

**O'Donnell ISD
2018-2019
District Improvement Plan**

Flying Forever Strong...Challenging Minds and Building Futures



Mission Statement

Policy AE

Mission Statement: The mission of O'Donnell I.S.D. is to provide a well – rounded education that focuses on post - secondary success and develops an individual capable of adjusting successfully to life in a changing society. The district is committed to high expectations, pride in the community, a safe and inviting environment, and a creative, enjoyable learning experience for all.

Vision / Motto

Flying Strong...Challenging Minds and Building Futures

2018-2019 Objective

The overarching objectives for the 2018-2019 school year is to prepare students for post - secondary success.

2018-2019 District Goals

1. O'Donnell ISD students are academically challenged and highly engaged in their education.
2. O'Donnell ISD operations and fiscal management practices support future needs of the students and community.
3. O'Donnell ISD uses effective communication that promotes partnerships enhancing the positive learning experiences of all students.
4. O'Donnell ISD has high performing, student centered teachers.
5. O'Donnell ISD promotes a positive, fun and safe learning environment.
6. O'Donnell ISD graduates have a roadmap for their future and the skills necessary to be productive citizens.

2018-2019 District Improvement Plan Smart Goals

Priority 1: By May 2019, the climate surveys submitted by stakeholders will show only responses in the top two categories. This will be a 14% increase in positive responses.

Priority 2: The percentage of students in grades 3 – 8 who meet or exceed grade level performance on STAAR reading will increase from 31% to 44% by May 2019.

Priority 3: The total number of graduates earning CCMR will increase from 76% to 85% by May 2019.

Priority 4: By May 2019, 39% of students who complete the STAAR will Meet grade level standard.

Core Values

1. Students' First – Decisions are made in the best interest of the students.
2. Integrity – We are kind, respectful and honest.
3. High Expectations – All students and staff are expected to challenge and exceed expectations, never lowering them.
4. Strong Work Ethic – We value, recognize and exhibit a strong work ethic centered on care of the community and students.
5. Character – We value character and the 10 Commandments in the Bible that promote positive character. We take responsibility.

Funding Sources

The district uses the following fund sources to improve our educational programs:

<u>Fund Source</u>	<u>Allocation Amount</u>	<u>Fund Source</u>	<u>Allocation Amount</u>
Title I, Part A	\$129,248	Comp Ed	\$383,042
Title I, Part C – Migrant	\$20,678	Career and Tech	\$342,089
Title II, Part A	\$9,400	GT	\$ 13,398
Title III, Part A – LEP	\$700	HS Allotment	\$ 21,038
IDEA B – SPED	\$0	Special Ed	\$224,631
Perkins	\$2948	Bilingual	\$ 16,656
Perkins Reserve	\$11,111	Local	\$4,581,846
Principal Prep	\$3,627		
Title IV, Part A	\$10,000		

FTE: TEACHERS 21 Full Time

Site Base Membership

Cathy Palmer, Superintendent
 Sharla Edwards, Administrator
 Cody White, Administrator
 Melissa Clark, Business Manager
 Heidi Cobb, School Nurse
 Casey Owens, CATE Teacher
 Nancy Franklin, Teacher
 Nympha Renteria, Parent

School Board of Trustees

Mandy Stidham
 Randy Cook
 Billy Edwards
 Landon Mires
 Jacob Lowe
 Monty Hancock
 Melissa Pedroza

Meeting Dates

School Board Meeting – October 25, 2018
 Visioning Meeting September 29, 2018
 Surveys – September 17 – October 17, 2018
 District Stakeholder Meeting – October 23, 2018

Table of Contents

Comprehensive Needs Assessment	6
Other Identified Needs	10
Priority 1.....	14
Priority 2.....	17
Priority 3	20
Priority 4.....	22
Performance Data	Appendix I
Survey Data.....	Appendix II

