



High School  
Improvement Plan  
2023-2024

**Daniel Fitzgerald, Principal**

## Goals

### **Goal 1: Goals and Objectives**

**Goal 1: (Student Achievement) Olton High School will improve at the Meets and Masters Grade Levels standard compared to the 2022-2023 EOC**

Objective 1: Improve Meets GL standard for all students by 4% and Masters GL by 2% in all five EOCs.

Objective 2: Emergent Bilingual students will improve by 4% at Meets GL standard and Masters GL by 2% in all five EOCs.

Objective 3: Special Education students will improve by 4% at Meets GL standard and Masters GL by 2% in all five EOCs.

**Goal 2: (College and Career Readiness) OHS will provide students who are seeking post high school education, military service, and/or industry certifications with multiple learning, testing, and social/emotional support opportunities.**

Objective 1: At least 90% of the graduating class of OHS 2024 will have applied and been accepted to a college, military, university, or technical school.

Objective 2: OHS will increase ACT scores 1 overall composite score point for the Junior Class of 2025 who choose to take the ACT from a school provided pre-test (Mastery Prep ACT Tru Score) in the fall (Scheduled for 10/4/23) as compared to when they take the formal ACT in the Spring.

Objective 3: Students in the Class of 2024 will receive chords for the following TEA identified performance acknowledgements: Dual Credit, Bilingualism/Biliteracy, College Board Advanced Placement, Business/Industry Certification or license, and College Readiness on ACT/SAT

**Goal 3: Students will be informed of and encouraged to enroll in CTE classes. Each year during registration meetings, students will be informed of all CTE classes and certifications that are offered earning that CTE credit.**

Objective 1: To prepare OHS students with CTE information to prepare them for their personal graduation plan, and work towards relevant industry based certifications/licenses.

**Goal 4: Systems/Safety-Make use of research based practices, legal and safety updates, and Stakeholder feedback to develop and/or maintain effective school wide systems.**

**Objective 1:** Maintain and refine systems for professional development, Positive Intervention Behavior Systems, instructional management, discipline management, attendance management, technology management, safety management and all system safeguards.

**Objective 2:** Provide a safe environment for students, staff, and community members by ensuring the EOP is updated and implemented.

**Objective 3:** Provide a safe environment for students, staff, and community members by ensuring student social and emotional needs are addressed.

**Goal 5: Communication**-OHS will provide in-person academic meetings, academic related school messenger callouts/emails/sms, newsletters and information posted on website and social media.

Objective 1: Provide OHS students and families the following opportunities/information: Meet the Teacher, College Assistance Activities, Advanced Academics Night, Dual Credit Information, Title I Meetings, GenTX Day, school messenger announcements, and website/social media postings.

**Goal 6: Address all system safeguards**

Objective 1: Ensure Special Education students are showing growth in STAAR and STAAR/EOC Math by 3% improvement from the 22-23 STAAR exam.

Objective 2: Ensure Special Education students are showing growth in STAAR Reading and STAAR/EOC ELA by 3% improvement from the 22-23 STAAR exam.

**Target Populations and Special Programs**

Economically Disadvantaged  
African-American  
Hispanic  
White  
Migrant  
Male  
Female  
Career and Technology Education (CTE)  
Dyslexia  
English as a Second Language (ESL)  
Gifted and Talented (GT)

Special Education  
State Compensatory Education (SCE)  
Title I, Part A: School-wide (TIA)  
Title I, Part C: Migrant  
Title II, Teacher and Principal Training and Recruiting  
Title II, Technology  
Title III, Bilingual/English as a Second Language  
At-Risk  
Homeless  
Limited English Proficient

**Campus Advisory Committee:**

Principal	Daniel Fitzgerald
Counselor	Erin Marmolejo
District Rep.	Terri Sandoval
Teacher	Travis McCullough
Teacher	Clinton Gleghorn
Teacher	Tanya Nafzger
Teacher	Mary Coleman
Support Staff	Tori Clayton
Parent	Christella Reyna
Community	Bobby Garcia
Business	Julie Wakefield
Student	Diana Arriola
Student	Harry Amador

**Goal 1: (Student Achievement) Olton High School will improve at the Meets and Masters Grade Levels standard compared to the 2022-2023 EOC**

Objective 1: Improve Meets GL standard for all students by 4% and Masters GL by 2% in all five EOCs.

