

WEST OSO ISD FIVE YEAR GOALS 2021-2025

Under HB 3, school boards are required to adopt plans in early childhood literacy and math, as well as college, career, and military readiness. All plans are required to include:

- at least one assigned district-level administrator or employee of the regional education service center for the district's region to coordinate implementation and submit annual report to the board on the district's progress;
- an annual review by the board at a public meeting;
- an annual report posted on district and campus websites; and
- specific, quantifiable, annual goals for five years at each campus.

Early childhood plans are required to include:

- annual goals for aggregate student growth on 3rd grade math and reading STAAR;
- annual targets for students in each group evaluated under closing the gaps domain;
- targeted professional development for classroom teachers in kindergarten through 3rd grade for campuses that the board identifies as not meeting the plan's goals and that considers the unique needs of students in bilingual education or special language programs.
- annual targets that may be set for students in bilingual or ESL programs.

College, career, and military readiness plans are required to include:

- annual goals for aggregate student growth on CCMR readiness indicators evaluated under the student achievement domain; and
- annual targets for students in each group evaluated under closing the gaps domain.

Early Childhood Literacy Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 39% in 2020 to 54% by June 2025.

Yearly Target Goals

2021	2022	2023	2024	2025
42%	45%	48%	51%	54%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	42%	42%	NA	NA	NA	NA	NA	29%	42%	NA	35%	42%	42%
2022	45%	45%	NA	NA	NA	NA	NA	32%	45%	NA	38%	45%	45%
2023	48%	48%	NA	NA	NA	NA	NA	35%	48%	NA	41%	48%	48%
2024	51%	51%	NA	NA	NA	NA	NA	38%	51%	NA	44%	51%	51%
2025	54%	54%	NA	NA	NA	NA	NA	41%	54%	NA	47%	54%	54%

Early Childhood Literacy Progress Measure 1

The percent of Kindergarten students that score on grade level or above in Reading as measured by STAR testing will increase from 37% in 2020 to 52% by June 2025.

Yearly Target Goals

2021	2022	2023	2024	2025
40%	43%	46%	49%	52%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont.
2021	40%	40%	NA	NA	NA	NA	NA	NA	40%	N/A	28%	N/A	N/A
2022	43%	43%	NA	NA	NA	NA	NA	NA	43%	N/A	30%	N/A	N/A
2023	46%	46%	NA	NA	NA	NA	NA	NA	46%	N/A	33%	N/A	N/A
2024	49%	49%	NA	NA	NA	NA	NA	NA	49%	N/A	36%	N/A	N/A
2025	52%	52%	NA	NA	NA	NA	NA	NA	52%	N/A	39%	N/A	N/A

Early Childhood Literacy Progress Measure 2

The percent of 1st students that score on grade level or above in Reading as measured by STAR testing will increase from 38% in 2020 to 54% by June 2025.

Yearly Target Goals

2021	2022	2023	2024	2025
42%	45%	48%	51%	54%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	42%	42%	N/A	N/A	N/A	N/A	N/A	26%	42%	N/A	30%	N/A	N/A
2022	45%	45%	N/A	N/A	N/A	N/A	N/A	28%	45%	N/A	32%	N/A	N/A
2023	48%	48%	N/A	N/A	N/A	N/A	N/A	30%	48%	N/A	34%	N/A	N/A
2024	51%	51%	N/A	N/A	N/A	N/A	N/A	32%	51%	N/A	36%	N/A	N/A
2025	54%	54%	N/A	N/A	N/A	N/A	N/A	34%	54%	N/A	42%	N/A	N/A

Early Childhood Literacy Progress Measure 3

The percent of 2nd grade students that score on grade level or above in Reading will increase from 52% in 2020 to 62% by June 2025.

2021	2022	2023	2024	2025
55%	58%	60%	62%	64%

Closing the Gaps Student Groups Yearly Targets									
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	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	54%	54%	N/A	N/A	N/A	N/A	N/A	31%	54%	N/A	31%	N/A	N/A
2022	56%	56%	N/A	N/A	N/A	N/A	N/A	34%	56%	N/A	34%	N/A	N/A
2023	58%	58%	N/A	N/A	N/A	N/A	N/A	37%	58%	N/A	37%	N/A	N/A
2024	60%	60%	N/A	N/A	N/A	N/A	N/A	40%	60%	N/A	40%	N/A	N/A
2025	62%	62%	N/A	N/A	N/A	N/A	N/A	43%	62%	N/A	43%	N/A	N/A

EC Literacy Targeted Professional Development Plan	
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All grade chair lead teachers and at least three other teachers per grade level will participate in the 60 hour Reading Academy training beginning 6-2021 and will complete training by 6-2022.

