



## State of the School Fall 2021

### TIA Teacher Incentive Allotment

Questions??

Contact Cathy Palmer at 806-428-3241 or email her at cpalmer@esc17.net



**What is TIA?** TIA rewards teachers for Excellence Teachers at O'Donnell can earn above their salary –  
Recognized \$6,643  
Exemplary \$13,286  
Master \$24,143

Teachers will receive this additional salary for 5 years after earning designation. All teachers in the district can qualify.

**How is O'Donnell ISD involved?** Last year, a group of 8 teachers took on the responsibility to become TIA teachers. They worked hard and did a lot of work including meetings and observations. O'Donnell submitted the data they collected as they grew their students and will know in February if the designations were earned. Now, the district is collecting data for year 2 of TIA.

**What does it mean for the teachers?** To earn the additional money teachers must give a beginning of the year assessment, set goals for their students and then give an end of the year assessment. Growth is determined by student based on the scores from this assessment. TTESS, the observation instrument from the state, is used and imputed with the data as well. It is then statistically run by TTU and TEA and the designations are assessed to determine if the district can award the designations. This will be done each year.

**What does it mean for the district?** The district can recruit highly qualified teachers and reward them for their hard work. 90% of the money goes to teacher salaries and the other 10% is used to purchase testing materials.

**What is the Timeline?** Each year the BOY is given in the first 5 weeks of school. A benchmark is given at semester and then the end of the year test is given at the end of the year. During the summer, the data is placed in a spreadsheet which is submitted to TTU in November. The data is analyzed and the designations are qualified in January. The payout will be in May of each year.

### Innovation through Goals

#### District School Board Goals: O'Donnell ISD

1. Students are academically challenged and highly engaged in their education.
2. Operations and fiscal management practices support future needs of the students and community.
3. Uses effective communication that promotes partnerships enhancing the positive learning experience of all students.
4. Has high performing, student centered teachers.
5. Promotes a positive, fun and safe leaning environment.



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### O'Donnell ISD 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.



### Secondary School's RISE TOGETHER

O'Donnell Secondary recognizes students who exhibit the Eagle's Core Values which include:

**Respect:** Value and respect each other; Demonstrate good sportsmanship; Accept and understand differences; and treat others as you want to be treated

**Integrity:** Leave it better than how you found it; Be honest; Control and accept consequences for behavior; and Include everyone

**Service: Help others in need;** Look out for each other. Be a family; Volunteer time and energy; Give more than you take.

**Excellence:** Always do your best. No shortcuts or excuses; Lead by example; finish everything you start; Be a leader. Do what needs to be done.

Education is more than learning the basic skills for the student's futures, it is also instilling understanding that these core values will lay a foundation for a positive future.



### Elementary School's THE EAGLE WAY

O'Donnell Elementary recognizes students who exhibit the Eagle Way which include:

**Respectful:** Respect each other, accept differences and be kind

**Responsible:** Take care of your schoolwork and keep your hands to yourself

**Safe:** Follow the rules and listen to the teacher and other adults

**Ready:** Be on time, listen and be ready to start the day and each lesson

*Follow your Dreams... Be an Good Example...Do Your Best*





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### Accountability – Achievement Levels Spring 2021

#### 3 - 8

Subject	Admin	Grade	Did Not Meet - %	Approaches - %	Meets - %	Masters - %
Reading	Spring 2021	3	36	64	29	14
Mathematics	Spring 2021	3	36	64	7	7
Reading	Spring 2021	4	14	86	68	32
Mathematics	Spring 2021	4	9	91	41	18
Writing	Spring 2021	4	32	68	41	5
Reading	Spring 2021	5	29	71	43	19
Mathematics	Spring 2021	5	19	81	38	19
Science	Spring 2021	5	33	67	33	5
Reading	Spring 2021	6	38	62	28	7
Mathematics	Spring 2021	6	31	69	45	17
Reading	Spring 2021	7	31	69	42	23
Mathematics	Spring 2021	7	38	62	38	12
Writing	Spring 2021	7	31	69	23	8
Reading	Spring 2021	8	28	72	41	16
Mathematics	Spring 2021	8	22	78	31	16
Science	Spring 2021	8	38	63	16	3
Social Studies	Spring 2021	8	59	41	19	3

