

**O'Donnell ISD
2017-2018
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

2017-2018 Objective

The overarching objectives for the 2017-2018 school year is to prepare students for post - secondary success.

2017-2018 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.

2017-2018 District Improvement Plan Smart Goals

1. Increase the number of OISD students who complete advanced/dual credit courses in grades 9 – 12 from 10% in 2017 to 40% in 2018.
2. Increase OISD reading performance on the State Assessment in grades 3 -10 from 64% passing 2-17 to 70% passing in 2018.
3. Increase OISD mathematics performance on the State Assessment in grades 3 – 10 from 69% in 2017 to 75% in 2018.
4. Increase the number of OISD Economically Disadvantaged students passing both reading and mathematics on the State Assessment form 45% in 2017 to 50% in 2018.

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	\$143,609	Comp Ed	\$382,950
Title I, Part C – Migrant	\$12,050	Career and Tech	\$332,712
Title II, Part A	\$10,508	GT	\$ 13,802
Title III, Part A – LEP	\$1862	HS Allotment	\$ 21,160
IDEA B – SPED	\$0	Special Ed	\$236,719
Perkins	\$384	Bilingual	\$ 16,397
FTE: TEACHERS 23 Full Time			

Site Base Membership

Cathy Palmer, Superintendent
 Sharla Edwards, Administrator
 Cody White, Administrator
 Melissa Clark, Business Manager
 Lisa Ray, School Nurse
 Luke Sellers, CATE Teacher
 Nancy Franklin, Teacher
 Terri Small, Parent

School Board of Trustees

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

Meeting Dates

School Board Meeting – August 24, 2017
 Committee Meeting/ COI Meeting – March 27, 2017
 Committee Meeting – September 21, 2017

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Comprehensive Needs Assessment

Demographics

Demographic Summary

O'Donnell ISD is 85% economically disadvantaged, with 7.5% English Language Learners and a mobility rate of 15.25 mobility rate. The district is 75% Hispanic.

Demographic Strengths

O'Donnell ISD serves a very small community but one that is closely connected by shared values and common hopes for the students.

Demographic Needs

Due to the high percentage of Economically Disadvantaged students, there is a high need for exposure to global and world outside the small tight community. There is a lack of experience that shelters the students and makes it difficult to make real world connections.

Student Achievement

Student Achievement Summary

In the new accountability system, O'Donnell ISD has Met Standard and has achieved the target score on all four index's evaluated by the state.

2016 Results

	Index 1	Index 2	Index 3	Index 4
Standard	60	17	30	60
State Performance	71	37	36	75
Regional Performance	70	35	36	76
District Performance	71	42	39	81

2017 Results

	Index 1	Index 2	Index 3	Index 4
Standard	60	17	30	60
State Performance				
Regional Performance				
District Performance	65	36	33	75

Student Achievement Strengths

As the data indicates, the district made great progress in 2016 but fell in 2017. Index 2 is still the strength however with growth in the progress measure. This is well above surrounding area schools. The district has implemented RTI strategies that have effectively improved the progress of the students. In 2017, the district has created a calendar that will drive data disaggregation by the teachers and has moved a counselor to a position that specifies data analysis is one of the platforms in her position. Although the district is still above the state requirements, the fall from the previous year indicates that ongoing monitoring and data decision making is a priority.

Student Achievement Needs

Index #3 is the weakest area last year and the year before and as indicated above, we have made gains in that area however it continues to be an issue. Also Index 4 saw great gains and our district performed well above average regionally and Statewide. The elementary school struggled in Index 4 but the secondary was strong, making us score well above standard. In the future Index 3 may be an issue but our intervention strategies should address any gaps that continue to be problematic.

School Climate and Culture

Climate and Culture Summary

The School is the hub of the community in O'Donnell. The teachers indicated on surveys that they enjoy working at the school and the students feel safe and believe they are receiving a quality education. The school district is setting goals, values and rewriting the mission statement which will be aligned to the goals of the school board, representing the community.

Climate and Culture Strengths

The school is central to the community and teachers support the students in and out of school. The students have a strong connections and seem to value one another in all activities. The surveys indicated that the students enjoy O'Donnell ISD.

Climate and Culture Needs

The survey responses indicated that the staff and students feel that there should be more accountability in all areas: discipline, instruction, responsibilities, etc. Higher standards were a repeated concern for the stakeholders. An alignment of needs and goals was found to be a concentrated area of concern as well.

