



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**2012-2013**

**Bub McIver  
Superintendent**

**APPROVED BY DAC:** September 12, 2012

**REVIEWED BY SCHOOL BOARD:** September 18, 2012



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



## Goals and Objectives

### **Goal 1: Olton ISD will maintain and enhance student performance:**

*(See the following page for Olton ISD Performance Target Goals Chart outlining specific target goals)*

Objective 1: Student academic performance on all STAAR/EOC subjects will reach the Performance Target Goal.

Objective 2: Completion Rate will meet or exceed 98% or greater.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC Subjects.

Objective 4: Use technology in the curriculum so students will become proficient with technology in school-to-work settings.

Objective 5: To provide opportunities for students to improve UIL literary & athletic participation and achievement.

### **Goal 2: Olton ISD will encourage the parents, faculty, administration, school board, community members and business members to work together to achieve the best educational environment for our students as possible:**

Objective 1: Teachers will meet all State Objectives for Highly Qualified Teachers.

Objective 2: To provide opportunities for increasing parental involvement and for business and community members to increase involvement in school activities.

Objective 3: Improve overall services of counseling and accountability testing for student's district wide.

### **Goal 3: Olton ISD will maintain a system of assessing and continually monitor and improve the safety of students, faculty, and staff:**

Objective 1: To provide safe grounds, facilities and transportation.

Objective 2: To provide training for staff to effectively implement character education with community collaborations.

Objective 3: To provide the Parents & Staff with an Automated Emergency Notification System.

Objective 4: Increase teacher awareness of issues regarding sexual abuse of children, including knowledge of likely warning signs.

### **Goal 4: Olton ISD will provide financial resources and accountability for the entire school community through quality and efficient business operations:**

Objective 1: To achieve the highest State financial rating as defined by the FIRST rating system.

Objective 2: To incorporate the total school community financial input into the budget development process.

### **Goal 5: Olton ISD will provide Various Improvements to the School Environment to enhance the quality of Education for Student / Faculty effectiveness and efficiency:**

Objective 1: To identify facility, grounds and transportation needs.

Objective 2: To prioritize facility, grounds and transportation needs.

Objective 3: Develop and implement short term and long term plans for various improvements



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



## Olton ISD Performance Target Goals

### DISTRICT MISSION STATEMENT

It is the mission of Olton ISD to provide equal opportunity of high quality education to all its students. To this end, the District will effectively and creatively use its talents, resources, and time to ensure that each student will be challenged to reach his or her highest potential. The ultimate goal of this District is to help students exit this institution with the knowledge, skills, and values necessary to be productive citizens with an enriched quality of life.

We believe the following:

1. Every employee of the District is important to the success of our educational goals and objectives.
2. Education is a joint venture that requires the involvement of families, churches, and the community.
3. Open communication is essential to student success.
4. All stakeholders should demonstrate respect for self and others.
5. We must educate all students to reach their highest potential and become life-long learners.
6. We should be innovative in the use of all our resources.
7. We must foster an environment which attracts and retains high quality personnel.
8. Discipline must be consistent and fair for all students.
9. We must inspire and enable all young people, especially those from disadvantaged circumstances, to realize their full potential as productive, responsible, and caring citizens.

#### Target Populations

Economically Disadvantaged  
 African American  
 Hispanic  
 White  
 Migrant  
 Male  
 Female  
 At-Risk  
 Homeless  
 Limited English Proficient

#### Special Programs

Career and Technology Education (CTE)  
 Dyslexia  
 ESL  
 Gifted and Talented (GT)  
 Pre-K  
 Special Education  
 State Compensatory Education (SCE)  
 Title I, Part A: Schoolwide (Title I)  
 Title I, Part C: Migrant  
 Title II, Teacher & Principal Training & Recruitment (TPTR)  
 Title III, Limited English Proficient  
 Rural and Low Income



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



## District Advisory Committee Members

<b>Name</b>	<b>Role</b>
	Business
Carol Redinger	Business
	Community
	Community
DeAnn McGill	Parent
Irene Martinez	Parent
Kent Gunter	Teacher
Micah Walters	Teacher
Jana Davis	Teacher
Travis McCullough	Teacher
Kelli Smith	Teacher
Perla Barrera	Teacher
Tanya Nafzger	Teacher
Susan Soliz	Teacher
Beverly Sharp	Teacher
Jocelyn Mandrell	Support Staff
Terri Sandoval	Counselor
Melinda Lewis	Focus Re-Director
Ami Young	Secretary
Mike Wiley	Jr. High Principal
Brian Hunt	High School Principal
Steve Mills	Elementary Principal
Jill McCall	Administrative Director
Bub McIver	Superintendent



