

Huntsville Independent School District
Texas Online Preparatory School High School
2021-2022 Goals/Performance Objectives/Strategies

Mission Statement

TOPS is a partnership of families, teachers, and administrators that empowers students in a flexible learning environment with challenging curriculum, regardless of geographic, financial, or demographic circumstance. Our continuing mission is to provide Texas students with an excellent education that is grounded in high academic standards, in order to help our students achieve their full academic and social potential.

Vision

Today we learn, tomorrow we lead!

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Goals

Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 1: Increase the percent of students at each of the Approaches, Meets, and Masters Level on STAAR.

Evaluation Data Sources: Data from state assessments and common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS HS will use a focused strategy of targeted instruction based on smaller class-sizes, homogeneous ability levels, increased learning time through additional live class connect sessions, and an adaptive remediation program to address 9th grade students in math and reading.</p> <p>Strategy's Expected Result/Impact: TOPS will increase the percent of students in Approaches, Meets, and Masters Level on STAAR and decrease the percent of students in Did Not Meet.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1</p>	Formative			Summative
	Oct	Jan	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: TOPS High School will require critical thinking in 100% of high school courses through the use of writing and real-world applications.</p> <p>Strategy's Expected Result/Impact: Increase the number of students who earn Meets and Masters.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 2: Effective, Well-Supported Teachers, Lever 3: Positive School Culture, Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 4</p>	Formative			Summative
	Oct	Jan	Mar	June
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Performance Objective 1 Problem Statements:

Student Learning
<p>Problem Statement 1: 17% of Algebra 1 students earned a Meets or Masters on EOC. Root Cause: Math skill gaps are widening from 3rd grade up based on prior STAAR/EOC data.</p>

Student Learning





Problem Statement 4: 64% of English Language Learners did not show progress on TELPAS. **Root Cause:** Inconsistent implementation of writing, speaking, and reading for all English Language Learners.

Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 2: Increase the percent of students in all special programs scoring at each of the Approaches, Meets and Masters Level on STAAR.

Evaluation Data Sources: Data from state assessments and common assessments

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will utilize additional positions, including interventionists and coaches to improve best practices in instruction and improve student mastery.</p> <p>Strategy's Expected Result/Impact: At-risk students will improve in all areas of EOC and the disparity between the two groups will decrease.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - TEA Priorities: Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4 - Perceptions 1</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: TOPS High School will monitor all special population students at a minimum of monthly through individual staff data analysis.</p> <p>Strategy's Expected Result/Impact: Increase awareness of individual student progress and improve proactive support.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4 - Perceptions 1</p>	Formative			Summative
	Oct	Jan	Mar	June
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Performance Objective 2 Problem Statements:

Demographics
<p>Problem Statement 1: 26% of high school students are brand new to TOPS. Root Cause: Students turnover is high with the top reasons of lack of socialization and spot opened at preferred school.</p>
Student Learning
<p>Problem Statement 1: 17% of Algebra 1 students earned a Meets or Masters on EOC. Root Cause: Math skill gaps are widening from 3rd grade up based on prior STAAR/EOC data.</p>
<p>Problem Statement 4: 64% of English Language Learners did not show progress on TELPAS. Root Cause: Inconsistent implementation of writing, speaking, and reading for all English Language Learners.</p>

Perceptions

Problem Statement 1: Parents and external stakeholders have limited understanding of all programs offered at TOPS High School. Parents surveyed from SWOT shared 38% felt they understood all the components of graduation requirements. **Root Cause:** Education jargon used often in communication. Oversharing of information via one method - email.





Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 3: Increase the percent of students meeting or exceeding growth in mathematics and ELA/reading.

Evaluation Data Sources: Data from state assessments and common assessments, NWEA MAP growth

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS HS will use common formative assessments to target instruction in smaller class-sizes, homogeneous ability levels, and increased learning time through additional live class connect sessions.</p> <p>Strategy's Expected Result/Impact: Meet the Growth target for all students in Mathematics and Reading.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Build a foundation of reading and math, Improve low-performing schools - ESF Levers: Lever 4: High-Quality Curriculum, Lever 5: Effective Instruction</p> <p>Problem Statements: Student Learning 1, 4</p>	Formative			Summative
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Performance Objective 3 Problem Statements:





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Goal 1: ACADEMIC PERFORMANCE

All students will achieve academic success and demonstrate growth.

Performance Objective 4: Increase the percent of students meeting College, Career and Military Readiness criteria.