#### Algebra 1

STAAR - Did Not Meet - %	STAAR - Approaches - %	STAAR - Meets - %	STAAR - Masters - %
5	95	38	14

#### Biology

STAAR - Did Not Meet - %	STAAR - Approaches - %	STAAR - Meets - %	STAAR - Masters - %
15	85	49	10

#### English 1

STAAR - Did Not Meet - %	STAAR - Approaches - %	STAAR - Meets - %	STAAR - Masters - %
23	77	55	5

#### English 2

STAAR - Did Not Meet - %	STAAR - Approaches - %	STAAR - Meets - %	STAAR - Masters - %
41	59	36	9

#### US History

STAAR - Did Not Meet - %	STAAR - Approaches - %	STAAR - Meets - %	STAAR - Masters - %
20	80	50	20

### Curriculum and Instruction

OISD uses various curriculum platforms and has sought to align materials vertically across grade levels in the last few years. The district also has IPADS for all Students in grades Prk – 12<sup>th</sup> grade so that students have access to remote learning and instruction.



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### Student Progress

OISD is committed to helping student achieve individual goals. The district assesses students throughout the year to ensure that each is improving academically throughout the year.

### Parent Input

OISD seeks parent input including Bi-annual surveys. This information is used to make decisions for the district.

### Parent and student engagement

OISD is committed to partnering with parents. Education is a joint venture between home and school and all staff seeks to honor and support parents in the journey of their child's education.

### School Parent Compact

The school is committed to providing the following to parents/students (not an exhaustive list)

- Communication
- Food service
- Psychological support
- \* Mental Health awareness
- \* Challenging Activities
- \* Parental training/supports

### M&O - Certified Appraised Values

2021	2020	2019	2018	2017
Terry 384,847	Terry 336,708	Terry 438,015	Terry 375,861	Terry 219,025
Dawson 17,094,890	Dawson 19,645,220	Dawson 27,417,580	Dawson 22,875,775	Dawson 20,358,682
Lynn 78,139,640	Lynn 84,412,620	Lynn 90,765,230	Lynn 89,967,850	Lynn 73,676,669
<b>Total</b> <b>95,619,377</b>	<b>Total</b> <b>104,394,548</b>	<b>Total</b> <b>118,620,825</b>	<b>Total</b> <b>113,218,826</b>	<b>Total</b> <b>94,254,376</b>
<b>Proposed Tax</b> <b>Rate: 0.99840</b>	<b>Set Tax Rate:</b> <b>1.00140</b>	<b>Set Tax Rate:</b> <b>1.0151</b>	<b>Set Tax Rate:</b> <b>1.0878</b>	<b>Set Tax Rate:</b> <b>1.11</b>

### I&S – Certified Values

2021	2020	2019	2018	2017
Terry 384,847	Terry 336,708	Terry 438,015	Terry 375,861	Terry 219,025
Dawson 17,094,890	Dawson 19,645,220	Dawson 27,417,580	Dawson 22,875,775	Dawson 20,358,682
Lynn 190,292,280	Lynn 235,801,480	Lynn 261,487,870	Lynn 89,967,850	Lynn 73,676,669
<b>Total</b> <b>207,772,017</b>	<b>Total</b> <b>255,783,408</b>	<b>Total</b> <b>289,343,465</b>	<b>Total</b> <b>309,794,876</b>	<b>Total</b> <b>321,633,616</b>
<b>Proposed Tax Rate:</b> <b>0.46740</b>	<b>Set Tax Rate: 0.38</b>	<b>Set Tax Rate: 0.40</b>	<b>Set Tax Rate: 0.35</b>	<b>Set Tax Rate: 0.38</b>



## State of the School Fall 2021

The Windmills will be included on the Appraisal Values in 2022 so they will be included in the calculations for M&O and I&S. Also, the district is still looking forward to being awarded a Solar Farm within its boundaries. At the last update, they were delayed but still in the process of being built.

