# Pottsboro Independent School District Pottsboro High School 2023-2024 Improvement Plan



# **Mission Statement**

Pottsboro Independent School District will provide an education program characterized by quality, equity, and accountability that will help our students build essential academic skills necessary for lifelong learning. By developing the ability to think logically, independently, and creatively, each student will achieve a feeling of self-worth and the confidence required to conquer the challenges of our ever-changing world environment.

# Vision

**Exceptional By Choice** 

# Value Statement

WE believe all individuals deserve an environment that is conducive to mental, physical, and spiritual growth.

WE believe the quality of our school district is a direct reflection of our community.

WE believe community support is essential to the success of our students and staff.

WE believe an effective staff member has a positive influence on students.

WE believe the learning environment extends well beyond the classroom.

WE believe excellence requires commitment.

WE believe each student has values.

# **Table of Contents**

Comprehensive Needs Assessment	4
Demographics	4
Student Learning	4
School Processes & Programs	6
Perceptions	8
Priority Problem Statements	10
Comprehensive Needs Assessment Data Documentation	12
Goals	14
Goal 1: STUDENT ACHIEVEMENT Every teacher at Pottsboro High School will provide quality learning experiences for ALL students to be future-ready.	15
Goal 2: STUDENT ENVIRONMENT: Pottsboro High School will maintain a challenging, positive, safe, and drug-free environment conducive to student learning.	24
Goal 3: STUDENT ENVIRONMENT: Pottsboro High School will continue to develop and implement a robust plan to incorporate social and emotional development standar	ds 26
as part of a campus-wide initiative.	
Goal 4: COMMUNICATION AND PARENTAL INVOLVEMENT: Pottsboro High School will provide effective communication with our staff, students, parents and	28
community concerning the education of students, as well as provide events that involve parents in the academic, social and emotional support of their child(ren).	
Goal 5: IMPROVED CURRICULUM AND INSTRUCTION: Pottsboro High School will engage in rigorous and relevant curriculum using creative and innovative instruction	on 29
and technology to prepare students for graduation and post-secondary success.	
Goal 6: PROCESSES AND PROGRAMS: Pottsboro High School will recruit, employ, develop, and retain staff that proactively engages students for success.	34
2023-2024 Campus Site-Based Committee	35
Campus Funding Summary	36
Addendums	37

# **Comprehensive Needs Assessment**

### **Demographics**

### **Demographics Summary**

Pottsboro High School is estimated to have around 487 students for the 2023-2024 school year. According to the TAPR and the School Report Card, the ethnic distribution of Pottsboro High School is 2.67% American Indian, .62% Asian, .21%

African American, 8.62% Hispanic, 81.11% White, and 6.78% two or more races. The percentage of students who qualify as Economically Disadvantaged is

26.9%. PHS ended the 2022-2023 school year with an attendance rate of 93.8%, which indicated no change from 2021-2022. PHS is dedicated to

improving the attendance rate significantly.

Student-teacher ratio at PHS for the 23-24 school year will be approximately 15 to 1. The number of At-Risk students on campus is 39.63%. The number of students with disabilities is 44. We have 7 ESL students, 25 GT students, and 42 Dyslexic students.

### **Demographics Strengths**

Pottsboro High School strives to meet the diverse needs of all students. Some demographic strengths include-

- The dropout rate is 0% which is below the current state average
- The average student class size is 16 students in our core subject areas of Math, Science, Social Studies, English, and Foreign Language.
- Students are involved in multiple extracurriculars

### **Problem Statements Identifying Demographics Needs**

**Problem Statement 1 (Prioritized):** Pottsboro High School had an attendance rate of 93.80% ending the 22-23 school year, which is below the targeted average of 97% **Root Cause:** Lack of immediate incentive and/or consequences. Seniors continue to have the lowest attendance rate of 93.41% although all classes were under targeted average.

# **Student Learning**

### **Student Learning Summary**

\*\*\*Report Card Data will be delayed for the 2023-2024, per TEA.\*\*\*

All schools in Texas must meet standards in three accountability areas. For the 2021-2022 school year, which is the latest data due to COVID, Pottsboro High School received these ratings:

### State Report Card

	Component	Scaled	
	Score	Score	Rating
Overall		87	В
StudentAchievement		90	A
STAAR Performance	54	82	
College, Career and Military Readiness	77	94	
Graduation Rate	100	100	
SchoolProgress		82	В
Academic Growth	60	66	Not Rated: Senate Bill 1365
Relative Performance (Eco Dis: 26.9%)	66	82	В
Closing the Gaps	69	80	В

### Relative Performance Summary

	%Economically Disadvantaged	STAAR	CCMR	Relative	Relative
Year		Score	Score	Performance Raw Score	Performance Percentile
013	27.2	52		52	92
014	31.3	55		55	87
015	32.1	55		55	74
016	32.1	57		57	91
017	31.4	53		53	50
018	30.8	55	54	55	51
019	29.7	57	54	56	8

	%Economically Disadvantaged	STAAR	CCMR	Relative	Relative
Year		Score	Score	Performance Raw Score	Performance Percentile
021	27.7	54	68	61	41
022	26.9	54	77	66	54

These scores result in Pottsboro High School receiving a Texas Accountability Rating of Met Standard. Pottsboro High School earned an overall score of 87.

Although there were increases in some areas, there is still room for improvement.

### **Student Learning Strengths**

Students outperformed the state percentage on EOCs and improved scores by the following amounts:

Algebra 1 - 12% increase

English 1 - 8% increase

English 2 - 8% increase

Biology - 5% increase

### **Problem Statements Identifying Student Learning Needs**

**Problem Statement 1 (Prioritized):** There is a gap between on-level student performance on state assessments and SPED student performance. **Root Cause:** General education instructors and inclusion support staff need inclusion training on how to better meet the needs of SPED students.

**Problem Statement 2 (Prioritized):** EOC scores need to improve in Approaches, Meets and Masters levels. **Root Cause:** Teacher training on new TEKS with TRS support. More effective interventions are needed. Students are using assistive technology as a workaround for completing and showing work on their assignments, which is leading to decreased learning and scores on assessments.

