

**Odem-Edroy Independent School District**  
**Odem Junior High**  
**2024-2025 Goals/Performance Objectives/Strategies**

# Mission Statement

Empower Students to be Active Leaders with an Unlimited Future.

## Vision

Excellence by all Measures

## Value Statement

**IN REGARD TO STUDENTS AND LEARNING**, we believe that all students...

- must value self and others.
- have the innate gifts and talents to become happy, successful, and productive citizens.
- can acquire the skills, orientation, competencies and knowledge necessary to continue a lifelong process of learning.
- learn in different ways and at different times.
- learn best in a safe and positive environment.
- can enjoy the process of gaining knowledge.

**IN REGARD TO FACULTY, PARENTS AND COMMUNITY**, we believe that all faculty, parents, and community members must....

- provide a quality education.
- provide all students with a safe and positive environment.
- support all students
- establish an atmosphere based on dignity and mutual respect.
- encourage and motivate all students.

# Table of Contents

Goals .....	4
Goal 1: OJH will maintain rigorous standards of achievement to improve and sustain student growth. ....	4
Goal 2: OJH will pursue meaningful engagement with parental, business, and community stakeholders aimed at increasing student performance. ....	8
Goal 3: OJH will ensure all students will have skilled teachers, effective leadership and support staff, and sufficient resources to support high levels of achievement. ....	10
Goal 4: OJH will ensure all students will have a safe, supportive, and highly effective learning environment. ....	15





# Goals

**Goal 1:** OJH will maintain rigorous standards of achievement to improve and sustain student growth.

**Performance Objective 1:** All students will meet or maintain growth in the "Meets" and "Masters" grade-level performance on STAAR.

**Evaluation Data Sources:** STAAR scores and data comparison.  
Diagnostic ( I Ready, Study Island)  
Interim Assessments scores

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Teachers will utilize TEKS standards, TCMPC, and the designated YAG to develop a pacing calendar, create unit assessments, weekly plans and analyze data through PLCs and data meetings.</p> <p><b>Strategy's Expected Result/Impact:</b> Implementation of the YAG for specific standards. Creation and utilization of the unit assessments for specific standards. Data analysis through PLCs and Data meetings to inform of instructional practices.</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent ,Principal, Behavior coordinator</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math</p> <p>- <b>ESF Levers:</b> Lever 5: Effective Instruction</p> <p><b>Problem Statements:</b> Student Achievement 1 - Curriculum, Instruction, and Assessment 1</p>	Formative		Summative
	Sept	Jan	May
	N/A		

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

## Performance Objective 1 Problem Statements:

Student Achievement
<p><b>Problem Statement 1:</b> Students struggle to reach the threshold of the meets and masters level on STAAR assessment indicating possible learning gaps, particularly in some populations. <b>Root Cause:</b> Systems primarily focus on approaches level and analysis needed for the sub population groups to determine how to better address their learning needs.</p>





## Curriculum, Instruction, and Assessment

**Problem Statement 1:** Students struggle to reach the threshold of the meets and masters level on STAAR assessment indicating possible learning gaps, particularly in some populations. **Root Cause:** Systems primarily focus on approaches level and analysis needed for the sub population groups to determine how to better address their learning needs.

**Goal 1:** OJH will maintain rigorous standards of achievement to improve and sustain student growth.

**Performance Objective 2:** OJH will provide academic interventions and enrichment aimed at supporting the diverse needs of our student body.





**Evaluation Data Sources:** STAAR, Eduphoria, supplemental programs, and I Ready

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Utilize I Ready, Khan Academy, and Study Island for enrichment and intervention.</p> <p><b>Strategy's Expected Result/Impact:</b> Growth in student math and reading STAAR.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers, Principal, Behavior Coordinator</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>	Formative		Summative
	Sept	Jan	May
	N/A		
<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:** OJH will maintain rigorous standards of achievement to improve and sustain student growth.

**Performance Objective 3:** OJH will increase average daily attendance rate to 96%.

**Evaluation Data Sources:** ADA reports.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Implement campus wide attendance initiatives daily and each six weeks to encourage and motivate student participate in daily academic practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Improve student attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Behavior Coordinator, PEIMS/secretary</p> <p><b>Title I:</b> 2.4, 2.5, 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Culture and Climate 1</p>	Formative		Summative
	Sept	Jan	May
	N/A		
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>			

**Performance Objective 3 Problem Statements:**





School Culture and Climate
<p><b>Problem Statement 1:</b> Limited active support for the emotional well being of the students and staff. <b>Root Cause:</b> There has been an increased number of students with emotional concerns along with limited coping skills.</p>

**Goal 2:** OJH will pursue meaningful engagement with parental, business, and community stakeholders aimed at increasing student performance.