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Goal 1: Olton ISD will maintain and enhance student performance:**

**Objective 1: Student academic performance on all STAAR/EOC subjects will reach the Performance Target Goal.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide Staff Development : <ul style="list-style-type: none"> <li>• Curriculum Contract Services</li> <li>• Scientifically Based Research for teachers / Special Ed K-12</li> <li>• Vertical Teaming/Curriculum Alignment</li> <li>• Technology</li> <li>• Problem Solving strategies</li> <li>• Waterford Early Reading</li> </ul>	Supt., Fed Prog Dir, Principals, Counselors & Teachers	School year	Title II Part A Title I	Attendance sheets	Test Results
Identify students needing extra instruction through benchmark data and disaggregating STAAR/EOC <ul style="list-style-type: none"> <li>• Review students analysis</li> <li>• Review item analysis scores</li> </ul>	Same	May	Local	Benchmark tests and STAAR/EOC	STAAR/EOC AEIS
Provide accelerated courses: <ul style="list-style-type: none"> <li>• Accelerated Reading and math</li> <li>• Accelerated Reading Initiative / Accelerated Math Initiative</li> <li>• Tutorials</li> <li>• STAAR/EOC classes for failing students</li> </ul>	Same	August – July	Local Accelerated Reading SCE SSI	6 weeks grades	STAAR/EOC
Supplement programs: <ul style="list-style-type: none"> <li>• PLATO©</li> <li>• PACE</li> <li>• Textbooks</li> <li>• STAAR/EOC review</li> <li>• Waterford©</li> <li>• Reading First 3Tier Model</li> <li>• Success Maker</li> </ul>	Same	August – July	Local Title I funds SCE	Lesson Plans AIMS Web	STAAR/EOC AIMS Web



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Goal 1: Olton ISD will maintain and enhance student performance.**

**Objective 2: Completion Rate will meet or exceed 98% or greater.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Choose supplemental curriculum in areas of highest failure during tutorials and class instruction	Same	Daily	Local	Curriculum selected Grades	Completion rates
Increase the number of students passing all subjects each 6 weeks	Same	Each 6 weeks	Local	Failures each report period	Completion rates
Implement Individual Graduation Plans for students	Same	Fall	Local	Plans in Place	Completion rate
Exempt Juniors/Seniors from semester exams if they meet attendance and academic criteria	Same	Semester	Local	Students exempted	Dropout rate
Refer HS students to Options Program	Same	As needed	Local SCE	Students referred	Dropout rate
Monitor and counsel at-risk students	Same	As needed	Local SCE	Counselors log	Dropout rate
Encourage students to take upper level courses	Same	Semester	Local HB	Student enrollment	College credits SAT/ACT scores
Counsel students and offer high school credit coursed at the junior high school	Same	Semester	Local	Student enrollment	Student course completions
Offer SAT/ACT/TASP prep. resources	Same	Daily	Local	Students participating	SAT/ACT/TASP scores
Encourage participation in the Recommended Graduation Program	Same	Semester	Local	Student enrollment	Student graduation plans



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Goal 1: Olton ISD will maintain and enhance student performance.**

**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *Career and Technology Education – CTE***

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct comprehensive needs assessment	Fed Prog Dir, HS Principal & CTE staff	August	Local	Dropout rate	PBM
Evaluate program size, scope, quality in developing knowledge, skills, competencies for career opportunities	Same	April	Local	Disaggregated data	Annual evaluation CTE programs
Review / update objectives for relevance to business/industry with local advisory council	Same	Fall Spring	CTE Perkins	Mid-Year review	Program update results
Integrate CTE and academic programs	Same	On-going	Tech Prep CTE	Meeting agenda	Evaluation
Record 4 year plan for all students	Same	August Semester	CTE Local	Students plans	Courses completed
Provide and encourage coherent sequence of courses	Same	August	CTE Local	Choice cards	Scheduled courses
Offer CTE courses	Same	Semester	CTE Local	Courses scheduled	Courses completed
Recruit and retain highly qualified teachers including minorities	Same	Summer	CTE Local	Teachers interviewed	Teachers certificates
Provide staff development with staff input	Same	During year	Local CTE	Calendar of training	Attendance certificates
Increase Parent Involvement	Same	August-May	CTE Title I funds	Calendar of PI activities	Sign in sheets for parents
Offer programs for license/certification	Same	Semester	CTE Local	Courses scheduled	Licenses certifications
Provide Career Awareness programs <ul style="list-style-type: none"> <li>• Grades 7-8</li> </ul>	Same	Semester	Local	Course offered	Course completions
Provide transition for work/post-secondary education	Same	Senior year	CTE Local	Lesson plans	Participating students