**Problem Statement 3 (Prioritized):** SAT/ACT/EOC/PSAT/AP/TSI scores all need to be improved. **Root Cause:** Teachers need instruction in formative assessment and the gradual release model, as well as time for alignment for honors and advanced courses. Teachers also need training and materials for SAT/ACT/EOC/PSAT/AP/TSI in their subject area.

### **School Processes & Programs**

### **School Processes & Programs Summary**

### Personnel Needs:

• Develop more targeted recruiting practices and focus on the strength of our peer culture at PHS for retention.

### Professional Practices Needed:

- Continue intentional PLC's to identify what our actual tangible needs are for next year.
- Develop a curriculum to guide goal setting for PLC's
- Identify information to input in AWARE for data driven assessment.
- Identify our students' strengths and weaknesses in our academic subject areas and use data to drive instruction.

### Programs and Opportunities for Students

- Use PLC's to evaluate special services (special education, IEP, 504's)
- Give students access to different career paths and create a culture of possibilities.
- Administration making recommendations to increase student performance and then evaluating the actual impact of those procedures in the PLC's.
- Continue social/emotional learning initiative.

### **Procedures**

- Student Development Needs: setting clear expectations for the use of classroom time/routines, identifying student's needs and being intentional about meeting their needs, developing transitional activities to help students with study skills, time management, coping with stress, and social and emotional development
- Classroom Management/Technology Implementation Needs: Identify the basic expectations that every teacher needs to be consistent with, create a structure where teachers have the freedom to choose their own classroom management techniques, but are equally supported by the administration.

### **School Processes & Programs Strengths**

### Personnel

• Our camaraderie as a staff is our best retention tool.

### **Professional Practices**

- Most of the staff is proactive in finding their own professional development.
- Teacher willingness to collaborate with their colleagues for professional development.
- Scheduled Professional Learning Communities

### Programs and Opportunities for Students

- Expand courses and clubs offering students more diversified choices than they've had in prior years.
- Spike of community involvement showing their willingness to support creative course offerings.

### **Procedures**

- Safety procedures and expectations have been clearly communicated and practiced monthly.
- Improvement in response from administration to teacher concerns regarding At-risk students
- All classrooms/school spaces receiving access to PA systems
- Additional radios provided for office staff.
- Fire doors repaired to shut fully

### **Problem Statements Identifying School Processes & Programs Needs**

**Problem Statement 1 (Prioritized):** A lack of alignment in 9-12 curriculum. **Root Cause:** Lack of inter-campus collaboration and vertical alignment.

**Problem Statement 2 (Prioritized):** Advisory period is no longer offered during the school day who are off campus and underclassmen who don't have room in their schedule.

### **Perceptions**

### **Perceptions Summary**

### **Student Engagement Summary**

PHS follows the District Code of Conduct that has been approved by the PISD school board. PHS follows a common disciplinary matrix to remain consistent with all students for discipline consequences. A large number of students are involved in a wide range of extracurricular activities. PHS offers a wide variety of student activities for involvement and has worked hard the last three years to implement a social/emotional development curriculum.

### **Staff Engagement Summary**

PHS consistently communicates with their faculty and staff through weekly newsletters, planned PLC meetings, campus calendar, scheduled staff meetings, and Teacher of the Month recognitions.

100% of PHS staff members are considered highly qualified in their subjects. 21% of PHS staff holds a Master's Degree, and the average year of teaching experience at the High School is 12.8%.

### Parent/Guardian Engagement Summary

There is a vast amount of community involvement and communication with Pottsboro High School. We have a Veterans Day Program, College Fair, Course Information Night, art shows, band concerts, choir concerts, dual credit information night, and personal graduation planning with students. We also involve parents in all 504 and ARD meetings on campus, site-based teams, and school board meetings. Parents have access to parent portal.

PHS partners with Grayson College, Caterpillar, Graham Trucking, Fisher, and many more local businesses to ensure our students are future-ready.

### **Perceptions Strengths**

### **Student Engagement**

- Students see staff as helping prepare for life skills.
- Students are offered a wide variety of extra-curricular activities.
- Cardinal Camp is offered as a new student orientation for 9th-graders and any new to PHS students.
- High expectations for both academic and behavioral skills
- Increase in community involvement and support
- Student Recognition
  - Weekly Student Shout Out
    - Cardinal Chronicle
    - Social Media
  - Student of the Month

- Increase in CTE endorsements and certifications
- Student Council sends out a survey each September evaluating student involvement and their wants/needs for organizations.
- Student Council sends out a survey each April evaluating organizations and activities for the year.
- Offer one period a day for RTI, enrichment, and SEL

### **Staff Engagement**

- Teacher of the Month
  - Breakfast
- Teacher of the Year
- PTO support
- Community Support
- Communication
  - Weekly Newsletter
  - Campus Calendar
  - PLC
  - Staff Meetings

### Parent/Guardian Engagement

- Booster Clubs
- Education Foundation
- Course Information Nights (AP and Dual Credit)
- College Fair
- School Volunteers in many areas (door greeters, etc.)
- PTO involvement
- Social Media Updates
- Parent/Teacher Contact/Communication
- Classes utilizing community members/businesses as an extension of the curriculum
- Teacher of the Month (community supported)
- Parent Portal Access

### **Problem Statements Identifying Perceptions Needs**

**Problem Statement 1 (Prioritized):** Not all students are engaged and/or involved in organizations or extracurricular activities. **Root Cause:** Lack of interest; nothing offered they are interested in; lack of time

**Problem Statement 2 (Prioritized):** Lack of consistency among staff members with teaching SEL. **Root Cause:** Some teachers don't buy into teaching SEL: results in forcing, lack of creativity, students don't buy in.

# **Priority Problem Statements**

Problem Statement 1: Pottsboro High School had an attendance rate of 93.80% ending the 22-23 school year, which is below the targeted average of 97%

Root Cause 1: Lack of immediate incentive and/or consequences. Seniors continue to have the lowest attendance rate of 93.41% although all classes were under targeted average.