All remaining classroom teachers will participate in the 60 hour Reading Academy training during the 2021-2022 year or the 2022-2023 school year. All certified teachers in grades K-3 will be

All remaining classroom teachers will participate in the 60-hour Reading Academy training during the 2021-2022 year or the 2022-2023 school year. All certified teachers in grades K-5 will be trained by June 2023 in the Science of Teaching Reading.

All classroom and SPED support teachers will be trained in implementing the Pearson ELAR adoption. Supplemental, individualized reading programs will be available for all grade levels on

technology platforms.

All classroom and SPED support teachers will be trained in lesson planning design and TEKS analysis

All classroom and SPED support teachers will be trained in lesson planning design and IERS analysis.

All classroom and SPED support teachers will be trained in assessment creation and progress monitoring.

Early Childhood Math Board Outcome Goal

The percent of 3rd grade students that score meets grade level or above on STAAR Math will increase from 47% in 2019 to 62% by June 2025.

Yearly Target Goals

2021	2022	2023	2024	2025
50%	53%	56%	59%	62%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	50%	50%	NA	NA	NA	NA	NA	48%	50%	49%	44%	52%	40%
2022	53%	53%	NA	NA	NA	NA	NA	50%	53%	52%	47%	55%	43%
2023	56%	56%	NA	NA	NA	NA	NA	52%	56%	55%	50%	58%	46%
2024	59%	59%	NA	NA	NA	NA	NA	54%	59%	58%	53%	61%	49%
2025	62%	62%	NA	NA	NA	NA	NA	56%	62%	60%	56%	64%	52%

Early Childhood Math Progress Measure 1

The percent of kindergarten students achieving at the meets level of 75% or above on all the grade level readiness TEKS as measured by progress on Learning Farm as well as End of Unit Assessments will increase from 34% in 2020 to 50%.

Yearly Target Goals

2021	2022	2023	2024	2025
34%	38%	42%	46%	50%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	34%	34%	NA	NA	NA	NA	NA	NA	34%	N/A	NA	N/A	N/A
2022	38%	38%	NA	NA	NA	NA	NA	NA	38%	N/A	NA	N/A	N/A
2023	42%	42%	NA	NA	NA	NA	NA	NA	42%	N/A	NA	N/A	N/A
2024	46%	46%	NA	NA	NA	NA	NA	NA	46%	N/A	NA	N/A	N/A
2025	50%	50%	NA	NA	NA	NA	NA	NA	50%	N/A	NA	N/A	N/A

Early Childhood Math Progress Measure 2

The percent of first grade students achieving at the meets level of 75% or above on all the grade level readiness TEKS as measured by progress on Learning Farm as well as End of Unit Assessments will increase from 38% in 2020 to 50%

Yearly Target Goals

2021	2022	2023	2024	2025
40%	42%	44%	47%	50%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	40%	40%	40%	NA	NA	NA	NA	36%	40%	N/A	38%	N/A	N/A
2022	42%	42%	42%	NA	NA	NA	NA	38%	42%	N/A	40%	N/A	N/A
2023	44%	44%	44%	NA	NA	NA	NA	40%	44%	N/A	42%	N/A	N/A
2024	47%	47%	47%	NA	NA	NA	NA	42%	47%	N/A	44%	N/A	N/A
2025	50%	50%	50%	NA	NA	NA	NA	44%	50%	N/A	47%	N/A	N/A

The percent of second grade students achieving at the meets level of 75% or above on all the grade level readiness TEKS as measured by progress on Learning Farm as well as End of Unit Assessments will increase from 38% in 2020 to 50%

Yearly Target Goals				
2021	2022	2023	2024	2025
40%	42%	44%	47%	50%

Closing the Gaps Student Groups Yearly Targets													
	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	40%	40%	40%	N/A	N/A	N/A	N/A	36%	40%	N/A	38%	N/A	N/A
2022	42%	42%	42%	N/A	N/A	N/A	N/A	38%	42%	N/A	40%	N/A	N/A
2023	44%	44%	44%	N/A	N/A	N/A	N/A	40%	44%	N/A	42%	N/A	N/A
2024	47%	47%	47%	N/A	N/A	N/A	N/A	42%	47%	N/A	44%	N/A	N/A
2025	50%	50%	50%	N/A	N/A	N/A	N/A	44%	50%	N/A	47%	N/A	N/A

EC Mathematics Targeted Professional Development Plan

All math teachers will participate in a lesson plan study with a job embedded instructional coach.

All math teachers receive professional development on guided math which allows for differentiated instruction.

All math teachers receive professional development on backwards design lesson planning using TEKS analysis.

All math teachers receive professional development on creating aligned and rigorous assessments.

All math teachers receive professional development on creating aligned assessment.