Objective 2: Emergent Bilingual students will improve by 4% at Meets GL standard and Masters GL by 2% in all five EOCs.

Objective 3: Special Education students will improve by 4% at Meets GL standard and Masters GL by 2% in all five EOCs.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
EOC teachers will plan and post daily learning objectives focusing on High Leverage Standards as identified in Leadership Report Cards & TEKS Resource system to focus the scope of instruction in order to frame the daily lesson.	-Principal -Teachers -Instructional Coach	Daily	Spring 23 Leadership Report Cards  Eduphoria (AWARE)  TEKS Resource System  Textbook	Lesson Plans  Walkthroughs  Daily Learning Objectives (We Will/I Will)	EOC
EOC teams will apply instructional practices to evaluate, teach, and reteach as needed to work toward students meeting grade level standard. CFA/CBA data will be evaluated in planning	-Principal -Teachers -Instructional Coach	Ongoing	-Unit Assessment Data Digs  Eduphoria (AWARE) Data Pulls (Learning Standard Breakdown,	EOC Cambium Interim Assessments  Walkthroughs  -Unit Assessment Data Digs	EOC

time including scheduled unit assessment Data Digs that will include Grows/Glows/Go's			<p>Student Individual Response Analysis)</p> <p>New EOC Question Types</p> <p>ESC 17 Professional Development</p>	-Glows/Grows/Go's (Action Plan)	
EOC teachers will analyze trends, and patterns from the Spring 23 Lead4ward Leadership Report Cards & Leadership Field Guides for all students, emergent bilinguals, and special education students.	-Principal -Teachers -Instructional Coach	Ongoing	<p>Lead4ward Leadership Report Cards</p> <p>Lead4ward Field Guides</p>	Meetings w/EOC teachers, principal, & instructional coach.	EOC
EOC teachers will create/monitor targeted remediation groups for threshold students/student subpopulations based on EOC & Unit Assessment data that will be used to provide specialized remediation	-Principal -Teachers -Instructional Coach	Ongoing	<p>Edgenuity STAAR EOC Prep</p> <p>Eduphoria (AWARE)</p>	<p>Homeroom Request Google Spreadsheet</p> <p>HB4545 Hours Tracking</p>	EOC

<p>during class, Homeroom, and TCB including the following threshold groups: December Retesters, Does not meet to Approaches, Approaches to Meets, and Meets to Masters.</p>			<p>Lead4ward Leadership Report Cards</p> <p>Lead4ward Field Guides</p>		
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**Goal 2: (College and Career Readiness) OHS will provide students who are seeking post high school education, military service, and/or industry certifications with multiple learning, testing, and social/emotional support opportunities.**

Objective 1: At least 90% of the graduating class of OHS 2024 will have applied and been accepted to a college, military, university, or technical school.

Objective 2: OHS will increase ACT scores 1 overall composite score point for the Junior Class of 2025 who choose to take the ACT from a school provided pre-test (Mastery Prep ACT Tru Score) in the fall (Scheduled for November 8th) as compared to when they take the formal ACT in the Spring.