Problem Statement 1 Areas: Demographics

**Problem Statement 2**: Advisory period is no longer offered during the school day

Root Cause 2: It becomes difficult to address remediation needs with upperclassmen who are off campus and underclassmen who don't have room in their schedule.

**Problem Statement 2 Areas**: School Processes & Programs

**Problem Statement 3**: There is a gap between on-level student performance on state assessments and SPED student performance.

Root Cause 3: General education instructors and inclusion support staff need inclusion training on how to better meet the needs of SPED students.

**Problem Statement 3 Areas**: Student Learning

**Problem Statement 4**: EOC scores need to improve in Approaches, Meets and Masters levels.

**Root Cause 4**: Teacher training on new TEKS with TRS support. More effective interventions are needed. Students are using assistive technology as a workaround for completing and showing work on their assignments, which is leading to decreased learning and scores on assessments.

**Problem Statement 4 Areas:** Student Learning

**Problem Statement 5**: A lack of alignment in 9-12 curriculum.

Root Cause 5: Lack of inter-campus collaboration and vertical alignment.

**Problem Statement 5 Areas**: School Processes & Programs

**Problem Statement 6**: SAT/ACT/EOC/PSAT/AP/TSI scores all need to be improved.

**Root Cause 6**: Teachers need instruction in formative assessment and the gradual release model, as well as time for alignment for honors and advanced courses. Teachers also need training and materials for SAT/ACT/EOC/PSAT/AP/TSI in their subject area.

Problem Statement 6 Areas: Student Learning

**Problem Statement 7**: Not all students are engaged and/or involved in organizations or extracurricular activities.

Root Cause 7: Lack of interest; nothing offered they are interested in; lack of time

**Problem Statement 7 Areas: Perceptions** 

Problem Statement 8: Lack of consistency among staff members with teaching SEL.

Root Cause 8: Some teachers don't buy into teaching SEL: results in forcing, lack of creativity, students don't buy in.

Pottsboro High School

**Problem Statement 8 Areas**: Perceptions

# **Comprehensive Needs Assessment Data Documentation**

The following data were used to verify the comprehensive needs assessment analysis:

### **Improvement Planning Data**

- District goals
- Campus goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- Campus/District improvement plans (current and prior years)
- Covid-19 Factors and/or waivers for Assessment, Accountability, ESSA, Missed School Days, Educator Appraisals, etc.
- Planning and decision making committee(s) meeting data

### **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- · Effective Schools Framework data
- · Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Federal Report Card and accountability data
- Local Accountability Systems (LAS) data

### **Student Data: Assessments**

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Postsecondary college, career or military-ready graduates including enlisting in U. S. armed services, earning an industry based certification, earning an associate degree, graduating with completed IEP and workforce readiness
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant information
- SAT and/or ACT assessment data
- Student failure and/or retention rates
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Grades that measure student performance based on the TEKS

### **Student Data: Student Groups**

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically disadvantaged / Non-economically disadvantaged performance and participation data

- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Emergent Bilingual (EB) /non-EB data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender etc.
- Career and Technical Education (CTE) Programs of Study data including completer, concentrator, explorer, participant, and non-participant achievements by race, ethnicity, gender, etc.
- · Section 504 data
- Homeless data
- · Gifted and talented data
- · Dyslexia data
- Response to Intervention (RtI) student achievement data
- Dual-credit and/or college prep course completion data

### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS data

### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data

# Goals

Goal 1: STUDENT ACHIEVEMENT Every teacher at Pottsboro High School will provide quality learning experiences for ALL students to be future-ready.

**Performance Objective 1:** During the 2023-24 school year, the attendance rate will be at least 95% and the graduation rate will remain 100%.

**Evaluation Data Sources: TAPR** 

Strategy 1 Details		Rev	views	
Strategy 1: Provide incentives for students with perfect attendance and apply disciplinary measures for truancy.		Formative		Summative
Strategy's Expected Result/Impact: Students will demonstrate behaviors that support academic success. Attendance for all sub groups will remain high or increase.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Campus Staff				
Funding Sources: Incentive Items/Prizes - Campus Activity				
Strategy 2 Details		Rev	riews	
Strategy 2: Emphasize effective communication with parents.		Formative		Summative
Strategy's Expected Result/Impact: Report Cards, Attendance Letters, daily call out for unexcused absences, Parent Portal access	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Campus Principals and Staff				
Strategy 3 Details	Reviews			
Strategy 3: Use attendance committee effectively. Truant students will be assigned DMC and Saturday School to make up	Formative			Summative
hours and will receive counseling for truancy prevention.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Implement make up hours as needed to comply with 90% attendance laws.  Staff Responsible for Monitoring: Campus Principals				
Strategy 4 Details		Rev	riews	
Strategy 4: Provide remediation and/or course credit through PLATO online learning.		Formative		Summative
<b>Strategy's Expected Result/Impact:</b> Allow students the opportunity for credit recovery to gain credits lost due to attendance.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Campus Principals, Counselor, Technology Staff				
Funding Sources: Edmentum: Plato Curriculum for Credit Recovery - 199 General Fund - \$4,700				

	Strate	gy 5 Details			Rev	iews	
Strategy 5: Utilize truancy measures effectively.				Summative			
1	alt/Impact: Attendance Rep nitoring: Campus Principal	orts, Truancy Contracts, Trua ls	ancy Court	Nov	Jan	Mar	May
	% No Progress	Accomplished	Continue/Modify	X Discon	ntinue		

**Performance Objective 2:** Students will successfully improve their Meets, and Master's levels on the STAAR EOC exams. This performance objective will be considered met if the following percentages in each area are achieved:

English I exam participants will increase by 10% from Approaches to Meets, and increase 5% from Meets to Masters. English II exam participants will increase by 10% from Approaches to Meets, and increase 5% from Meets to Masters. Algebra I exam participants will increase 10% from Approaches to Meets, and increase 5% from Meets to Masters. Biology I exam participants will increase 10% from Approaches to Meets, and increase 5% from Meets to Masters. US History exam participants will increase 10% from Approaches to Meets, and increase 5% from Meets to Masters.