Comprehensive Needs Assessment

Commissioner Priority 1: Recruit, support, and retain teachers or principals	Commissioner Priority 2: Build a foundation of reading and math	Commissioner Priority 3: Connect high school to career and college	Commissioner Priority 4: Improve low-performing schools	LEA Priority 1
Problem Statement:				
Relationships between school district stakeholders demonstrate that parents and students do not feel supported which leads to a breakdown in overall climate at school.				
Root Cause(s):				
Perceptions negative based on the disparity that exists between the demographics of our student population and the teachers. There is not a positive relationship between the school and parents so neither group feels supported.				
SMART Goal (1 year goal):				
By May 2019, the climate surveys submitted by stakeholders will show only responses in the top two categories. This will be a 14% increase in positive responses.				
3 year Goal: to create a supportive, positive school environment that challenges students to do their best and strengthens the relationship between community stakeholders and school personnel. The school personnel will more reflect the student demographic decreasing the disparity from 45 percentage point to 20 percentage point by August 2021.				
What are our primary strategies/ activities or significant initiatives that we think will move the needle on this goal?	Who is the primary audience for these strategies/ activities (i.e. principals, math teachers, elementary teachers, etc....)?	With how many schools/students will this strategy/program work?	Formative Metrics - How will you collect data for this goal? (How it will be implemented - the frequency, using what instrument, who will be responsible, etc..)	Which CSF will be directly impacted by this activity?

5 Community meetings to share positive practices including mental health training.	All stakeholders	All Students	Sign in sheets Survey responses	Priority 1
Media Campaign focusing on positive practices/activities	All stakeholders	All Students	Facebook, Newspaper, Survey responses	Priority 1
Seek to Grow our Own teachers and hire teachers that reflect the demographics of the students	All Stakeholders	All Students	PEIMS data – teacher demographics	Priority 1

Reviews:

November 2018	January 2019	April 2019	August 2019

Commissioner Priority 1: Recruit, support, and retain teachers or principals	Commissioner Priority 2: Build a foundation of reading and math	Commissioner Priority 3: Connect high school to career and college	Commissioner Priority 4: Improve low-performing schools	LEA Priority 2
Problem Statement: Only 31% of students in grades 3 – 8 met grade level standard on the STAAR Reading.				
Root Cause(s): Lack of consistency in Reading Instruction in grade Prek- 8				
SMART Goal (1 year goal): The percentage of students in grades 3 – 8 who meet or exceed grade level performance on STAAR reading will increase from 31% to 44% by May 2019. 3 year Goal: The percentage of students in grades 3 – 8 wo meet or exceed grade level performance on STAAR reading will increase to 60% by May 2021.				
What are our primary strategies/ activities or significant initiatives that we think will move the needle on this goal?	Who is the primary audience for these strategies/ activities (i.e. principals, math teachers, elementary teachers, etc....)?	With how many schools/students will this strategy/program work?	Formative Metrics - How will you collect data for this goal? (How it will be implemented - the frequency, using what instrument, who will be responsible, etc..)	Which CSF will be directly impacted by this activity?
Data Meetings (PLC's)	Teachers in Grades Prek – 8	170 – all students in grades Prek – 8	Data will be desegregated and shared throughout the year – meetings will occur 1 time each 6 weeks for teachers in grades Prek – 8	Priority 2
Year at a Glance	Teachers in grades Prek – 8 will visit the YAG in the Data meetings and determine shortfalls	170 – all students in grades Prek – 8	Year at a glance will be used and monitored throughout the year by teachers in grades Prek – 8	Priority 2

	and develop strategies to address them.			
Lesson Planning	Lesson Plans will be submitted online for secondary and paper in elementary.	170 – all students in grades Prek – 8	The Lesson Plans will be monitored and adjusted based on the data provided in the data meetings.	Priority 2

Reviews:

November 2018	January 2019	April 2019	August 2019

Commissioner Priority 1: Recruit, support, and retain teachers or principals	Commissioner Priority 2: Build a foundation of reading and math	Commissioner Priority 3: Connect high school to career and college	Commissioner Priority 4: Improve low-performing schools	LEA Priority 3
Problem Statement: The school had 76% of the students earn CCMR Credit in the 2018 accountability system.				
Root Cause(s): A focus was not placed on earning CCMR until the 2018 school year.				
SMART Goal (1 year goal): the total number of graduates earning CCMR will increase from 76% to 85% by May 2019.				
3 year Goal: The total number of graduates earning CCMR will increase to 100% by May 2021.				
What are our primary strategies/ activities or significant initiatives that we think will move the needle on this goal?	Who is the primary audience for these strategies/ activities (i.e. principals, math teachers, elementary teachers, etc....)?	With how many schools/students will this strategy/program work?	Formative Metrics - How will you collect data for this goal? (How it will be implemented - the frequency, using what instrument, who will be responsible, etc..)	Which CSF will be directly impacted by this activity?
Plans will be developed for each student enrolled in high school to earn the CCMR.	85 students – all students enrolled in grades 9 – 12.	85 students – all students enrolled in grades 9 – 12	PEIMS data – will be desegregated each fall and spring to ensure the school is making progress toward goal.	Priority 3