Objective 3: Students in the Class of 2024 will receive chords for the following TEA identified performance acknowledgements: Dual Credit, Bilingualism/Biliteracy, College Board Advanced Placement, Business/Industry Certification or license, and College Readiness on ACT/SAT

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<p>Students will be given the opportunity to use online tools during homeroom, and class (Khan Academy, Edgenuity, Mastery Prep ACTTruScore/Study Hall</p>	<p>Principal, Counselor, Teachers</p>	<p>Ongoing</p>	<p>Khan Academy, Edgenuity, Mastery Prep ACT Truscore/St</p>	<p>Enrichment Reports</p>	<p>SAT/ACT/TSI/ASVAB scores</p>

Component etc.) to prepare for readiness exams, and take local benchmark tests that coincide with the tested areas of the readiness exams			Study Hall Component various readiness exams etc...		
College, Career, Military bound students will attempt readiness exams which may include the ASVAB, TSI, PreACT, ACT, PSAT, and SAT. Students choosing to take a readiness test more than once will be monitored to observe for personal growth-improvement and success; based on the student's need in applying for a particular university or junior college.	Principal, Counselor, Teachers	Ongoing	SAT/ACT/TSI/ASVAB	Ongoing Assessments, Masterprep TruScore, and Study Hall Component	SAT/ACT/TSI/ASVAB scores  ASVAB Interpretation with Class of 2023 & 2025
Students will research career, college, and military opportunities by attending job and career fairs, college visits, working with the Learn Representative, Work-Force Solutions, and college nights organized and sponsored by Olton High School	Principal, Counselors, Teachers	Ongoing	SPC, College Fairs, Military Recruiters, Learn Appointments for Class of 2024	Student enrollment Edgenuity Reports Various Events	Student graduation plans CCMR Acceptance Letters



Offer the ACT Test administration locally	Principal, Counselors, Teachers	Ongoing	Local	Fall ACT Pre-Assessment for Class of 2024 Juniors	Class of 2024 Juniors (OHS pays for ACT in Spring)
Core classes (math, science, english) have been trained in Mastery Prep Decoding the ACT, and will provide students during regular classroom instruction released ACT test questions, Do Nows, and testing strategies in order to improve exposure to college level academics, and increase overall composite ACT score from Pre to Post test for Class of 2025 Juniors	Non-EOC Core Teachers	Ongoing	Local	Lesson Plans Classroom Walkthroughs Fall Pre-ACT (Mastery Prep-TruScore/Study Hall Component, Mastery Prep Decoding the ACT, and ACT Bootcamp in Spring	ACT average test score
OHS will participate in the November GenTx Challenge, posting post high school CCMR Acceptance Letters in hallway, and will celebrate students post-high school achievements with GenTX Day in May. The entire student body is present to celebrate Senior acceptance to post high school programs.	Principal, Counselor, Teachers	Ongoing	Local	Gen TX Checklist Acceptance Letters GenTx Day in May	CCMR Acceptance % at End of Year

Juniors are allowed 1 day and seniors are allowed 2 days where they can attend a college/career/military tour with their families without negative consequence to their attendance.	Principal, Counselor, Teachers, Attendance Clerk	Ongoing	Local	Proof of Visit Gen TX Checklist Acceptance Letters GenTx Day in May	CCMR Acceptance % at End of Year
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**Goal 3: Students will be informed of and encouraged to enroll in CTE classes. Each year during registration meetings, students will be informed of all CTE classes and certifications that are offered earning that CTE credit.**

Objective 1: To prepare OHS students with CTE information to prepare them for their personal graduation plan, and work towards relevant industry based certifications/licenses.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Allow and promote students exploration into life beyond high school.	Principal, Counselor, Teachers	Ongoing	Local	Grading period attendance records 8th Grade CTE Night	Attendance Rate/CCMR Reports/Certification %
CTE courses will promote learning by preparing students with real-world hands-on experiences based on individual learning styles.	Principal, Counselor, Teachers	Ongoing	Local	Grading period attendance records 8th Grade CTE Night	Attendance Rate/CCMR Reports/Certification %
Strengthen school to work programs and participation through CTE pathways.	Principal, Counselor, Teachers	Ongoing	Local	Grading period attendance records	Attendance Rate/CCMR Reports/Certification %