**Evaluation Data Sources:** 2022/23 STAAR EOC exam results

Strategy 1 Details		Rev	views	
Strategy 1: Students who receive instruction in advanced classes (Honors/AP) will work towards mastery level on the EOC		Formative		Summative
through rigorous and differentiated instruction.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Students will receive master level on their respective EOC exams.				
Staff Responsible for Monitoring: Teachers, Administration, Testing Coordinator				
Strategy 2 Details		Rev	views	1
Strategy 2: Teachers will utilize differentiated instruction and blended learning to meet all students needs.		Formative		Summative
<b>Strategy's Expected Result/Impact:</b> Faster response to targeted learners for remediation and advanced practice resulting in improved EOC scores.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Assistant Principal, Core Teachers, Special Ed. staff and ALL staff members				
Strategy 3 Details		Rev	views	L
Strategy 3: Utilize data from Aware test results to target instruction more timely to students. Evaluate data for analysis.		Formative		Summative
<b>Strategy's Expected Result/Impact:</b> Faster response to targeted learners for remediation and advanced practice resulting in improved EOC scores.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Assistant Principal, Core teachers, Special Ed. staff and ALL staff members				

Strategy 4 Details		Rev	views	
Strategy 4: Develop and implement a curriculum calendar for all classes based on the TEKS student expectations and		Formative		Summative
sound research to meet student needs.  Strategy's Expected Result/Impact: Curriculum calendar for each course taught submitted to campus principal.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Superintendent, Curriculum and Federal programs director, campus principals and staff				
Strategy 5 Details		Rev	views	
Strategy 5: For summer re-takes, disaggregate data for all subgroups based on EOC results.		Formative		Summative
Strategy's Expected Result/Impact: Reports using data from Aware, TAMS, and other State sources; disaggregation reports presented to principals.  Staff Responsible for Monitoring: Superintendent, Curriculum and Federal programs director, campus principals and	Nov	Jan	Mar	May
<b>Staff Responsible for Monitoring:</b> Superintendent, Curriculum and Federal programs director, campus principals and staff				
Strategy 6 Details		Rev	views	
Strategy 6: Analyze student performance in Algebra, Biology, English I, English II, and US History to determine gaps in	Formative			Summative
student learning for all students, including at-risk learners and special education students	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Intervention and remediation for struggling students Staff Responsible for Monitoring: Campus Principal and Core Staff				
Strategy 7 Details		Rev	views	
Strategy 7: Implementation of ongoing, cumulative assessment through AWARE of EOC test material and BOY testing.		Formative		Summative
Strategy's Expected Result/Impact: Increased percentage of students achieving advanced level on EOC.  Staff Responsible for Monitoring: Core Teachers	Nov	Jan	Mar	May
No Progress Accomplished Continue/Modify	X Discor	 ntinue		

**Performance Objective 3:** Pottsboro High School will have 10% increased participation in PSAT 9, PSAT 10, PSAT/NMSQT, SAT School Day, and ACT School Day, respectively.

**Evaluation Data Sources:** College Board K-12 Reporting Portal

**ACT Score Reports** 

Strategy 1 Details		Rev	iews	
Strategy 1: Students will be provided with opportunities to practice for College Board and ACT exams prior to the exams		Formative		Summative
being administered. This will include SAT/ACT workshops, student guides, Khan Academy practice, etc.	Nov	Jan	Mar	May
<b>Strategy's Expected Result/Impact:</b> Results should include increased College Board exam scores (PSAT, SAT) and ACT exam scores.				
Staff Responsible for Monitoring: Teachers, Counselors				
Funding Sources: Naviance - 199 General Fund - \$8,000				
No Progress Accomplished — Continue/Modify	X Discon	tinue		

**Performance Objective 4:** 80% of the total students enrolled in AP courses (i.e. AP Human Geography, AP English 3, AP US History, AP English 4, and AP Calculus) will take their respective AP exam in May. Of the students taking the exam, 60% of them will score a 3 or higher on the AP exam.

**Evaluation Data Sources:** AP Classroom

AP Coordinator Data AP Exam Results

Strategy 1 Details		Rev	iews	
Strategy 1: Students will receive information about the importance of taking the AP Exam and the benefits of those exams		Formative		Summative
for post-secondary readiness. This will include access to the AP Student Bulletin for both students and parents.  Strategy's Expected Result/Impact: AP Exam enrollment increase  Staff Responsible for Monitoring: Teachers, AP Coordinator	Nov	Jan	Mar	May
Strategy 2 Details		Rev	iews	
Strategy 2: Students will receive high-level instruction that will include access to AP Classroom for instructional aids and		Formative		
rigorous curriculum that will help prepare them for the AP exam.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Increased AP exam scores.  Staff Responsible for Monitoring: Teachers, AP Coordinator, Administration				
Strategy 3 Details		Rev	iews	
Strategy 3: All AP teachers will attend AP summer institute training.	Formative			Summative
Strategy's Expected Result/Impact: Increased teacher effectiveness.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Curriculum Director, Principals, AP teachers				
Funding Sources: AP Summer Institute Training - Title 11 - \$3,500				
No Progress Accomplished — Continue/Modify	X Discon	tinue		•

**Performance Objective 5:** Continue Response to Intervention program that provides both intervention and enrichment opportunities for all students.