Staff Quality, Recruitment and Retention

Staff Quality, Recruitment and Retention Summary

The 2015 school year saw much turnover last year with 12 positions being filled. This has been a trend for the past few years. In the future, recruiting may be an issue however financially, we will not be able to maintain the same level of staffing going forward.

Staff Quality, Recruitment and Retention Strengths

100 percent of the teachers are highly qualified and teach students using their area of expertise.

Staff Quality, Recruitment and Retention Needs

Continue to employ highly qualified teachers.

Curriculum, Instruction and Assessment

Curriculum, Instruction and Assessment Summary

This year is a transitional year in curriculum and Instruction. We elected to provide access to the TEKS Resource System at this time however we concentrate on utilizing the statewide adopted texts and curriculum guidelines.

Curriculum, Instruction and Assessment Strengths

The District has used the TEKS Resource system as a support curriculum and assessment support system for the teachers for the last 3 years and this seems to have made improvements to the success of the students. Teachers have a mindset that is seeking materials that will challenge students and provide them the foundational skills that will make them successful in life and in academics.

Curriculum, Instruction and Assessment Needs

O'Donnell ISD needs to attain strong, laterally and vertically aligned curriculum tied to state readiness standards. The targeted areas of concern are Reading in elementary and Writing in secondary.

Family, Community and Parent Involvement

Family, Community and Parent Summary

The School is the hub of the community in O'Donnell. It provides parental support, entertainment and social services to the families in the community. The surveys and questionnaires have indicated that parent involvement and community support is a concern to all involved in the school. It is an area of concern and communication is a targeted area of concern for stakeholders.

Family, community and Parent Strengths

There is a desire to build strong partnerships both with all stake holders. All have indicated that stronger partnerships will increase and improve student achievement. The economic development committee has begun making strides in the community to create partnerships. The school has begun a communication process that seems to be making improvements.

Family, community and Parent Needs

More communication with parents of enrolled students is needed. Use of the media to promote the successes of the school is needed as well. Parents feel that they need to be brought into the conversations more and goals and objectives that align with the community needs is important and needed.

Technology

Technology Summary

O'Donnell ISD has much technology in the classroom. It allows students to utilize their devices at school and has multiple IPAD carts and laptops available to use in the classroom for instruction. Teachers are adept at using technologies and the technology director spends one – on – one time with teachers training them to use it effectively. This year, the school incorporated 1 to 1, purchasing 1 IPAD for every student. They check them out at the beginning of the school day and return them at the conclusion.

Technology Strengths

Number of computers and IPADS and the system of support incorporated throughout the district.

Technology Needs

Because of the use of multiple technologies and the one to one IPADS, the district will be needing to increase bandwidth.

Operations

Operations Summary

The district has earned distinctions for financial integrity and reporting.

Operations Strengths

All individuals work together for the success of the district. The district has earned distinctions for financial integrity and reporting.

Operations Needs

There seems to be concern for accountability in maintenance and operational standards within the district. A more systematic approach that is proactive in nature when addressing the upkeep of the district. There needs to be an ongoing and systematic way to monitor equipment with a yearly inventory.

Two times in the 2016 2017 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

1. STAAR Reading, Writing, Social Studies and Science data indicate a need to increase the performance of all student groups and special populations in all reporting categories
2. Meeting level 3 in all areas which would be an individual test score of 78 or above.
3. Attendance records indicate a need to decrease absences.
4. Increase student engagement
5. Maintain fiscal management practices that promote student success
6. Improve communication with all stakeholders
7. Incorporate instructional practices that promote authentic learning experiences and challenges all students to achieve their learning potential.
8. Incorporate violence prevention practices that promote safety awareness
9. Create opportunities for Dual Credit, Work Place Preparation and University and College Training while in high school.

Goal 1: O'Donnell ISD students are academically challenged and highly engaged in their education.

Summative Evaluation: Students are engaged as demonstrated on End of Year Testing, Grades and Surveys

Identified Need	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timeline	Formative Reviews			
Other Goals									
1,2,5	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)				
5									
1,2,5	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 Counselor	STAAR Reports After School Attendance	General Fund Title I (Odyssey) Title III Comp Ed	Each 6 Weeks analysis (May)				
5									
1,2,5	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 Counselor	STAAR Reports	General Fund Summer Feeding	Each 6 Weeks analysis				
5									
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 Counselor	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 2017 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	The district will provide Career Planning, financial aid	Counselor Principals	Senior Graduation Plans	General Funds	Each 6 weeks				

1	awareness including FAFSA, educational planning training during the school year.		Students Planning Documentation Sign In Sheets	College Prep Comp Ed					
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✖ - Discontinue ○ - No Progress ● - Some Progress ● - Complete

Goal 2: O'Donnell ISD operations and fiscal management practices support future needs of the students and community.