**Performance Objective 1:** OJH will utilize Parent Square for classroom communication and expand community outreach through media outlets.

**Evaluation Data Sources:** Community volunteer schedule ( Newsletter, Career Day) Parent /Community logs ( Positive parent contact logs and signature of attendance)  
 Campus web page  
 Parent Portal  
 Parent Square postings

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Scheduling and implementing of specified events for parental and community involvement opportunities throughout the school year.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive communication and collaboration with parents and community. Increased parental attendance and scheduled events.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Behavior Coordinator, counselor, teachers</p> <p><b>Title I:</b> 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> School Culture and Climate 1</p>	Formative		Summative
	Sept	Jan	May
	N/A		

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Performance Objective 1 Problem Statements:**





School Culture and Climate
<p><b>Problem Statement 1:</b> Limited active support for the emotional well being of the students and staff. <b>Root Cause:</b> There has been an increased number of students with emotional concerns along with limited coping skills.</p>



**Goal 2:** OJH will pursue meaningful engagement with parental, business, and community stakeholders aimed at increasing student performance.

**Performance Objective 2:** OJH will work in collaboration with students, parents and community members to ensure everyone is welcomed, respected and valued.

**Evaluation Data Sources:** Surveys

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Implementation of specified communication options such as emails, phone, Parent Square, six weeks administrator newsletter, social media postings, administrator local newspaper article to share parental and community involvement opportunities.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive communication and collaboration with parents and community. Increased parental attendance at scheduled events.</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Behavior Coordinator, counselor, teachers, staff</p> <p><b>Title I:</b> 4.1, 4.2</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p> <p><b>Problem Statements:</b> Parent and Community Engagement 1</p>	Formative		Summative
	Sept	Jan	May
	N/A		
<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>			

**Performance Objective 2 Problem Statements:**


<b>Parent and Community Engagement</b>
<p><b>Problem Statement 1:</b> There are limited opportunities to cultivate partnerships between school, families, and community. <b>Root Cause:</b> Not all parents/ guardians have access to school information platforms nor have training been scheduled to inform parents of log in and navigation.</p>


**Goal 3:** OJH will ensure all students will have skilled teachers, effective leadership and support staff, and sufficient resources to support high levels of achievement.


**Performance Objective 1:** OJH will maintain and develop highly effective staff who embrace our students, parents, and community and retain at least 90 % of new hires.


- Evaluation Data Sources:** 1 to 1 teacher meetings  
 Recognition ( Weekly Hoot)  
 Shout Outs ( Faculty Friday)  
 Teacher celebrations : Luncheons, teacher appreciation week and birthdays  
 Training schedule  
 PLC Meetings ( agenda and minutes)  
 Walkthroughs  
 Mentorship  
 Recognition for perfect attendance

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Collaborate with lead teachers to involve them in campus decision making ( CLT meetings), share professional learning (PLC meetings) , and provide opportunities to learn teaching strategies from their peers . Increase walkthroughs to share with teachers their reinforcements and refinements.</p> <p><b>Strategy's Expected Result/Impact:</b> Positive campus culture, teacher growth</p> <p><b>Staff Responsible for Monitoring:</b> Principal, Behavior coordinator, school counselor, lead teachers.</p> <p><b>Title I:</b> 2.4, 2.6</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing</p> <p><b>Problem Statements:</b> Staff Quality, Recruitment, and Retention 2</p>	Formative		Summative
	Sept	Jan	May
	N/A		

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Performance Objective 1 Problem Statements:**

**Staff Quality, Recruitment, and Retention**

**Problem Statement 2:** Professional development to support high quality, engaging TEKS based instruction **Root Cause:** Lack of training continuity on instructional strategies for all teachers due to staffing changes.


**Goal 3:** OJH will ensure all students will have skilled teachers, effective leadership and support staff, and sufficient resources to support high levels of achievement.


**Performance Objective 2:** OJH will deliver relevant professional development for teachers, school leaders, and staff that is focused on the needs of students.