CCMR Board Outcome Goal

The percentage of graduates that meet the criteria for CCMR will increase from 71% in 2019 to 82% by August 2025.

Yearly Target Goals

2021	2022	2023	2024	2025
73%	75%	77%	79%	82%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	73%	73%	NA	NA	NA	NA	NA	73%	73%	NA	73%	NA	NA
2022	75%	75%	NA	NA	NA	NA	NA	75%	75%	NA	75%	NA	NA
2023	77%	77%	NA	NA	NA	NA	NA	77%	77%	NA	77%	NA	NA
2024	79%	79%	NA	NA	NA	NA	NA	79%	79%	NA	79%	NA	NA
2025	82%	82%	NA	NA	NA	NA	NA	82%	82%	NA	82%	NA	NA

CCMR Progress Measure 1

The percent of CCMR students that meet the threshold for CCMR Outcomes Bonus for college ready will increase from 20% in 2019 to 34% by August 2025. These students will meet TSI requirements and enroll in college.

Yearly Target Goals

2021	2022	2023	2024	2025
22%	25%	28%	31%	34%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	22%	22%	NA	NA	NA	NA	NA	5%	22%	NA	NA	NA	NA
2022	25%	25%	NA	NA	NA	NA	NA	7%	25%	NA	NA	NA	NA
2023	28%	28%	NA	NA	NA	NA	NA	9%	28%	NA	NA	NA	NA
2024	31%	31%	NA	NA	NA	NA	NA	11%	31%	NA	NA	NA	NA
2025	34%	34%	NA	NA	NA	NA	NA	13%	34%	NA	NA	NA	NA

CCMR Progress Measure 2

The percent of CCMR students that meet the threshold for CCMR Outcomes Bonus for career ready will increase from 4% in 2019 to 15% by August 2025. These students will earn an Industry Based Certification and meet TSI requirements.

Yearly Target Goals

2021	2022	2023	2024	2025
7%	9%	11%	13%	15%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More Races	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	7%	7%	NA	NA	NA	NA	NA	4%	7%	NA	NA	NA	NA
2022	9%	9%	NA	NA	NA	NA	NA	6%	9%	NA	NA	NA	NA
2023	11%	11%	NA	NA	NA	NA	NA	8%	11%	NA	NA	NA	NA
2024	13%	13%	NA	NA	NA	NA	NA	10%	13%	NA	NA	NA	NA
2025	15%	15%	NA	NA	NA	NA	NA	12%	15%	NA	NA	NA	NA

CCMR Progress Measure 3

The percent of CCMR students that meet the threshold for CCMR Outcomes Bonus for military ready will increase from 4% in 2019 to 10% by August 2024. These students will earn qualifying scores on the ASVAB exam and enlist in the military.

Yearly Target Goals

2021	2022	2023	2024	2025
6%	7%	8%	9%	10%

Closing the Gaps Student Groups Yearly Targets

	African American	Hispanic	White	American Indian	Asian	Pacific Islander	Two or More	Special Ed	Eco. Disadv.	Special Ed (Former)	EL	Cont. Enrolled	Non-Cont. Enrolled
2021	6%	6%	NA	NA	NA	NA	NA	2%	6%	NA	NA	NA	NA
2022	7%	7%	NA	NA	NA	NA	NA	3%	7%	NA	NA	NA	NA
2023	8%	8%	NA	NA	NA	NA	NA	4%	8%	NA	NA	NA	NA
2024	9%	9%	NA	NA	NA	NA	NA	5%	9%	NA	NA	NA	NA
2025	10%	10%	NA	NA	NA	NA	NA	6%	10%	NA	NA	NA	NA

CCMR Targeted Professional Development Plan

West Oso High School staff will be trained in the new TSIA2 Spring 2021

West Oso High School will offer training to CTE teachers on the following industry based certifications: MPS, Adobe Photoshop, Quickbooks, AutoCad and SOLIDWORKS.

West Oso High School AVID elective and core content teachers as well as administrators will receive AVID training to support students with the knowledge and skills necessary to achieve college

One teacher in each core content area will receive College Board Pre-AP training.

All 8th grade ELAR and mathematics teachers will receive TSIA2 training.

School Board Monitoring Calendar

Month	Goal / Progress Measure	Evaluations / Other Business	Trainings
April 2021	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	
July 2021	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
October 2021	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	
January 2022	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
April 2022	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	
July 2022	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
October 2022	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	
January 2023	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
April 2023	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	
July 2023	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
October 2023	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	

January 2024	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
April 2024	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	
July 2024	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
October 2024	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
January 2025	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Quarterly Progress	
April 2025	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	
July 2025	1. Early Childhood Literacy 2. Early Childhood Math 3. CCMR	Superintendent's biannual evaluation	