				8th Grade CTE Night	
CTE teacher will encourage students to obtain business/industry certification, and experience.	Principal, Counselor, Teachers	Ongoing	Local	Certifications/Reports	Attendance Rate/CCMR Reports/Certification %

**Goal 4: Systems/Safety-Make use of research based practices, legal and safety updates, and Stakeholder feedback to develop and/or maintain effective school wide systems.**

Objective 1: Maintain and refine systems for professional development, Positive Intervention Behavior Systems, instructional management, discipline management, attendance management, technology management, safety management and all system safeguards.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
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<p>Incorporate Social Emotional Lessons (SEL) targeted to meet the needs of the student body each Wednesday during Enrichment Period</p>	<p>Principal, Counselor, Teachers</p>	<p>Ongoing</p>	<p>Counselor SEL lessons posted each week in Staff Google Classroom, Counselor appointment QR</p>	<p>Stakeholder Surveys Discipline Data/Reports</p>	<p>Spring 2024</p>
<p>Recognize students exhibiting good character through positive referrals and weekly student spotlights</p>	<p>Principal, Counselor, Campus Teachers</p>	<p>ongoing</p>	<p>Local</p>	<p>Positive Referrals, Student Spotlights</p>	<p>Spring 2024</p>

<p>Students will have the opportunity to develop responsibility and leadership skills through involvement in extracurricular activities.</p>	<p>Principal, Counselor, Teachers</p>	<p>ongoing</p>	<p>Local</p>	<p>Clubs, Fine Arts, Athletics</p>	<p>Spring 2024</p>
<p>OHS Faculty &amp; Staff will develop a “Setting the Blue Standard” system that will promote consistency/”shoulders together” school wide behavior expectations.</p>	<p>Principal, Counselor, Teachers</p>	<p>ongoing</p>	<p>Local “Setting the Blue Standard”</p>	<p>Stakeholder Surveys Positive Referrals Discipline Data/Reports</p>	<p>Spring 2024</p>

<p>Ensure the EOP is updated and implemented.</p> <ul style="list-style-type: none"> <li>● Train employees, parents, community members, and students in the Multi-hazard Emergency Operations Plan.</li> <li>● Involve stakeholders as an advisory (SS&amp;SC)</li> <li>● Schedule and run safety drills</li> <li>● Communicate regularly concerning safety concerns and updates to procedures</li> </ul>	<p>Superintendent Safety Coordinator Principals</p>	<p>BOY, MOY, Summer</p>	<p>Local Grants ESC 17 Federal Funds</p>	<p>BOY and MOY MEOP meetings and analysis of safety issues  Training Agendas</p>	<p>Final Summer Meeting  Certificates</p>
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Train the approved concealed carry team	Supt, Principals School Guardian	Year round	Local Grants Federal Funds	Year long training plan	Credentials approved according to local policy
Install, maintain, and upgrade equipment as needed: <ul style="list-style-type: none"> <li>● Implement security monitoring and entry access systems</li> <li>● District-wide communications systems</li> <li>● Updating and repairing doors and entrances</li> </ul>	Same	Ongoing	Local Grants Federal Funds	Completion of Project	Completion of Project
Update and train Threat Assessment Team	Threat Assessment Team	Ongoing	Local Grants Federal Funds	Ongoing	Summative Report

Provide character education, counseling, and career guidance Utilization of restorative practices Utilization of SafeSchools trainings Trauma Informed Care Training	Counselors, Principals, teachers	Six Weeks	Local Grants	Analysis of student participation and discipline referrals	Analysis of student participation and discipline referrals
Increase awareness among all staff and students of issues regarding: <ul style="list-style-type: none"> <li>● Drug use prevention</li> <li>● Child abuse</li> <li>● Unwanted physical or verbal aggression</li> <li>● Sexual harassment and abuse</li> <li>● Cyberbully Hotline</li> <li>● Other forms of bullying</li> <li>● Suicide Prevention</li> <li>● Other social and emotional issues that arise</li> </ul>	Supt, Principals, Counselors	Six Weeks	Local Grants	Incidents reported each 6 weeks	PEIMS incidents reports

**Goal 5: Communication**-OHS will provide in-person academic meetings, academic related school messenger callouts/emails/sms, newsletters and information posted website and social media.