### **ESSER III Program Description of Funds**

#### **Pre – Award Costs -\$60,500**

These funds were used to hire someone on staff that concentrates on utilizing the spraying machines and performing additional sanitation. The funds also included PPE including masks, tests, and sanitation materials.

#### **Funds to Address Learning Loss - \$218,000**

These funds included salaries, stipends, tutoring platforms and additional materials that will be utilized by teachers to help with learning loss including afterschool programs, summer school while targeting low – income families, students of color and English Learners.

### **Discretionary Grants Awarded 2021**

#### **Grow Your Own \$72,500**

OISD has had Grow Your Own for 4 years. The funds pay for Dual Credit Education courses and regular education courses. Students who participate learn to design a lesson and visit classes. They learn about theory, etc. These classes are offered through SPC and are articulated to Texas Tech or other universities.

#### **PTECH Planning Grant \$120,000**

This grant pays for the implementation of CTE courses in the school. The goal is that the current 8<sup>th</sup> graders will have a path to earn an associates degree and/or a CCMR in a chosen field which right now includes education, business and CNA/EMT (being developed). Also, this grant is paying for teachers to earn an additional 18 hours beyond a Masters so that the core classes can be taught on the campus. The application to become a PTECH is due in January. Brittany Hancock is facilitating this program and a portion of her salary is paid through the grant.



## **State of the School Fall 2021**

### **ESF – Effective Schools Network - \$110,400**

OISD elected to apply for this grant because we have been recognized as Additional Targeted for four years. On the 5<sup>th</sup> year, it will be mandatory so we thought it best to go through the process before it is required – being proactive. The focus is for the principals to learn a process for TIL – observation and feedback and cultures and routines. It requires training from the ESC and Heather Blount from the ESC coaches the leadership on implementation.

### **TCLAS - \$672,623**

- Online and Print Materials – This portion will be used to purchase College Bridge and Decodable Texts for students, parents and teachers
- GYO – This portion expands the GYO program as described above for an additional 2 years.
- Residency Program – This portion allows 2 teacher residents to be hired each year 2022-2023 and 2023-2024. These students will be in their last year of the Teach Tech Program.
- Tutoring Supports – Amplify, Book Nook, Zearn – This portion will purchase these tutoring supports to be used as supplemental supports by teachers in class, after school or during summer school. Teachers will be trained at the ESC.
- PTECH – Network Success and Dual Credit Expansion – This portion is additional monies for the PTECH program and will pay for teachers to earn the additional 18 hours above their master's degree.

### **High Demand Jobs \$20,000**

This grant will purchase equipment for the CNA/EMT program as well as a Floral Cooler for our floral design program.