**Evaluation Data Sources:** STAAR data will be compared to show teacher growth.


- Student performance data
- Training schedule/ certificates
- Lesson plans
- PLC agendas and minutes

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Solicit input from teachers on professional development through surveys, walkthroughs and lead teacher volunteers; teachers will lead instructional training of all other staff.</p> <p><b>Strategy's Expected Result/Impact:</b> Collaborative support for student success, increase in STAAR scores Positive campus culture</p> <p><b>Staff Responsible for Monitoring:</b> Principal Behavior Coordinator Counselor Teachers</p> <p><b>Title I:</b> 2.4, 2.5</p> <p>- <b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p>- <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments</p> <p><b>Problem Statements:</b> Student Achievement 1 - Curriculum, Instruction, and Assessment 1</p>	Formative		Summative
	Sept	Jan	May
	N/A		

 No Progress

 Accomplished

 Continue/Modify

 Discontinue

**Performance Objective 2 Problem Statements:**

Student Achievement
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## Curriculum, Instruction, and Assessment





**Problem Statement 1:** Students struggle to reach the threshold of the meets and masters level on STAAR assessment indicating possible learning gaps, particularly in some populations. **Root Cause:** Systems primarily focus on approaches level and analysis needed for the sub population groups to determine how to better address their learning needs.

**Goal 3:** OJH will ensure all students will have skilled teachers, effective leadership and support staff, and sufficient resources to support high levels of achievement.

**Performance Objective 3:** OEISD will allocate resources with a specific focus on instructional improvement and increasing student achievement.

**Evaluation Data Sources:** PLC meetings  
Maintenance Requests  
I T Requests

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> Provide support and training to all staff in reference to systems, materials, purchasing, special requirements, and student services for proper use and accounting of resources.</p> <p><b>Strategy's Expected Result/Impact:</b> Proper use and maintenance of fund. Proper implementation of protocols</p> <p><b>Staff Responsible for Monitoring:</b> Assistant Superintendent of Curriculum and Guidance District Nurse Principal Behavior Coordinator Counselor Teachers</p> <p><b>Title I:</b> 2.4, 2.5, 2.6 - <b>TEA Priorities:</b> Improve low-performing schools - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning</p> <p><b>Problem Statements:</b> School Context and Organization 1</p>	Formative		Summative
	Sept	Jan	May
	N/A		

 No Progress
 Accomplished
 Continue/Modify
 Discontinue





**Performance Objective 3 Problem Statements:**

School Context and Organization
<p><b>Problem Statement 1:</b> Teachers need structures opportunities to have input in decision making and school practices <b>Root Cause:</b> Campus lack teacher leadership and decision opportunities.</p>

**Goal 4:** OJH will ensure all students will have a safe, supportive, and highly effective learning environment.

**Performance Objective 1:** Implement practices and procedures to support a safe environment characterized by high expectations, mutual respect, positive student -teacher relationships, and a focus on teaching and learning.





**Evaluation Data Sources:** Implementation will be measured through completed surveys and comparing prior year PEIMS data.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> OJH will begin a mentorship with 8th graders. Each teacher will be given at least one student who has failed both math and reading STAAR tests. Mentors will meet with students at least 15 minutes each week to discuss grades, attendance, behaviors.</p> <p><b>Strategy's Expected Result/Impact:</b> Increase positive behaviors and increase attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Principal , Behavior Coordinator, staff</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	Formative		Summative
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**Goal 4:** OJH will ensure all students will have a safe, supportive, and highly effective learning environment.

**Performance Objective 2:** Devise, implement, review documentation for state and school safety and health procedures through a proactive Emergency Management Plan and collaboration with First Responders and Law Enforcement.

**Evaluation Data Sources:** Implementation review of Emergency Management Plan and effectiveness of Crisis Management Teams. Evaluate collaboration with local LEA and First Responders. Routine audits, door sweeps and all new state safety procedures.

Strategy 1 Details	Reviews		
<p><b>Strategy 1:</b> OJH will implement the Raptor emergency system. OJH will have an Emergency Team who will be in qualified in CPR.</p> <p><b>Strategy's Expected Result/Impact:</b> Safe environment</p> <p><b>Staff Responsible for Monitoring:</b> Emergency Team</p> <p><b>Title I:</b> 2.6</p> <p>- <b>TEA Priorities:</b> Improve low-performing schools</p> <p>- <b>ESF Levers:</b> Lever 2: Strategic Staffing</p>	Formative		Summative
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