Objective 1: Provide OHS students and families the following opportunities/information: Meet the Teacher, College Assistance Activities, Advanced Academics Night, Title I Meetings, GenTX Day, CTE Night, school messenger announcements, and website/social media postings.

<p>OHS will send out messages to parents to inform them of activities and meetings. Record meetings when possible. OHS will provide in-person academic meetings, academic related school messenger callouts/emails/sms, newsletters and information posted website and social media.</p>	<p>Principal, Counselor, Teachers, Social Media Coordinator</p>	<p>Ongoing</p>	<p>Local</p>	<p>Stakeholder Surveys</p>	<p>Stakeholder Surveys</p>
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**Goal 6: Address all system safeguards**

**Objective 1:** Ensure Special Education students are showing growth in STAAR and STAAR EOC Math by 3% improvement from the 21-22 STAAR/EOC assessment.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify and monitor students needing intervention <ul style="list-style-type: none"> <li>● Utilize local and state data identifying students below grade level, not progressing on local assessment, or at risk of not showing improved performance on STAAR/EOC</li> <li>● Track individual student progress on local and state assessments to ensure students are showing academic growth</li> <li>● Tutorials and intervention courses during and after the school day for struggling learners identified through local formative and summative assessment</li> <li>● Ensure adequate staffing to support academic initiatives targeting special education populations</li> </ul>	Principals, teachers	Ongoing	Local Grants	Benchmark tests and SE Checks Progress monitoring tools Prior year STAAR/EOC RTI progress monitoring data	STAAR/EOC TAPR Progress monitor data
Use technology, resources, and programs to provide differentiated opportunities to learn as well as data on student progress <ul style="list-style-type: none"> <li>● Edgenuity</li> <li>● Other relevant and/or prescriptive programs</li> <li>● Chromebooks</li> <li>● Listening, Speaking, Reading, and Writing the standards</li> <li>● Curriculum and learning resources</li> </ul>	Principals, teachers	Ongoing	Local Grants Federal	Lesson Plans Walkthrough notes Program data on student progress SE Checks / Benchmarks Progress monitoring tools Implementation of training	STAAR/EOC

**Objective 2:** Ensure Special Education students are showing growth in STAAR Reading and STAAR EOC ELA by 3% improvement from the 21-22 STAAR/EOC assessment.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
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<p>Identify and monitor students needing intervention</p> <ul style="list-style-type: none"> <li>● Utilize local and state data identifying students below grade level, not progressing on local assessment, or at risk of not showing improved performance on STAAR/EOC</li> <li>● Track individual student progress on local and state assessments to ensure students are showing academic growth</li> <li>● Tutorials and intervention courses during and after the school day for struggling learners identified through local formative and summative assessment</li> <li>● Ensure adequate staffing to support academic initiatives targeting special education populations</li> </ul>	Principals, teachers	Ongoing	Local Grants	Benchmark tests and SE Checks Progress monitoring tools Prior year STAAR/EOC RTI progress monitoring data	STAAR/EOC TAPR Progress monitor data
<p>Use technology, resources, and programs to provide differentiated opportunities to learn as well as data on student progress</p> <ul style="list-style-type: none"> <li>● Edgenuity</li> <li>● Other relevant and/or prescriptive programs</li> <li>● Chromebooks</li> <li>● Listening, Speaking, Reading, and Writing the standards</li> <li>● Curriculum and learning resources</li> </ul>	Principals, teachers	Ongoing	Local Grants	Lesson Plans Walkthrough notes Program data on student progress SE Checks / Benchmarks Progress monitoring tools Implementation of training	STAAR/EOC