Strategy 1 Details		Rev	views	
Strategy 1: Implement research-based interventions and universal screeners to determine student proficiency levels, such as		Formative		Summative
BOY testing and No Red Ink.	Nov	Jan	Mar	May
<b>Strategy's Expected Result/Impact:</b> Increase in effective intervention, better data sources, increased student proficiency.				
Staff Responsible for Monitoring: Campus Principals, Interventionist, Teachers				
Funding Sources: BOY testing - 199 General Fund - \$5,000				
Strategy 2 Details		Rev	views	
Strategy 2: Promote the importance of learning about diverse cultures and languages by procuring Spanish language		Formative		Summative
curriculum tools, Spanish language books, magazines and video materials, and language labs to provide a more hands-on environment.  Strategy's Expected Result/Impact: Better understanding of the Spanish language because of a wider variety of tools to utilize.  Stoff Responsible for Monitoring: Assistant Superintendent, Compus Principals, and Foreign Language Toochers.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Assistant Superintendent, Campus Principals, and Foreign Language Teachers				
Strategy 3 Details	Reviews			
Strategy 3: For enrichment, students will have opportunities for internships, specialized projects through the CTE program,		Formative		Summative
and many other collaborative structures to encourage problem-solving skills.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Specialized options for high-achieving students.  Staff Responsible for Monitoring: Tier 1 teachers, Principals, Counselors				
Strategy 4 Details		Rev	views	
Strategy 4: PLCs during Instructional Design Center days will use assessment data to create tiered groups in order to		Formative		Summative
reteach/enrich student learning outcomes through RtI.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Increased collaboration and targeted student instruction.  Staff Responsible for Monitoring: PLCs, Teachers, Principals				
No Progress Accomplished — Continue/Modify	X Discor	<u>l</u> ntinue		

**Performance Objective 6:** Provide students with increased opportunities to earn industry certifications within CTE Courses. 80% of PHS students who take these exams will achieve passing rate.

Evaluation Data Sources: Industry-based certification results

Strategy 1 Details		Rev	iews	
Strategy 1: Increased awareness of opportunities provided through CTE courses to earn certifications.		Formative		Summative
Strategy's Expected Result/Impact: Increase participation of industry-based certifications	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Campus Principals, Counselors, CTE Teachers, CTE Director				
Strategy 2 Details		Rev	iews	
Strategy 2: Train all CTE teachers on CTE certification test information (costs of tests, location of resources, requirements		Formative Sun		
and pre-regs., etc.).	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Improved knowledge of CTE certification test requirements.				
Staff Responsible for Monitoring: CTE Coordinator, Principals, Counselors				
Strategy 3 Details		Rev	iews	
Strategy 3: Increase certification test options beyond Business, Marketing, Finance (Intuit QuickBooks Certified User-		Rev Formative	iews	Summative
Strategy 3: Increase certification test options beyond Business, Marketing, Finance (Intuit QuickBooks Certified User-QBCU), Business Information Management	Nov		iews Mar	Summative May
Strategy 3: Increase certification test options beyond Business, Marketing, Finance (Intuit QuickBooks Certified User-	Nov	Formative	T	
Strategy 3: Increase certification test options beyond Business, Marketing, Finance (Intuit QuickBooks Certified User-QBCU), Business Information Management (Microsoft Office Specialist Word& EXCEL), Educational Practices (Educational Aide I), Welding (AWS), and Culinary	Nov	Formative	T	
Strategy 3: Increase certification test options beyond Business, Marketing, Finance (Intuit QuickBooks Certified User-QBCU), Business Information Management (Microsoft Office Specialist Word& EXCEL), Educational Practices (Educational Aide I), Welding (AWS), and Culinary (ServSafe Manager), Health Science (EKG).	Nov	Formative	T	
Strategy 3: Increase certification test options beyond Business, Marketing, Finance (Intuit QuickBooks Certified User-QBCU), Business Information Management (Microsoft Office Specialist Word& EXCEL), Educational Practices (Educational Aide I), Welding (AWS), and Culinary (ServSafe Manager), Health Science (EKG).  Strategy's Expected Result/Impact: Increase in CTE certifications.	Nov	Formative	T	

Performance Objective 7: The percentage of graduates that meet the criteria for CCMR will increase from 55% to 90% by August 2024.

Strategy 1 Details		Rev	iews	
Strategy 1: Provide opportunities to attend career days.		Formative		
Strategy's Expected Result/Impact: Number of student opportunities and number of students attending increases.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Campus principals, Counselors				
Strategy 2 Details		Rev	iews	_ l
Strategy 2: Students at PHS will increase the "scored at or above the college ready level on SAT, ACT, TSI, AP exam or	Formative			Summative
earned credit in a Dual Credit Course" by 15%.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Increase in CCM readiness score.				
Staff Responsible for Monitoring: Counselors				
Administration				
Strategy 3 Details		Rev	iews	
Strategy 3: Students at PHS who are enrolled in a CTE class will increase, "earned an industry based certification" by 20%		Formative		Summative
Strategy's Expected Result/Impact: Increase in CCM readiness score.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: CTE Teachers				<del>                                     </del>
Administration				
Counselors				
CTE Director				
No Progress Continue/Modify	X Discon	tinue		

**Performance Objective 8:** Provide intensive, accelerated curriculum designed to enhance educational opportunities for identified at-risk students and to meet HB1416 requirements for all students that did not pass an EOC exam.

Strategy 1 Details		Rev	riews	
Strategy 1: Credit recovery for students not on-track to graduate on time will be offered through Plato.	Formative			Summative
Strategy's Expected Result/Impact: At-risk students will be able to graduate.  Staff Responsible for Monitoring: Campus Principals, Counselors		Jan	Mar	May
Strategy 2 Details		Rev	views	•
Strategy 2: Offer additional student support through morning tutorial period, RtI program/intervention, after-school tutoring	Formative			Summative
Strategy's Expected Result/Impact: Student placement/Individualized instruction will keep at risk students from falling below expectations.  Staff Responsible for Monitoring: Campus Principals, Staff		Jan	Mar	May
No Progress Continue/Modify	X Discor	ntinue	l	1

Goal 2: STUDENT ENVIRONMENT: Pottsboro High School will maintain a challenging, positive, safe, and drug-free environment conducive to student learning.

Performance Objective 1: Pottsboro High School will provide a safe, secure, and positive environment for all students.