Evaluation Data Sources: CCMR Tracker, IBC Results

Strategy 1 Details	Reviews			
<p>Strategy 1: All freshman will be inducted into a Freshman Academy to ensure a stronger beginning on the pathway to graduation and earning a CCMR point.</p> <p>Strategy's Expected Result/Impact: All 9th graders will be monitored to ensure they stay on track for graduation and earning a CCMR point.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>TEA Priorities: Connect high school to career and college - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Student Learning 3 - School Processes & Programs 1</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: TOPS High School will increase pathway offerings and IBCs.</p> <p>Strategy's Expected Result/Impact: Through a variety of pathways being offered, student choice and interest will increase and IBC completion will increase.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Demographics 1 - Student Learning 1 - Perceptions 1</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: TOPS High School will implement a monthly TSI awareness campaign beginning September 1st to all high school students.</p> <p>Strategy's Expected Result/Impact: Through increased awareness, parents and students will understand the value of the TSIA2 program and how the assessment can support college/career goals.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Demographics 1 - Perceptions 1</p>	Formative			Summative
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Strategy 4 Details	Reviews			
<p>Strategy 4: TOPS High School will implement Bridge Courses for 4th year math and ELA.</p> <p>Strategy's Expected Result/Impact: Increase student graduation rate and college/career acceptance rate.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Problem Statements: Demographics 1 - Perceptions 1</p>	Formative			Summative
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Performance Objective 4 Problem Statements:

Demographics

Problem Statement 1: 26% of high school students are brand new to TOPS. **Root Cause:** Students turnover is high with the top reasons of lack of socialization and spot opened at preferred school.

Student Learning

Problem Statement 1: 17% of Algebra 1 students earned a Meets or Masters on EOC. **Root Cause:** Math skill gaps are widening from 3rd grade up based on prior STAAR/EOC data.

Problem Statement 3: 27% of students have met CCMR goal. **Root Cause:** Not enough awareness of importance of CCMR and life after high school.

School Processes & Programs

Problem Statement 1: 27% of students have met CCMR goal. **Root Cause:** Not enough awareness of importance of CCMR and life after high school.

Perceptions





Problem Statement 1: Parents and external stakeholders have limited understanding of all programs offered at TOPS High School. Parents surveyed from SWOT shared 38% felt they understood all the components of graduation requirements. **Root Cause:** Education jargon used often in communication. Oversharing of information via one method - email.

Goal 2: SAFE SCHOOLS

All schools will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 1: Implement procedures and systems that promote and support positive behaviors and social and emotional well-being.

Evaluation Data Sources: Attendance to sessions

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will create homeroom PODS that incorporate SEL and weekly check ins for all students.</p> <p>Strategy's Expected Result/Impact: Students will feel more comfortable building relationships, expectations will be discussed, and students will feel supported in the virtual learning environment.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4 - Perceptions 1</p>	Formative			Summative
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Strategy 2 Details	Reviews			
<p>Strategy 2: Create targeted support for increased parent involvement of at-risk students.</p> <p>Strategy's Expected Result/Impact: Increased engagement of at-risk students</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4 - Perceptions 1</p>	Formative			Summative
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Strategy 3 Details	Reviews			
<p>Strategy 3: Create a support plan for at-risk students by adding staff, resources, and programs to facilitate positive student behaviors and mental health.</p> <p>Strategy's Expected Result/Impact: Increased engagement of at-risk students with academic supports.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.6 - ESF Levers: Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4 - Perceptions 1</p>	Formative			Summative
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Goal 2: SAFE SCHOOLS

All schools will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 2: Monitor and assess the effectiveness of the district health, safety and emergency plans.

Evaluation Data Sources: Internal Student Escalations tracker; Discipline or behavioral reports from state testing sites

Strategy 1 Details	Reviews			
<p>Strategy 1: Develop, monitor, and continuously improve the crisis prevention plan within the online school. This should include more timely responses to students in crisis, as well as proactive implementation of systems to support students who respond to staff with mental health concerns.</p> <p>Strategy's Expected Result/Impact: Students in crisis will be referred to proper authorities; students identified and exhibiting mental health concerns will be provided tools and supports within 30 days of school start.</p> <p>Staff Responsible for Monitoring: Head of School</p> <p>Title I Schoolwide Elements: 2.6, 3.1 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4</p>	Formative			Summative
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Performance Objective 2 Problem Statements:





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Goal 2: SAFE SCHOOLS

All schools will promote nurturing, safe and secure places for students, staff and parents.

Performance Objective 3: Provide and reinforce character education opportunities to increase positive interactions among and between students and staff.

Evaluation Data Sources: District discipline data
Character education program and implementation plan

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will implement character education through the use of Social Emotional Learning in all POD activities, monthly staff meetings, and within all family newsletters.</p> <p>Strategy's Expected Result/Impact: Improve student relationships, overall health and contribute to a positive culture.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.5, 2.6 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Demographics 1 - Perceptions 1</p>	Formative			Summative
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



Goal 3: COMMUNITY INVOLVEMENT

The District will provide parent and community partnerships in an environment that promotes trust through effective communication.

Performance Objective 1: Provide opportunities for parent and community involvement which promote academic achievement, and school climate.