Reviews:

November 2018	January 2019	April 2019	August 2019

Commissioner Priority 1: Recruit, support, and retain teachers or principals	Commissioner Priority 2: Build a foundation of reading and math	Commissioner Priority 3: Connect high school to career and college	Commissioner Priority 4: Improve low-performing schools	LEA Priority 4
Problem Statement: In May 2018, 29% of the students who completed the STAAR Met grade level standard.				
Root Cause(s): Lack of consistency in Reading, Math, Social Studies and Science Instruction in grades Prek – 12.				
<p>SMART Goal (1 year goal): By May 2019, 39% of students who complete the STAAR will Meet grade level standard.</p> <p>3 year Goal: By May 2021, 60% of students who complete the STAAR will Meet grade level standard.</p>				
What are our primary strategies/ activities or significant initiatives that we think will move the needle on this goal?	Who is the primary audience for these strategies/ activities (i.e. principals, math teachers, elementary teachers, etc....)?	With how many schools/students will this strategy/program work?	Formative Metrics - How will you collect data for this goal? (How it will be implemented - the frequency, using what instrument, who will be responsible, etc..)	Which CSF will be directly impacted by this activity?
Data Meetings (PLC's)	Teachers in grades Prek – 10	280 – All students enrolled in grades Prek – 10	Data will be desegregated and shared throughout the year – meetings will occur 1 time each 6 weeks for teachers in grades Prek – 10	Priority 4
Year at a Glance	Teachers in grades Prek – 10 will visit the YAG in the Data meetings and determine shortfalls	280 – All students enrolled in grades Prek – 10	Year at a glance will be used and monitored throughout the year by teachers in grades Prek – 10	Priority 4

	and develop strategies to address them.			
Lesson Planning	Lesson Plans will be submitted online for secondary and paper in elementary.	280 – All students enrolled in grades Prek – 10	The Lesson Plans will be monitored and adjusted based on the data provided in the data meetings.	Priority 4

Reviews:

November 2018	January 2019	April 2019	August 2019

Two times in the 2018-2019 school year, the district released “State of the School” which is an analysis of all elements of the school. These documents are attached. They outline the needs assessments/surveys created to analyze all areas of the school.

Identified Needs

Using the following data, OISD developed the Identified Needs to address during the 2018-2019 school year.

1. STAAR Met standard performance is at 29%.
2. CCMR attainment at graduation is at 76%
3. 31% of students in grades 3 -8 met grade level standard on the STAAR Reading test.
4. Increase student engagement
5. Relationships between school district stakeholders demonstrate that parents and students do not feel supported which leads to a breakdown in overall climate at school.
6. The communication between school and parents must be improved.
7. Instructional and curricular alignment is needed at all levels and in all subject areas.
8. Incorporate violence prevention practices that promote positive mental and behavioral health.
9. Create opportunities for Dual Credit, Work Place Preparation and University and College Training while in high school.

Priority 1: By May 2019, the climate surveys submitted by stakeholders will show only responses in the top two categories. This will be a 14% increase in positive responses.

Summative Evaluation: Spring 2019 Stakeholder survey and Fall 2019 Stakeholder survey.