Evaluation Data Sources: Safety Drills, Security Checks

Strategy 1 Details		Reviews		
Strategy 1: Law enforcement, serving as School Resource Officers, will engage with students and staff during lunch		Formative		Summative
periods, before and after school, and at athletic events.  Strategy's Expected Result/Impact: Staff and students will feel safe on campus.	Nov	Jan	Mar	May
Students will learn how to properly interact with law enforcement officers.				
Strategy 2 Details		Re	views	
Strategy 2: Implement and consistently practice a comprehensive safety plan for students and staff.		Formative		Summative
<b>Strategy's Expected Result/Impact:</b> Students and staff will know evacuation, storm, and lock down procedures thoroughly. Ensure the student spaces have active communication systems (PA).	Nov	Jan	Mar	May
Strategy 3 Details		Re	views	
Strategy 3: All staff will be required to attend CPR/AED training		Formative		
Strategy's Expected Result/Impact: Maintain on-going certifications	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Professional Development Coordinator				
Strategy 4 Details		Re	views	
Strategy 4: Continue Year 3 implementation plan for a Social/Emotional Learning Curriculum/Program.		Formative		Summative
<b>Strategy's Expected Result/Impact:</b> Create a positive school environment for students with a focus on social skill development.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Curriculum Coordinator, Principals, Teachers, Counselors				
Strategy 5 Details		Re	views	
Strategy 5: Auxiliary doors will be monitored and secured from unauthorized entry.	Formative			Summative
Strategy's Expected Result/Impact: Insure the safety of faculty and students.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Campus Administration and Facilities Staff				-
No Progress Continue/Modify	X Disco	ntinue	1	_1

Goal 2: STUDENT ENVIRONMENT: Pottsboro High School will maintain a challenging, positive, safe, and drug-free environment conducive to student learning.

Performance Objective 2: Increase student involvement/engagement in clubs, organizations, and extracurriculars.

Strategy 1 Details	Reviews			
Strategy 1: Student Council will send out a survey each September evaluating student involvement and their wants/needs	Formative			Summative
Strategy's Expected Result/Impact: Increase student involvement.		Jan	Mar	May
Strategy's Expected Result/Impact: Increase student involvement.  Staff Responsible for Monitoring: Student Council				
Strategy 2 Details		Rev	iews	
Strategy 2: Student Council sends out a survey each April evaluating organizations and activities for the year.	Formative Sum			Summative
Strategy's Expected Result/Impact: Increase student involvement and interest	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Student Council and organization sponsor				
No Progress Continue/Modify	X Discon	tinue		1

**Goal 3:** STUDENT ENVIRONMENT: Pottsboro High School will continue to develop and implement a robust plan to incorporate social and emotional development standards as part of a campus-wide initiative.

Performance Objective 1: Begin to incorporate social and emotional learning curriculum in social studies classes.

Strategy 1 Details		Rev	iews	
Strategy 1: Students will practice social-awareness and interpersonal skills to establish and maintain positive relationships.		Formative		
Strategy's Expected Result/Impact: Increased social-awareness and interpersonal skills.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Principal, Teachers, Counselors				
Strategy 2 Details		Rev	iews	
Strategy 2: Students will demonstrate decision-making skills and responsible behaviors in personal, school, and community		Formative		
texts.		Jan	Mar	May
Strategy's Expected Result/Impact: Increased decision-making skills and responsible behaviors.				
Staff Responsible for Monitoring: Principal, Teachers, Counselors				
Strategy 3 Details		Rev	iews	
Strategy 3: Periodic incentives (parties, prizes, recognition, etc.) provided for students and teachers that demonstrate the		Formative		Summative
social awareness, self-management, relationship skills, and responsible decision making.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Improved social/emotional behaviors				
Staff Responsible for Monitoring: Principals, PTO President, Teachers				
Funding Sources: Incentives - Activity Account - PTO Account - \$2,000				
No Progress Continue/Modify	X Discon	tinue		•

Goal 3: STUDENT ENVIRONMENT: Pottsboro High School will continue to develop and implement a robust plan to incorporate social and emotional development standards as part of a campus-wide initiative.

Performance Objective 2: Recognize students for exhibiting characteristics of healthy social and emotional learning.

Strategy 1 Details		Reviews		
Strategy 1: Consistent and intentional recognitions per grading period for students who have shown exemplar character		Formative		
academically and/or behaviorally.  Strategy's Expected Result/Impact: Students will have time-sensitive, meaningful rewards that will incentivize future positive choices.  Staff Responsible for Monitoring: Principals, Teachers  Targeted Support Strategy Funding Sources: - Activity Account - \$2,500	Nov	Jan	Mar	May
Strategy 2 Details		Rev	iews	l
Strategy 2: Departmental recognitions for students who display significant improvement and/or work ethic with the		Formative		Summative
department/program.  Strategy's Expected Result/Impact: Students will connect positive choices with positive outcomes.  Staff Responsible for Monitoring: Principals, Teachers, Coaches, Sponsors	Nov	Jan	Mar	May
No Progress  No Progress  Continue/Modify	X Discon	tinue		

**Goal 4:** COMMUNICATION AND PARENTAL INVOLVEMENT: Pottsboro High School will provide effective communication with our staff, students, parents and community concerning the education of students, as well as provide events that involve parents in the academic, social and emotional support of their child(ren).

**Performance Objective 1:** Pottsboro High School will develop relationships with students, parents, staff, and the community by implementing systems that engage and inform.

Strategy 1 Details	Reviews			
Strategy 1: Maintain an accurate and up-to-date campus calendar.		Formative		Summative
Strategy's Expected Result/Impact: Staff will be informed and be able to accurately plan classroom activities.	Nov	Jan	Mar	May
Strategy 2 Details		Rev	views	
Strategy 2: Use social media, Remind and the Cardinal Chronicle to share student successes and campus events.		Formative		Summative
Strategy's Expected Result/Impact: Community will be aware of student successes	Nov	Jan	Mar	May
Community will be informed of upcoming events and have an opportunity to support students				
Students and staff will be able to be praised for the outstanding achievements				
Strategy 3 Details		Rev	views	1
Strategy 3: Use Canvas, BlackBoard and Parent Portal to communicate academic needs and expectations.		Formative		Summative
<b>Strategy's Expected Result/Impact:</b> Parents will have access to and be aware of students current grades and assignments.	Nov	Jan	Mar	May
Parents will be able to take a more active role in their student's success.				
Strategy 4 Details		Rev	views	
Strategy 4: Continue weekly newsletter to staff to help communicate weekly events.		Formative Summative		
<b>Strategy's Expected Result/Impact:</b> Staff will have a more details on initiatives and events and be able to communicate those details to parents and students.	Nov	Jan	Mar	May
Funding Sources: SMORE Newsletter Software - 199 General Fund - \$80				
No Progress Continue/Modify	X Discor	ntinue		1

Goal 5: IMPROVED CURRICULUM AND INSTRUCTION: Pottsboro High School will engage in rigorous and relevant curriculum using creative and innovative instruction and technology to prepare students for graduation and post-secondary success.