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Goal 1: Olton ISD will maintain and enhance student performance.**

**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *Dyslexia***

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify students with dyslexia or related disorder and provide appropriate services <ul style="list-style-type: none"> <li>• Early ID and intervention</li> <li>• Needs assessment</li> <li>• Elementary and JH – Johnny Can Spell</li> <li>• Services at student campus</li> </ul>	Fed Prog Dir, Principals & Dyslexia / 504 Related Staff	August – Jan	Local	Training scheduled for staff	Students identified & served
Align SBOE and district procedures	Same	August	Local	Draft	Written procedures
Provide services for students under sect. 504	Same	Daily	Local	List ID	Students served
Provide professional development <ul style="list-style-type: none"> <li>• Individualized and intensive</li> <li>• Multi-sensory</li> <li>• Phonetic reading methods</li> <li>• With staff input</li> </ul>	Same	Summer	Local	Training calendar	Attendance certificates
Hire and retain teachers with certification/endorsements	Same	Summer	Local TII, TPTR	Teachers interviewed	Certificates of teachers
Evaluate program	Same	April-May	Local	Progress reports	RPTE TPRI



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Goal 1: Olton ISD will maintain and enhance student performance.**

**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects.**

*Bilingual/ESL*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify Limited English Proficient students and provide program to develop proficiency in comprehension., speaking, reading & composition <ul style="list-style-type: none"> <li>Waterford early reading</li> <li>PLATO</li> <li>Integrate technology</li> </ul>	Fed Prog Dir, Principals, Teachers & Bi-Lingual /ESL Staff.	Early Aug. Upon enrollment	ESL, TIII	Home Lang. Survey List	STAAR/EOC LAT TELPAS
Conduct Comprehensive Needs Assessment	Same	August	BE/ESL Local	Meeting agenda	Data disaggregated
Reduce percent of Limited English Proficient exemptions/number of parent denials for program	Same	Annually	Local	Number exempt	Number exempt
Recruit/retain highly qualified teachers	Same	Summer	Local TIII Extra duty pay	Positions posted	Certified Staff
Send information in home language	Same	All year	Title I	Communications	Communications
Provide opportunities for parents to participate in school activities	Same	During year	Local	PI calendar	Sign in Sheets
Provide professional development for core area teachers in strategies for teaching English Language Learners	Same	Fall and Spring semester	TIII Extra duty pay for ESL teachers	Training scheduled and sign in sheets	AMAOS

**Goal 1: Olton ISD will maintain and enhance student performance.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *Gifted and Talented***

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Update policies <ul style="list-style-type: none"> <li>Furloughs</li> <li>Re-Assessments</li> <li>Exiting and transfers</li> <li>Appeals of placement</li> </ul>	Fed Prog Dir, Principals & GT Staff	May – Aug	Local	Agendas	Written policies
Hold annual nomination <ul style="list-style-type: none"> <li>Focus on minorities:</li> <li>ESL</li> <li>Poverty</li> <li>Special Education</li> <li>Migrant</li> </ul>	Same	August and semester	Local	Training sign in sheets on GT characteristics	Student nominees
Provide advanced curriculum	Same	Aug – May	GT Local	Lesson Plans	STAAR/EOC SAT/ACT
Ensure equity of program <ul style="list-style-type: none"> <li>Include native language assessment</li> <li>Include non-verbal assessment</li> </ul>	Same	August and semester	Local	Students tested	Tests other than English/non-verbal tests
Provide 3 criteria with qualitative and quantitative measures in intellectual ability &/or specific academic fields for 1-12	Same	Spring	Local and GT	Planning meetings scheduled	3 Criteria used
Revise curriculum framework <ul style="list-style-type: none"> <li>Depth and complexity with 4 core academic areas</li> </ul>	Same	April – August	Local	Minutes of meeting	Curriculum revisions
Provide students opportunities to work <ul style="list-style-type: none"> <li>Together as a group</li> <li>With other students</li> <li>Independently</li> </ul>	Same	Weekly	Local	Lesson plans	STAAR/EOC
Evaluate program including surveys	Same	April	Local	Surveys	Survey