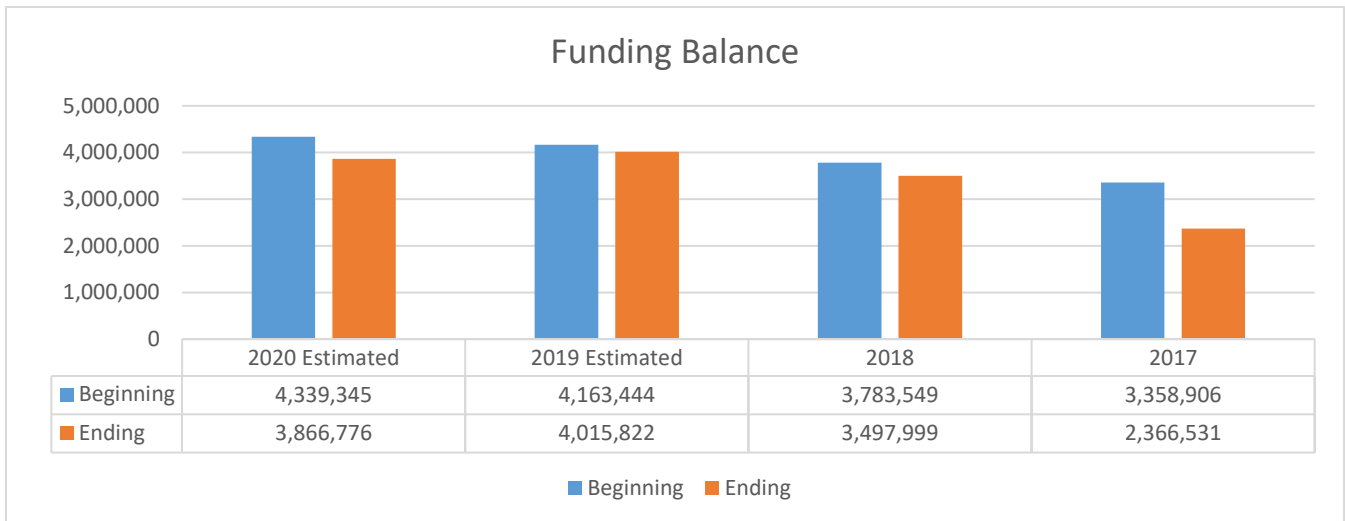
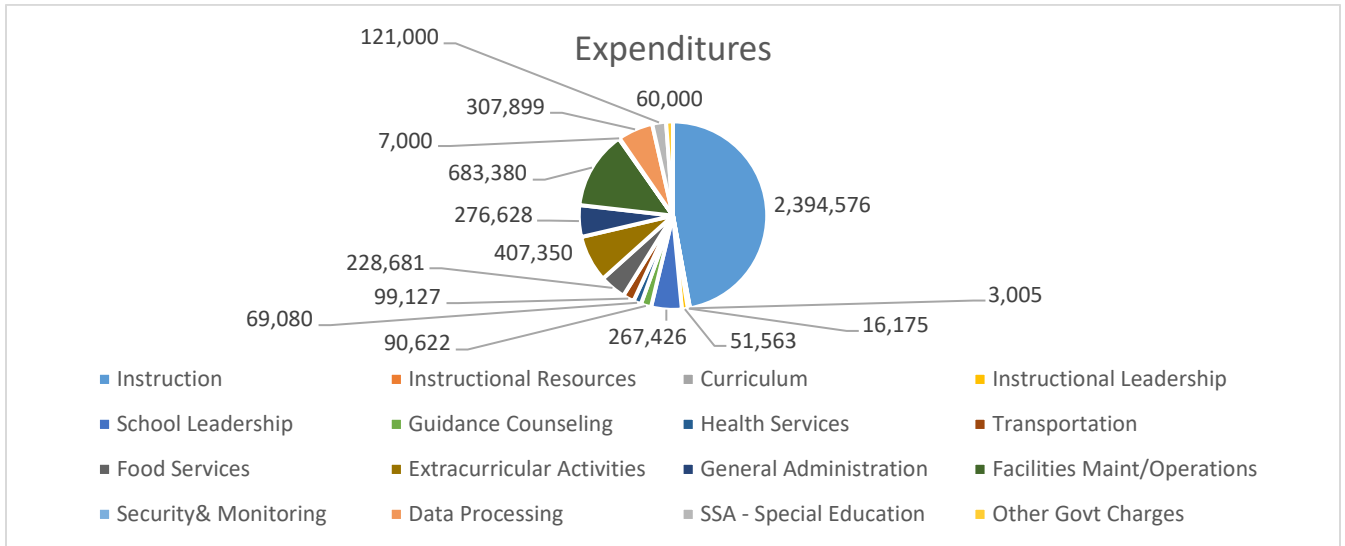
### **Globe Life Softball \$8,000**

This grant was awarded to the school for Softball equipment and field improvements as we prepare to start the new athletic program.



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### Financials 2020-2021



**O'Donnell ISD**  
 Superintendent: Dr. Cathy Palmer  
 High School Principal: Mr. Cody White  
 Elementary Principal: Mrs. Sharla Edwards  
 Athletic Director: Blake Nichols  
 Counselor: Mrs. Nicole White  
 Curriculum Director: Tonya Graham  
 Technology Director: Pam Wilson  
 Maintenance Director: Joseph Luera  
 Main Phone: 806-428-3241  
 O'Donnell ISD Flying Strong...Challenging Minds and Building Futures