Performance Objective 1: Teachers will align all subject coursework to the district approved curriculum, TEKS Resource System by 2024.

Evaluation Data Sources: Syllabi, Lesson Plans, Assessments

Strategy 1 Details		Reviews		
Strategy 1: Provide all teachers with professional development on TRS.		Formative		Summative
Strategy's Expected Result/Impact: Aligned curriculum K-12 Staff Responsible for Monitoring: Curriculum Director, Principals, Teacher leaders.	Nov	Jan	Mar	May
Strategy 2 Details		Rev	iews	
Strategy 2: All teachers will submit weekly lesson plans and six weeks syllabi that aligns to the TRS.	Formative Summ			Summative
Strategy's Expected Result/Impact: Increased accountability for aligned curriculum.  Staff Responsible for Monitoring: Curriculum Director, Principals		Jan	Mar	May
Strategy 3 Details		Rev	iews	
rategy 3: Provide relevant professional development for teachers and support staff on current TEKS, instructional best	Formative			Summative
practice, differentiation, and classroom management.  Strategy's Expected Result/Impact: Improved instructional strategies with aligned curriculum.  Staff Responsible for Monitoring: Principals		Jan	Mar	May
Strategy 4 Details		Rev	iews	<u> </u>
Strategy 4: Teachers will be provided with resources to align curriculum with other campuses.	Formative Summativ			Summative
Strategy's Expected Result/Impact: Improved instructional strategies with aligned curriculum.  Staff Responsible for Monitoring: District Administration and Campus Principals	Nov	Jan	Mar	May
No Progress Continue/Modify	X Discor	ntinue		1

Goal 5: IMPROVED CURRICULUM AND INSTRUCTION: Pottsboro High School will engage in rigorous and relevant curriculum using creative and innovative instruction and technology to prepare students for graduation and post-secondary success.

**Performance Objective 2:** Continuing PLC implementation will allow teacher teams and collaborative groups to regularly interact in order to address common issues regarding curriculum, assessment, instruction, and the achievement of all students.

Strategy 1 Details		Reviews		
Strategy 1: Provide specialized training on the PLC structure to ensure implementation of PLCs is effective.		Formative		Summative
Strategy's Expected Result/Impact: Improved knowledge of PLC processes.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Principals				
Strategy 2 Details		Rev	views	
Strategy 2: The master schedule will be collaboratively created to ensure instructional and planning time is maximized.		Formative		Summative
Strategy's Expected Result/Impact: Increased in time allotted for collaboration during the school day.	Nov	Jan	Mar	May
Staff Responsible for Monitoring: Principals, counselors, PEIMS coordinator				
Strategy 3 Details	Reviews			
Strategy 3: Each PLC (during IDC days) will use data to evaluate student performance, and as a PLC, determine how to		Formative		
adjust instructional strategies to improve learning outcomes.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Improved student performance				
Staff Responsible for Monitoring: Principals, Teachers				
Strategy 4 Details		Rev	views	
Strategy 4: A leadership team PLC will be implemented and will meet weekly to collaborate on campus needs and student		Formative		Summative
performance levels.	Nov	Jan	Mar	May
<b>Strategy's Expected Result/Impact:</b> Improved use of the PLC structure to determine student progress on academic measures in order to intervene or provide enrichment in a timely manner.				
Staff Responsible for Monitoring: Principals, Counselors, Teachers				
Stan Responsible for Monitoring. Timespais, Counsciols, Teachers				
Strategy 5 Details		Rev	views	
Strategy 5: All PLCs will submit weekly PLC notes that include data set used, research-based instructional strategies, RTI		Formative		Summative
recommendations, and an agenda for the meeting.	Nov	Jan	Mar	May
Strategy's Expected Result/Impact: Increased communication and accountability		1	1	<del>-  </del>

Staff Responsible for Monitoring: Principals, Teachers					
No Progress 100% Ac	complished — Cor	ntinue/Modify	X Discont	inue	

Goal 5: IMPROVED CURRICULUM AND INSTRUCTION: Pottsboro High School will engage in rigorous and relevant curriculum using creative and innovative instruction and technology to prepare students for graduation and post-secondary success.

**Performance Objective 3:** Curriculum and instruction will be improved in order to increase all student performance levels using the 3 domains of the state accountability metric, student achievement, school progress, and closing the gaps as the metric.

Evaluation Data Sources: Txschools.gov, STAAR Remediation

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Strategy 6 Details	Reviews				
tegy 6: Teachers will be trained in instruction in formative assessment and the gradual release model, as well as for		Formative			
SAT/ACT/EOC/PSAT/AP/TSI in their subject area where applicable.	Nov	Nov Jan		ar May	
Strategy's Expected Result/Impact: Increase in SAT/ACT/EOC/PSAT/AP/TSI scores.  Staff Responsible for Monitoring: Administrators.					
No Progress Accomplished — Continue/Modify	X Discon	tinue			

Goal 6: PROCESSES AND PROGRAMS: Pottsboro High School will recruit, employ, develop, and retain staff that proactively engages students for success.

Performance Objective 1: Pottsboro High School will have collaborative systems in place to improve the efficiency and effectiveness of all staff.