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Goal 1: Olton ISD will maintain and enhance student performance.**

**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects.** *State Compensatory Education (SCE): The district will coordinate \$ SCE funds with Title I School-wide funds on the School-wide campuses to serve at-risk students. All campuses are 40% or greater low income.*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Use SCE funds to improve at-risk student performance, to accelerate progress, and to reduce the drop-out rate of at-risk students	Supt., Fed Prog Dir, Principals & Counselors	Aug. - July	\$ SCE Total	Grades Progress reports	STAAR/EOC STAAR/EOC-M STAAR/EOC-Accommodated
Use policy to identify, enter, and exit students	Same	August Semester	SCE Local	Policy developed	Policy followed
Identify and provide teachers with list of at-risk students	Same	August & upon entry	SCE	Teachers list of students	PEIMS at-risk list
Conduct needs assessment	Same	Aug.-May	Local	Meeting agenda	CNA
Serve PK-3 who failed local readiness test (Accelerated Reading Instruction and Accelerated Math Instruction— or other local test)	Same		SCE Local	ARI/AMI test scores	TPRI Math test DIBELS
Provide double blocking in core subjects with highest failure rate	Same	Each semester	SCE Local	Grades	STAAR/EOC-All Versions
Accelerate students who failed STAAR/EOC or other assessments with tutorials	Same	Weekly	SCE	6 weeks grades	STAAR/EOC-All Versions
Serve pregnant/parent students	Same	As needed	SCE PEP grant	6 weeks Grades	attendance
Evaluate SCE program <ul style="list-style-type: none"> <li>• STAAR/EOC scores for At-Risk in reading, math, and writing compared to All students</li> <li>• Completion Rate</li> </ul>	Same	May-June	SCE Local	Semester Grades	STAAR/EOC Comparison-All Versions

**Goal 1: Olton ISD will maintain and enhance student performance.**



## OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. Title I, Part A: School wide Program**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Incorporate the ten Schoolwide Components	Fed Prog Dir & Principals	Aug.-May	Title I funds	CIP	CIP
1) Conduct Comprehensive Needs Assessment to determine needs and plan instruction	Same	May-Aug.	Title I funds	Data disaggregated	CNA
2) Plan reform strategies to address needs <ul style="list-style-type: none"> <li>• Focus: Economically disadvantaged, &amp; At-Risk</li> <li>• Include extended day/year</li> </ul>	Supt., Fed Prog Dir & SBDM Chairperson!	Quarterly	Title I funds, TIIA, Migrant, ESL, SCE, TIII, OEY	Caps and strategies	STAAR/EOC-All Versions
3) Provide instruction by highly qualified employees <ul style="list-style-type: none"> <li>• Teachers in core subject areas</li> <li>• Instructional Paraprofessionals</li> </ul>	Site-Base Team Chair	Quarterly	Title I funds, TIIA, Migrant, ESL, SCE, TIII	CIPs and strategies	STAAR/EOC-All Versions
4) Provide staff development for teachers, paraprofessionals, & staff <ul style="list-style-type: none"> <li>• Get staff input</li> <li>• Intensive, sustained, research-based</li> </ul>	Fed Prog Dir & Principals	March-May	Title I funds, local, TIIA TIII	Staff Development Calendar	STAAR/EOC-All Versions
5) Attract and retain highly qualified teachers to high needs campus <ul style="list-style-type: none"> <li>• Provide mentors for teachers</li> </ul>	Same	Summer Year round	Local Title I funds, TII TPTR	Personnel Files	Personnel Files
6) Increase parent involvement <ul style="list-style-type: none"> <li>• Designed to improve academic achievement</li> <li>• Designed for parents to have opportunities to participate in decisions</li> </ul>	Same	Monthly	Title I funds, Local	PI Events	PI Evaluation
7) Assist pre-school children to local elementary. school with visitation day	Same	May	Title I funds	Event planned	Sign-In sheet
8) Get Teacher input on all local academic assessments to be used	Same	Fall	Local	Meeting agenda	T Input
9) Identify and help students who need additional assistance to	Lead teachers	Each reporting	Title I funds	List of identified	STAAR/EOC-All



## OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
meet standards by providing timely additional help.		period	SCE, OEY, SSI	students	Versions
10) Coordinate & integrate federal/state/local programs.	Supt., Fed Prog Dir & Principals.	August Through May	Title I funds, Migrant, TIIA, BE/ESL, CTE, TIII, GT, SCE, SPED, Local	Meeting agendas	STAAR/EOC-All Versions
Evaluate Parent Involvement (PI) program <ul style="list-style-type: none"> <li>• Involve parents in the evaluation survey</li> </ul>	Same	Spring	Title I funds	SB Meeting Agenda	Evaluation results
Review Parent Involvement policy <ul style="list-style-type: none"> <li>• Developed and agreed upon by parents</li> </ul>	Same	Summer	Local	Meeting agenda	Policy
Conduct Annual Title I Meeting <ul style="list-style-type: none"> <li>• Inform parents of Title I program</li> <li>• Explain parents' rights to be involved</li> <li>• Revise Parent Compact English/Spanish</li> </ul>	Same	Spring	Local	Meeting scheduled	Agenda and sign-in sheet
Provide parent communications: <ul style="list-style-type: none"> <li>• Include information on website and Handbook</li> <li>• Conference with parents</li> <li>• Hold flexible number of meetings</li> <li>• Use parents' home language</li> <li>• Provide information on state assessments &amp; proficiency levels</li> <li>• Provide information on school curriculum</li> <li>• Provide Notifications under No Child Left Behind (NCLB)</li> <li>• Send Parent Letter if Teacher is not highly qualified</li> <li>• Inform parents they have the right to request the qualifications of their child's teacher and paraprofessional</li> </ul>	Same	August-July	Title I funds	Communications to parents each 6 weeks period	Communications for year PI evaluation

**Goal 1: Olton ISD will maintain and enhance student performance.**



## OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. (Title I, Part C: Migrant Education Program)**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Determine needs: Migrant STAAR/EOC, Migrant dropout & Migrant Recommended High School Program/Distinguished Academic Program	Fed Prog Dir & HS Principal	Upon release of AEIS	Local	STAAR/EOC release tests	STAAR/EOC LAT
Identify and recruit eligible students 3-21 by: Home visits & Recruit in the community: churches, stores, etc.	Fed Prog Dir & Migrant staff	Year round	Migrant Local Title I funds	Logs	COEs
Attend training to identify and keep records on migrant students	Fed Prog Dir & Migrant staff	As scheduled	Migrant Title I funds	Training schedule	Certificates of training
Provide Migrant Services Coordination, 3-21, to coordinate school programs/services for families	MSC	Daily	Migrant	Schedules	Record of services
Provide home-based or school-based early childhood program ages 3 – Grade 2	Admin. Dir & Migrant staff	Weekly	Migrant	Checklists	Annual evaluation
Enhance graduation: Compile data, Monitor progress & Provide help for student needs	Same	Year round	Migrant Title I funds Local	NGS records	Graduation rates
Provide secondary credit exchange and accrual: Grades 9-12 & Cross reference NGS with transcripts	Same	Semester	Migrant	NGS records	Credits
Provide Parent Involvement: Include Parent Advisory Council (PAC), Regular meetings, Form partnership, Establish communications & Provide parent opportunities	Same	Aug – May	Migrant Title I funds Local	PI Calendar	Sign in sheets
Provide services for students: List priority for services students and needs, Extended year program, Tutorials, Acceleration Success Maker & Support services	Same	Weekly	Migrant	Services offered	Log STAAR/EOC TPRI
Provide professional development for Teachers and paraprofessionals <ul style="list-style-type: none"> <li>• With input from Migrant staff</li> <li>• Research-based</li> </ul>	Same	As scheduled	Migrant Title I funds Local	Training calendar	Certificates



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Goal 1: Olton ISD will maintain and enhance student performance.**

**Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *Special Education (SPED)***

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct Comprehensive Needs Assessment	Supt., Principals, SP.ED. Director Fed Prog Dir & SP.ED. Staff	Fall	Special Education Local	Analysis	PBMAS Report
Hire and retain teachers and paraprofessionals who are highly qualified	Same	June-Aug.	Special Education	Teachers interviewed	Personnel files
Provide students with disabilities access to general curriculum	Same	Aug.-May	Special Education	ARD/IEP	Student schedules
Provide Parent Involvement opportunities for parents to participate in school activities	Same	Aug.-May	Special Education Local Title I funds	PI Calendar	Sign in sheets
Provide transitions: Implement Individual Transition Plan (ITP) & Coordinate ITP with Individual Education Plan	Same	As needed	Local Special Education	ARD	Transitions in IEPs
Train Admissions, Review, and Dismissal committee (ARD)	Same	August	Special Education	Training scheduled	Sign in sheets
Implement a Timeline for initial evaluation	Same	August	SPED	Meeting notes	Timeline
Place students in least restrictive environment: Summer Enrichment Program for Life Skills students & Community based instruction	SP.ED. Director	Year round	SPED	IEP	IEPs
Provide related services information to students, parent, and staff	SP.ED. Teachers	As needed	SPED	ARD documentation	ARD documentation
Provide staff development for teachers and paraprofessionals	SP.ED. Director	August	SPED Local	Sign in	Training certificates

**Goal 1: Olton ISD will maintain and enhance student performance.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Objective 4: To integrate technology in the curriculum in order for students to become proficient in technology in school-to-work settings.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Address technology TEKS by <ul style="list-style-type: none"> <li>Provide opportunities for planning, creating, and implementing projects using technology applications</li> </ul>	Principals	Daily	Local Title I funds	Lesson Plans	Lesson Plans
Provide Technology instruction to Elementary and Jr. High	Principals	Daily	Local Title I funds Technology Allotment	Schedules	Class rolls

**Goal 1: Olton ISD will maintain and enhance student performance.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Objective 5: To provide opportunities for students to improve UIL literary, athletic participation & achievement.**

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Encourage Participation UIL Academics	Principals & Teachers!	Review monthly	Local M&O	Participating Students & Teachers	Invitational, District, Regional & State level contest Participation & Results
Encourage Participation in Athletic Programs	Ath. Dir.& Coaches	Review monthly	Local M&O	Participating athletes & coaches	Participation & quality of results in Regular Season & State Playoffs
Encourage Participation in Vocational / FFA Contests	Principal & Vocational Teachers	Review monthly	Local M&O	Participating students & Vocational Teachers	Participation in Local, Regional & State level contests

**Goal 2: Olton ISD will encourage the parents, faculty, administration, school board, community members and business members to work together to achieve the best educational environment for our students as possible.**

**Objective 1: Teachers will meet all State Objectives for Highly Qualified Teachers.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Attract and retain highly qualified teachers <ul style="list-style-type: none"> <li>• Attend job fairs</li> <li>• Provide housing</li> <li>• Extra duty pay/stipends</li> </ul>	Supt., Fed Prog Dir, & Principals	August	Local Title I Title II A	New hires Job fair recruits	Personnel files
Maintain the % of core subject area classes taught by Highly qualified teachers at 100% <ul style="list-style-type: none"> <li>• Assist with exams/fees</li> <li>• Make assignments of teachers to areas of qualifications</li> <li>• Make individualized plan for any teacher not HQ</li> </ul>	Same	August	Title I Title II, A Local	New hires	HQ Compliance Report
Provide instruction by highly qualified teachers & Instructional staff: <ul style="list-style-type: none"> <li>• Teachers in core subject areas - Deadline: August</li> <li>• Instructional Paraprofessionals will meet qualifications for Title I &amp; HQ of (NCLB)</li> </ul>	Same	Quarterly	Title I funds, TIIA Local	CIPs and strategies	STAAR/EOC
Increase the % of teachers and staff receiving high qualify professional development to 100% <ul style="list-style-type: none"> <li>• Based on needs</li> <li>• Intensive, sustained, research-based</li> <li>• (Waiver for 2 days of PD)</li> </ul>	Same	March-May	Title I funds, local, TIIA TIII ESC 17	Staff Development Calendar	STAAR/EOC
Integrate technology in instruction and administration (Waiver for 1 day of PD)	Same	Daily	Local Title I funds, Tech	Lesson Plans	Surveys

**Goal 2: Olton ISD will encourage the parents, faculty, administration, school board, community members and business members to work together to achieve the best educational environment for our students as possible.**