Identified Need	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timeline	Formative Reviews			
Other Goals									
4,7	Newsletters will be developed that highlight achievements, changes and progress of the district.	Superintendent Principals	Newsletters, State of the School	General Fund Title I, Local Funds	2 times yearly				
4,7	Provide parent meetings that highlight changes in curriculum and academic requires	Principals Curriculum Director Superintendent	Training Documentation	General Fund Title I, A IDEA	2 times yearly				
4,7	Solicit parent involvement with personal invitation to participate and serve on campus committees. Provide Title I compacts and parental involvement policies to all parents.	Principals Superintendent	Parent participation	General Fund Title I,A Comp Ed	2 times yearly				
4,7	Continue to use Automatic Phone to call parents during school year	Superintendent Principals	Parent participation Observation	General Fund	Ongoing Weekly				

	Incorporate an App platform to reach all parents								
4,7	Continue to use webpage to disseminate information to all stake holders	Superintendent Technology Manager Principals	Technology Plan Parent Participation Observation	General Fund	Ongoing Semester				
4,7	Coordinate and integrate Title I, Part A services with other educational services such as Pre school programs, LEP programs, special education programs, migrant students, in order to increase the program effectiveness, eliminate duplication and reduce fragmentation of the instructional process	Principals	Lesson Plans, Schedules, Agendas and Minutes of Planning meetings	Title I, Part A funds General Fund Title III Title I,c IDEA	Each 6 weeks analysis				
4,7									
4,7	Conduct an annual Title I meeting with parents in order to inform parents of the school's participation in Title I, Part A and explain requirements and rights of parents to be involved	Principals	Sign In Sheet -	Title I, A	Fall, 2017				
9,3	Review and revise the District Emergency Operations Plan	Superintendent	Emergency Operations Plan in Place	Local Funds	January 2019				
9	Communicate Safety Measures to parents and community	Superintendent Principals	Newsletters, Website and Meetings	General Fund	2 times each Semester				
9	Provide training for all staff in recognition and prevention of harassment including: disability harassment, dating violence, reporting child abuse, bullying and suicide	Superintendent Counselors	Training Documentation	Grant: COG	1 time Fall				

9	Provide counseling training on raising emotional intelligence to parents, students and teachers	Superintendent Counselors	Training Documentation	Grant: COG	4 times Annually – HS Students, 2 times annually Elementa ry Students, 4 Times Annually Parents				
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✘ - Discontinue ○ - No Progress ● - Some Progress ● - Complete

Priority 2: The percentage of students in grades 3 – 8 who meet or exceed grade level performance on STAAR reading will increase from 31% to 44% by May 2019.

Formative Evaluation: Student Achievement scores on the 2019 student assessment.

Identified Need Other Goals	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timelin e	Formative Reviews			
1,2,5 5	Teachers use Cross Curricular Learning and/or provide authentic learning application in lessons	Teacher/ Principals	Lesson Plans, Walk – Through, TTESS, TPESS improved STAAR performance	General Funds Title 1 Comp Ed	Ongoing STAAR Results (May)				
1,2,5 5	Identify students in need of remediation by disaggregation of STAAR results and provide remediation addressing specific SE's for individual students in need	Teacher Principals Special Ed Curriculum director	STAAR Reports After School Attendance	General Fund Title I (Odyssey) Title III Comp Ed	Each 6 Weeks analysis (May)				
1,2,5 5	Identify students in need of remediation by disaggregation of STAAR results and provide remediation addressing specific SE's for individual students in need at Summer School	Teacher Principals Curriculum director	STAAR Reports	General Fund Summer Feeding	Each 6 Weeks analysis				
1,2,5	Identify students in need of remediation in all	Teacher Principals		General Fund	Ongoing Daily				

5	classes/courses and provide remediation addressing specific SE's for individual students in need	Special Ed Curriculum director	Report Cards, Benchmark Tests, Teacher Meetings, Teacher Evaluations After School Attendance	Title I (Odyssey) Comp Ed Title III	Analysis Each 6 weeks				
5,8	Provide Instructional Materials to enhance the reading, writing, math, science and ELA curriculum Grades PK – 12.	Principals	Report Cards STAAR Results	General Fund, Title I	Ongoing Daily				
4									
5,8	Provide scientifically researched based staff development opportunities for all teaching staff in all areas.	Principals	Report Cards, STAAR Results	General Fund, Title I (Region17 Curriculum) Title I C, Title III IDEA	August 2019 Ongoing analysis each 6 weeks				
4									
5,8	Consistently integrate technology, differentiation and enrichment through everyday instructional practices	Principals	Lesson Plans, Student products, Walk - Throughs	General Fund Title I A ERATE IDEA	Ongoing Daily				
4									
5,8	Focus on instructional strategies that reinforce mathematical processes, critical thinking, vocabulary development, fluency, technology and differentiation.	Principals	STAAR Results, Benchmark performance, Grades and increased student engagement	General Fund Title I A REAP	Ongoing Daily				
4,5									
5	Students will be recognized for good attendance during Award Assemblies	Principals	Awards Percentage of Attendance	General Fund	Ongoing Weekly Reports				
5									
3	Parent contact when an individual student's attendance drops below 96%	Principal Attendance Clerk	Daily Attendance Weekly Reporting	General Fund	Ongoing Weekly Reports				
1,5									
5,8,4			Meeting Documentation	General Funds	Each 6 weeks				