Evaluation Data Sources: Student/family pulse checks, attendance to virtual and in-person outings

Strategy 1 Details	Reviews			
Strategy 1: TOPS High School will implement monthly collaboration among all stakeholders. Strategy's Expected Result/Impact: Increase parent and student communication with teachers and overall culture. Staff Responsible for Monitoring: Head of School Title I Schoolwide Elements: 3.1, 3.2 - TEA Priorities: Connect high school to career and college - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture Problem Statements: Demographics 1 - Student Learning 1, 4 - Perceptions 1	Formative			Summative
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Goal 3: COMMUNITY INVOLVEMENT

The District will provide parent and community partnerships in an environment that promotes trust through effective communication.

Performance Objective 2: Provide a variety of communication methods to share information with parents, students and community stakeholders.

Evaluation Data Sources: Student/family pulse check, TOPS social media platforms

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will implement monthly collaboration via live interactive sessions with stakeholders and weekly communication via email.</p> <p>Strategy's Expected Result/Impact: This will improve relationships, community involvement, and overall student learning.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 3.1, 3.2</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
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Performance Objective 2 Problem Statements:





Perceptions
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Goal 3: COMMUNITY INVOLVEMENT

The District will provide parent and community partnerships in an environment that promotes trust through effective communication.

Performance Objective 3: Provide district and campus opportunities which encourage and support parent and family engagement in the education of their children.

Evaluation Data Sources: Student/family pulse check, attendance to Learning Coach activities

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will incorporate monthly Learning Coach activities to foster community and involvement.</p> <p>Strategy's Expected Result/Impact: Parents will take a more direct role in counseling students on study habits, as well as become more familiar with the online school's processes and practices.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 3.1, 3.2 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture</p> <p>Problem Statements: Perceptions 1</p>	Formative			Summative
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Performance Objective 3 Problem Statements:





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Goal 4: RESOURCES

The District will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.

Performance Objective 1: Implement a budget development process that ensures resources are identified, prioritized, aligned and allocated to reflect the district's mission and core belief statements.

Evaluation Data Sources: Monthly Finance meetings; SOX compliance





Strategy 1 Details	Reviews			
<p>Strategy 1: Develop budget alongside K12 Finance, Vice President, and Human Resource officer. Ensure cost-allocations are appropriate, as well as aligned to district's projections with regard to funding.</p> <p>Strategy's Expected Result/Impact: Fiscal year close will result in favorable usage of monies aligned to cost-allocations across departments and campuses.</p> <p>Staff Responsible for Monitoring: Head of School</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning</p>	Formative			Summative
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Goal 4: RESOURCES

The District will ensure fiscal accountability and responsibility through alignment and sound stewardship of our financial resources.

Performance Objective 2: Develop and implement a plan to maintain and/or improve the educational environment and capabilities of our facilities.

Evaluation Data Sources: Monthly asynchronous course walkthroughs by admin

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will complete course data dives to ensure curriculum and platform is 100% aligned to standards and properly working from student experience.</p> <p>Strategy's Expected Result/Impact: Students will improve in curriculum completion and overall mastery.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning</p> <p>Problem Statements: Student Learning 1, 4</p>	Formative			Summative
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Performance Objective 2 Problem Statements:

Student Learning
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Goal 5: STAFF

The District will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 1: Hire and retain qualified personnel using district developed processes and procedures.

Evaluation Data Sources: Training completions and attendance

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will utilize teacher trainers to onboard new staff and support targeted professional development.</p> <p>Strategy's Expected Result/Impact: Newly hired teachers will be proficient in virtual instructional strategies.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5 - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> <p>Problem Statements: Demographics 1 - Student Learning 1</p>	Formative			Summative
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Goal 5: STAFF

The District will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 2: Increase recruiting of qualified teachers for all positions with an emphasis on critical need areas such as, math, science, bilingual education and foreign languages.

Evaluation Data Sources: All positions filled with highly qualified, competent educators prepared to meet the needs of student learners.

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS High School will increase awareness of open positions through targeted social media and current employees.</p> <p>Strategy's Expected Result/Impact: All positions will be fully staff by highly qualified teachers so that there is minimal disruption to students even during staff turnover or quick enrollment increases.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4 - Perceptions 1</p>	Formative			Summative
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Goal 5: STAFF

The District will retain and recruit qualified staff that will maintain standards that foster student success.

Performance Objective 3: Refine a plan to provide high quality professional development that fosters growth and includes tiered support for all teachers and staff.

Evaluation Data Sources: Report Card Pass Rates, Graduation Rate, STAAR Performance

Strategy 1 Details	Reviews			
<p>Strategy 1: TOPS will utilize teacher trainers to provide high-quality professional development with a focus on supporting at-risk and educationally disadvantaged students.</p> <p>Strategy's Expected Result/Impact: Lower the disparity between educationally disadvantaged and non-disadvantaged students on pass rates, graduation rate, and STAAR.</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I Schoolwide Elements: 2.4, 2.5, 2.6 - TEA Priorities: Recruit, support, retain teachers and principals, Improve low-performing schools - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Effective, Well-Supported Teachers</p> <p>Problem Statements: Demographics 1 - Student Learning 1, 4</p>	Formative			Summative
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