**Objective 2: To provide opportunities for increasing parental involvement and for business and community members to increase involvement in school activities.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Campus SBDM Committee's District SBDM Committee's Various Committee's	Supt.. Fed Prog Dir & Principals.	Quarterly	Local	Plans & Surveys	Accomplishments, Input & results of Plans & Surveys.
Open House Meet the Teacher Night	Same	2-4 times per year	Local	Surveys	Satisfaction or Recommendations from Surveys
Communications:  District Web-Site Grade Reports Special Announcements (Letters) Updated Calendars & Newsletters Various Public Meetings Student Handbooks School REACH Emergency Notification System	Same	Monthly	Local	Surveys	Same

**Goal 2: Olton ISD will encourage the parents, faculty, administration, school board, community members and business members to work together to achieve the best educational environment for our students as possible.**

**Objective 3: Improve overall services of counseling and accountability testing for students district wide.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Enhance Scholarship Application Process	H.S. Principal & Counselor	June 2010- May 2011	Local	Implement Process	Increase the amount of Scholarships applied for & awarded to OISD students yearly
Utilize Aware Data & Reports to guide instruction before and after testing on each Campus and District wide	Fed Prof Dir, Campus Principals Counselors Test Coordinators Teachers	June 2010- May 2011	Local	Provide Training to personnel involved	Improve Academic results as measured by the State Accountability System

**Goal 3: Olton ISD will maintain a system of assessing and continually monitoring to improve the safety of students, faculty, and staff.**

**Objective 1: To provide safe grounds, facilities and transportation.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Develop and maintain an Emergency Safety and Crisis Plan	Supt., Fed Prog Dir, Principals & Directors	Summer	Local Region 17 ESC	Draft Plan	Safety Plan
Train employees in the area of school safety and crisis situations-AED, Tornado, Fire	Same	August	Region 17 ESC	Training Agenda	Training Certificates
Provide training and practice in routing and emergency procedures	Same	August	Region 17 ESC	Training Agenda	Training Certificates
Outside entities will receive training as provided by the EOP	Same	August	Region 17 ESC	Training Agenda	Training Certificates
Provide for prevention of and education in these areas: <ul style="list-style-type: none"> <li>• Unwanted physical or verbal aggression</li> <li>• Sexual harassment</li> <li>• Other forms of bullying <ul style="list-style-type: none"> <li>○ In schools,</li> <li>○ On school grounds</li> <li>○ In school vehicles</li> </ul> </li> </ul>	Same	Daily	Local	Incidents reported each 6 weeks	PEIMS incidents reports

**Goal 3: Olton ISD will maintain a system of assessing and continually monitoring to improve the safety of students, faculty, and staff.**

**Objective 2: To provide training for staff to effectively implement character education with community collaborations:**

**Objective 3: To provide the Parents & Staff an Automated Emergency Notification System.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



## Objective 4: Increase teacher awareness of issues regarding sexual abuse of children, including knowledge of likely warning signs.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<b>Objective 2: To provide training for staff to effectively implement character education with community collaborations.</b>					
Provide resources and curriculum supplements for program	Same	Year round	Local	Resource list of needs	Resources provided
Coordinate with local ministers, business, clubs and civic leaders	Same	Each 6 weeks	Local	Coordination meetings	Program evaluation
Give incentives to students for character achievement <ul style="list-style-type: none"> <li>Publicize in newspaper, TV, radio</li> <li>Certificates of Awards</li> </ul>	Same	Quarterly	Local	Incentives given at quarters	End of year incentives
Include the state attendance policy in students handbook & provide attendance incentives	Same	Monthly, Quarterly or Yearly	Local	Grading period attendance records & award incentives	Attendance Rates
Monitor and track student attendance. Contact authorities & use legal recourse for truancy	Clerks, Counselors & Principals	Daily	Local	Grading period attendance records	Improve Attendance rates & Dropout rates
<b>Objective 3: To provide the Parents &amp; Staff an Automated Emergency Notification System.</b>					
Maintain licensing of School REACH Automated Notification System	Superintendent Fed Prog Dir, Principals	August 2010 to June 2011	Local	Success Rate of notification & effectiveness	Survey Contacts for Success Rate
<b>Objective 4: Increase teacher awareness of issues regarding sexual abuse of children, including knowledge of likely warning signs.</b>					
Provide training to staff regarding physical and sexual abuse of children (Plan for Addressing Sexual Abuse of Children as Required by HB 104)	Principals	August 2010	Local	Campus Sign-in Sheet	Campus Sign-in Sheet

## Goal 4: Olton ISD will provide financial resources and accountability for the entire school community through quality and efficient business operations.