Strategy 1 Details		Reviews			
Strategy 1: Communicate through STRIVE, pre-conference, observations, post-conference and summatives to review	Formative			Summative	
teacher goal progress.	Nov	Jan	Mar	May	
Strategy's Expected Result/Impact: Teachers will be more aware of performance and PD opportunities.					
Staff Responsible for Monitoring: Campus Principals					
Strategy 2 Details	Reviews			-1	
Strategy 2: Staff will attend professional development that is aligned to teacher TTESS goals that are specific to their areas	Formative Summative			Summative	
of refinement.	Nov	Jan	Mar	May	
Strategy's Expected Result/Impact: Improved teacher performance.					
Staff Responsible for Monitoring: Principals, Teachers					
Strategy 3 Details		Rev	views		
Strategy 3: Faculty will attend regular staff meetings.	Formative Summativ			Summative	
Strategy's Expected Result/Impact: Improved communication, morale, and collaboration.	Nov	Jan	Mar	May	
Staff Responsible for Monitoring: Principals, Staff					
Strategy 4 Details		Rev	iews		
Strategy 4: Dress code will meet community expectations.	Formative Summativ			Summative	
Strategy's Expected Result/Impact: Consistent dress code enforcement will increase student and staff morale.	Nov	Jan	Mar	May	
Staff Responsible for Monitoring: Principals and Teachers					
No Progress Continue/Modify	X Discon	tinue			

# 2023-2024 Campus Site-Based Committee

Committee Role	Name	Position	
Classroom Teacher	Jackie Deen	Band Director	
Classroom Teacher	Erin Thorpe	CTE Teacher	
Counselor	Tandee Hughes	Counselor	
Classroom Teacher	Phil Shope	Social Studies Teacher/Coach	
Administrator	Kensie Woods	Principal	
Classroom Teacher	Ashlee Dyer	CTE Teacher	
Parent	Heather McLaren	Parent	
Classroom Teacher	Marina Jarvis	Biology Teacher	
Classroom Teacher	Cody Patterson	Special Education Teacher	
Classroom Teacher	Sharon Kennedy	Special Education Teacher	
Classroom Teacher	Vivianne Wesley	English Teacher	

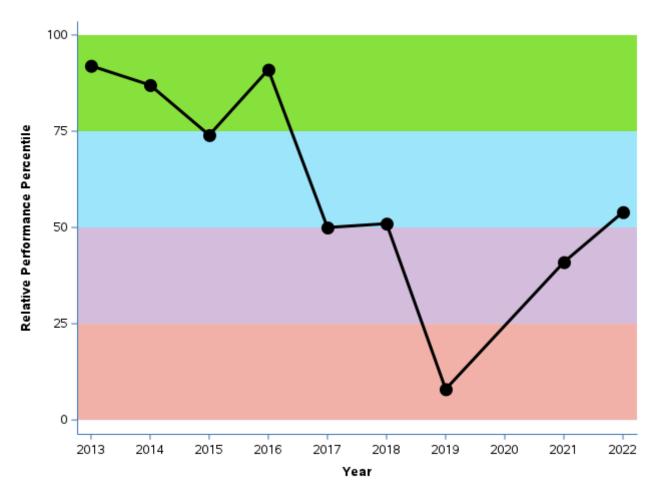
# **Campus Funding Summary**

			199 General Fund		
Goal	Objective	Strategy	Resources Needed Account Code	Amount	
1	1	4	Edmentum: Plato Curriculum for Credit Recovery	\$4,700.00	
1	3	1	Naviance	\$8,000.00	
1	5	1	BOY testing	\$5,000.00	
1	6	3	CTE Certification Tests	\$18,000.00	
4	1	4	SMORE Newsletter Software	\$80.00	
			Sub-Total	\$35,780.00	
			Title 11		
Goal	Objective	Strategy	Resources Needed Account Code	Amount	
1	4	3	AP Summer Institute Training	\$3,500.00	
			Sub-Tota	\$3,500.00	
			Campus Activity		
Goal	Objective	Strategy	Resources Needed Account Code	Amount	
1	1	1	Incentive Items/Prizes	\$0.00	
			Sub-Tot	<b>al</b> \$0.00	
			Activity Account		
Goal	Objective	Strategy	Resources Needed Account Code	Amount	
3	1	3	Incentives PTO Account	\$2,000.00	
3	2	1		\$2,500.00	
		•	Sub-Tota Sub-Tota	\$4,500.00	

# **Addendums**

10/10/22, 7:55 PM TPRS

# Texas Education Agency 2021-22 Relative Performance History POTTSBORO H S (091913001) - POTTSBORO ISD - GRAYSON COUNTY



Year	% Economically Disadvantaged	STAAR Score	CCMR Score	Relative Performance Raw Score	Relative Performance Percentile
2013	27.2	52		52	92
2014	31.3	55		55	87
2015	32.1	55		55	74
2016	32.1	57		57	91
2017	31.4	53		53	50
2018	30.8	55	54	55	51
2019	29.7	57	54	56	8
2021	27.7	54	68	61	41
2022	26.9	54	77	66	54

TEA | School Programs | Assessment and Reporting | Performance Reporting

10/10/22, 7:56 PM TEA

### **Texas Education Agency** 2022 Accountability Ratings Overall Summary POTTSBORO H S (091913001) - POTTSBORO ISD - GRAYSON COUNTY

### **Accountability Rating Summary**

	Component Score	Scaled Score	Rating
Overall		87	В
Student Achievement		90	А
STAAR Performance	54	82	
College, Career and Military Readiness	77	94	
Graduation Rate	100	100	
School Progress		82	В
Academic Growth	60	66	Not Rated: Senate Bill 1365
Relative Performance (Eco Dis: 26.9%)	66	82	В
Closing the Gaps	69	80	В

<sup>\*</sup> To align with Senate Bill 1365, a Not Rated label is used when the domain or overall scaled score is less th

### **Identification of Schools for Improvement**

This campus is NOT identified for comprehensive support and improvement, targeted support and improvement, or additional targeted support.

### **Distinction Designations**

- X ELA/Reading
- X Mathematics
- X Science
- X Social Studies
- X Comparative Academic Growth
- X Postsecondary Readiness
- ✗ Comparative Closing the Gaps

Released August 2022

TEA | School Programs | Assessment and Reporting | Performance Reporting