5,8,4	Utilize TEKS resource system and Lesson Plans to insure alignment of curriculum	Curriculum director/principals							
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✘ - Discontinue ○ - No Progress \ \ - Some Progress ● - Complete

Priority 3: The total number of graduates earning CCMR will increase from 76% to 85% by May 2019.

Formative Evaluation: Student Achievement, Student Progress and Closing the Gaps performance on the 2019 Accountability Reports.

Identified Need Other Goals	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timeline	Formative Reviews			
5	The district will provide Career Planning, financial aid awareness including FAFSA, educational planning training during the school year	Counselor Principals	Senior Graduation Plans Students planning documentation – PGP and sign in sheets	General Funds	Each 6 Weeks				
5,1	The district will provide Dual Credit opportunities for all students	Counselor Principal	Transcripts, PGP’s and enrollment information	Activity Fund Scholarships General Fund	Each Semester				
5,1	The district will provide opportunity for students to earn certifications in Welding and Business	Counselor Principal	Transcripts, PGP’s and enrollment information	General Fund CTE Funds	Each Semester				
5,1	The district will provide opportunity for students to take	Counselor Principal	Transcripts, PGP’s and enrollment information	General Fund	Each Semester				

	the ACT, TASP during the school year								
5,1	The district will provide opportunity for all students to enroll in a math/reading course to prepare for college if they fail the college entrance exam	Counselor Principal	Transcripts, PGP's and enrollment information	General Fund	Each Semester				
5,1	The district will expand course offerings to CTE course including Education and Training	Counselor Principal	Transcripts, PGP's and enrollment information	CTE Funds GYO Grant	Each Semester				

✘ - Discontinue ○ - No Progress ● - Some Progress ● - Complete

Priority 4: By May 2019, 39% of students who complete the STAAR will meet grade level standard.

Formative Evaluation: Student Achievement, Student Progress and Closing the Gap performance on the 2019 Accountability Reports.

Identified Need Other Goals	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timeline	Formative Reviews			
8	Implement Periodic Walk Through	Principals	Documentation in Eduphoria	General Fund	Monthly				
8	Recruit Highly Qualified staff that allows for rigorous instruction at all levels	Superintendent Principals	Highly Qualified Report	General Fund Title II, A	Summer 2018				
8	Offer new teacher training	Principals	Sign – In Sheets for Training	General Fund	August 2018				
1,2,5,8		Principals		General Fund	Summer 2017				

	Allow for adequate planning time for teachers to collaborate, plan and share best practices		Best practices used in Walk Through, aligned curriculum and project based lessons	Title I,A	End of 6 Weeks				
1,2,5,8	Evaluate culture and climate on campuses	Principals	Walkthrough forms, surveys	General Fund	1 time each semester				
1,2,5	Identify students in need of remediation in all subjects and provide supports to address the specific SE's	Principal Curriculum director	Eduphoria Reports Grades Lesson Plans Data Meeting Documentation	General Fund	1 time a 6 weeks				
1,2,5	Utilize the TEKS Resource system for alignment	Principal Curriculum director	Eduphoria reports Grades Lesson Plans Data Meeting Documentation	General Fund	1 time a 6 weeks				
1,2,5	Utilize Eduphoria for data collection and testing	Principal Curriculum director	Eduphoria reports Grades Lesson Plans Data Meeting Documentation	General Fund	1 time a 6 weeks				

✘ - Discontinue ○ - No Progress ● - Some Progress ● - Complete