**Objective 1: To achieve the highest State financial rating as defined by the FIRST rating system:**

**Objective 2: To incorporate the total school community financial input into the budget development process:**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Objectives	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<b>Objective 1: To achieve the highest State financial rating as defined by the FIRST rating system:</b>	Supt. / Business Manager	Yearly	All Financial Resources	State Preliminary Financial Evaluation	Yearly Financial Audit & State FIRST Report
<b>Objective 2: To incorporate the total school community financial input into the budget development process:</b>	School Board, Supt., Faculty & SBDM Process	December – August of each Year	M&O Fund, I&S Fund & Federal Funds.	Review Budget & Process throughout the school year	Yearly Audit by Non-School Auditor. (Yearly Audit)

**Goal 5: Olton ISD will provide quality facilities, grounds and transportation operations for the purpose of effectiveness and efficiency:**

**Objective 1: To identify facility needs.**

**Objective 2: To prioritize facility needs.**



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



**Objective 3: To develop an immediate short term and long term timeline for facility improvements.**

Objectives	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<b>Objective 1. To Identify facility needs.</b>	Supt., School Board, Faculty & Community / Business members.	Began August,2007 Review	Personnel & Local / State M&O Funding & Grants if available.	Use Accountability of DIP Goals, Surveys & Meetings for input.	Facilities Improvement Plan. (FIP)
<b>Objective 2. To Prioritize Facility Needs.</b>  See actual (FIP) for details	Same as above	Have meetings & surveys Yearly	Same as above	Ask various parties concerned if the improvements will make the school more productive & efficient	Review FIP
<b>Objective 3. Develop an immediate short term and long term timeline for facility improvements.</b>	Same as above	School Board & Supt. review & approve Facility Improvement Plan with a timeline Short Term: 1-2 Years Long Term: 2-5 Years	Same as above Short Term: \$300,000 Long Term: \$\$\$TBD	Depending on resources available, begin emergency needs ASAP, then short & long term needs. Assess monthly & also yearly until completed!	School Board approves & implements Facilities Improvement Plan to allow us to begin actual work in Summer, 2008 to August 1 <sup>st</sup> , 2010 or 2013 for Long Term



# OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



## Comprehensive Needs Assessment

Olton is an EE-12 district with three campuses. The enrollment is 670 students and the low income rate is 73%. Due to changes in testing the district will retain the ratings received in the previous year. The district received an Academically Acceptable rating for 2010-11. Webb Elementary was Recognized campus. The High School and Jr. High campuses were rated as Academically Acceptable. To make Academically Acceptable rating in 2011, the district had to achieve a passing rate of at least 70% on Reading/ELA, at least 65% in Math, 60% in Science, and 70% in Writing and Social Studies. The Completion Rate must be at least 75% and an annual dropout rate of 1.6% or less.

### **Student Strengths and Needs**

#### **Adequate Yearly Progress—Federal Accountability**

The District, Olton Jr. High and H.P. Webb Elementary did not meet AYP. Olton High School did meet AYP. AYP is similar to the state accountability but also includes two additional target populations—Special Education and Limited English Proficient. All students and each student group must meet STAAR/EOC standards.

#### **Performance Based Monitoring (PBM)—Performance Bases Monitoring Analysis System Reports (PBMAS)**

**For multi year performance results from the state, refer to charts in this section.** Areas for improvement are in Special Education indicators of identification of students; placement of students in least restrictive environments for 3-11; and exemptions from state assessments. Strategies to correct problems in these areas will be a focus of the District.

#### **State Accountability**

See TAKS/STAAR/EOC Charts for student scores for 2010-2013 for the panel recommended/ rigorous STAAR/EOC standards.

### **Staff Strengths and Needs**

#### **Highly Qualified Teachers**

Since 2007, OISD has had all teachers 100% highly qualified.

### **Parent Involvement Strengths**

Parents and community are partners in the success of Olton students. Parents are involved as well as community and business people. Stakeholders are informed and involved in positive ways. Parent conferences are held each year at all campuses. Parents are informed of state assessments and required proficiency levels.



## OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



### Facilities

Facilities are maximized with no current room available for growth. The district has a comprehensive maintenance and facility plan designed to allow for improvement in student performance.