Formative Evaluation: Continued Superior Rating (FIRST) and Facilities Updated to meet needs of student populations.

Identified Need	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timeline	Formative Reviews			
Other Goals									
6	Utilize the Educational Service Center for checks and balances on budgeting – including Revenue and Expenditures	Superintendent Business Manager	Budget Timelines Met Communications with ESC STAFF Operating within the budget	General Fund (TXEIS Business Contract)	Ongoing August Budget				
					Monthly Budget Presentation to Board				
6	Training staff on TEA and ESSA updates	Superintendent Business Manager Accounting Clerk	Training Documentation	General Fund TxEIS Business Contract)	Fall 2017				
6	Access Facilities and develop strategic plan for future needs	Superintendent	Developed Plan	General Fund	Weekly				

		Business Manager							
6	Monitor Maintenance and Janitorial Staff to ensure facility upkeep	Superintendent Maintenance Supervisor	Monthly Meeting Recap Walk Through	General Fund	Weekly				
6	Review and facilitate Technology Plan to reflect requirements for Facilities	Superintendent Technology Manager	Technology Plan Review	General Fund	Each 6 Weeks				

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

Goal 3: O'Donnell ISD uses effective communication that promotes partnerships enhancing the positive learning experiences of all students.

Formative Evaluation: Climate Surveys and Parent Partnerships

Identified Need Other Goals	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timeline	Formative Reviews			
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, A Comp Ed	2 times yearly				
4,7	Provide parent meetings that highlight changes in curriculum and academic requires	Principals	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	Principals Superintendent	Parent participation	General Fund Title I,A Comp Ed	2 times yearly				

	involvement policies to all parents.								
4,7	Continue to use Automatic Phone to call parents during school year Incorporate Texting platform to reach all parents	Superintendent Principals	Parent participation Observation	General Fund ERATE	Ongoing Weekly				
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									
	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				

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

1,2,5,8	Allow for adequate planning time for teachers to collaborate, plan and share best practices	Principals	Best practices used in Walk Through, aligned curriculum and project based lessons	General Fund Title I,A	Summer 2017 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									

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

Goal 5: O'Donnell ISD promotes a positive, fun and safe learning environment.

Formative Evaluation: A Comprehensive Needs Assessment, Surveys and Safety Plan Review

Identified Need	Actions / Strategy	Staff Responsible	Evidence that Demonstrate Success	Resources/ Funding	Results/ Timeline	Formative Reviews			
Other Goals									
9	Review and revise the safety plan requirements using input from district, state and federal guidelines.	Principals Superintendent	Safety priority listing updated with current recommendations.	General Fund	Dec 2017				
3									
9	Review and revise the District Emergency Operations Plan	Superintendent	Emergency Operations Plan in Place	General Fund	May 2017				
3									
9	Conduct Security assessments and safety checks	Superintendent ESC Staff	ESC Report	General Fund	Ongoing 3 Times Yearly				
3									

9	All Staff trained in CPR	Superintendent	Documentation from CPR Classes	General Fund	Fall 2017				
	CPI Teams in place at both campuses	Principals	Documentation from CPI Training	General Fund IDEA	Fall 2017				
9	Communicate Safety Measure to parents and community annually	Principals	Newsletters, Website and Comprehensive Assessment Data	General Fund	2 times each semester				
9	Provide training for all staff in recognition and prevention of harassment including: disability harassment and sexual harassment, dating violence, reporting child abuse, bullying and suicide	Principals	Training Documentation	General Fund IDEA	August 2017				
9	Provide healthy choices and activities through physical fitness and nutrition programs: Fitness Gram and SHAC	Principals	SHAC Minutes Fitness Gram Results Student Attendance Sheets	General Fund	2 Times each Semester				
3									
9	The Health Advisory Board will meet during the school year to address health issues	School Nurse	Healthy and Wise ESC17	Sign In Sheets Surveys	2 times Annually				
3									
9	Create strategic plan that prepares campuses and district for the construction management related to safety concerns.	Superintendent Safety Coordinator	Training and Safety Documentation	General Grants	May 2016				

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