings (PLC's)	Teachers in grades Prek – 10	280 – All students enrolled in grades Prek – 10	Data will be desegregated and shared throughout the year – meetings will occur 1 time each 6 weeks for teachers in grades Prek – 10	Priority 4
TEKS Resource System	Teachers in grades Prek – 10 will visit the YAG, YAD and the Gap Analysis in the Data meetings and determine shortfalls and develop strategies to address them.	280 – All students enrolled in grades Prek – 10	YAG, TAD and the Gap Analysis will be used and monitored throughout the year by teachers in grades Prek – 10	Priority 4
Lesson Planning	Lesson Plans will be submitted online for secondary and paper in elementary.	280 – All students enrolled in grades Prek – 10	The Lesson Plans will be monitored and adjusted based on the data provided in the data meetings.	Priority 4