

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



2026-2027

**Michael Michaleson
Superintendent**

“Grow: Every Student, Every Adult, Every Day, Every Way”

Approved by OISD Board _____

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goals and Objectives

Goal 1: Olton ISD will improve focus on performance at the Meets and Masters Grade Level Standards

Objective 1: The district will focus on performance at the Meets GL and Masters GL standards for all students

Objective 2: Subpopulations will be targeted to Meet and Master GL

Goal 2: Improve CCMR criteria:

Objective 1: Improve the annual average of ACT scores

Goal 3: Olton ISD will encourage all community stakeholders to work together to achieve a relative, efficient, and effective educational environment for our students.

Objective 1: Provide parental and community involvement opportunities district-wide.

Objective 2: Improve communication and progress of student performance with parents/guardians.

Goal 4: Olton ISD will maintain a system of assessing, continually monitoring, and changing operations to improve the safety of students, faculty, and staff.

Objective 1: Provide a safe environment for students, staff, and community members by ensuring the EOP is updated and implemented.

Objective 2: Provide a safe environment for students, staff, and community members by ensuring student social and emotional needs are addressed.

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 5: Olton ISD will strive to ensure hired staff are certified or are on track to becoming certified.

- Objective 1: OISD will recruit staff that are certified or have education or experience in their area of assignment. OISD will next prioritize recruiting uncertified personnel and providing expectations and a time frame to obtain certification.
- Objective 2: OISD will train and retain staff in their area of assignment.

Goal 6: Olton ISD will ensure district budgeting and spending are reflective of funding trends and identified needs.

- Objective 1: Ensure budgeting is based on current data and reflective of trends affecting funding.
- Objective 2: Ensure a plan that includes budgeting for technology, facilities, and transportation maintenance and improvement is in place.

Goal 7: Address all system safeguards

- Objective 1: Ensure Special Education students are showing growth in STAAR and STAAR/EOC Math by 3% improvement from the 23-24 STAAR exam.
- Objective 2: Ensure Special Education students are showing growth in STAAR Reading and STAAR/EOC ELA by 3% improvement from the 23-24 STAAR exam.

Goal 8: Early Education

- Objective 1: K-3 Reading performance by each student will improve sufficiently for each student from BOY to EOY assessments
- Objective 2: K-3 Math performance by each students will improve sufficiently for all students from BOY to EOY assessments

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DISTRICT MISSION

“Grow: Every Student, Every Adult, Every Day, Every Way”

We believe the following:

1. We exist to serve the needs of our students.
2. Every employee of the District is important to the success of our educational goals and objectives.
3. Education is a joint venture that requires the involvement of families, churches, and the community.
4. We must educate all students to reach their highest potential and become life-long learners.
5. We should be innovative in the use of all our resources.

Target Populations

Economically Disadvantaged
African American
Hispanic
White
Migrant
Male
Female
At-Risk
ELs
Homeless
Limited English Proficient
Rural and Low Income

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 III, Limited English Proficient
Title I, Part C: Migrant
Title II, Teacher & Principal Training & Recruitment (TPTR)

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District Advisory Committee Members

Name	Term	Role
Kori LaDuke	2026-2028	Elementary Parent
Meghan Azam	2025-2027	JH Parent / GT Rep
Christella Reyna	2026-2028	HS Parent / GT Rep
Teresa Perez	2025-2027	JH Community Member
Dora Cordero	2026-2028	LEP Parent Rep
Marta Favela	2026-2028	Migrant Parent Rep
Rachel Holmes	2025-2027	Elementary Community Member
Monica Lemus	2026-2028	HS Community Member
Andrew Rejino	2025-2027	Business Member
Chris Ruiz	2026-2028	Business Member
Michelle Ast	2026-2028	JH Teacher
Clinton Gleghorn	2025-2027	HS Teacher
Courtney Garrett	2026-2028	Elementary Teacher
Whitney Stiles	2025-2027	JH Teacher
Ami Sandoval-Rios	2026-2028	HS Teacher
Lynette DeBerry	2026-2028	JH Teacher
Jenny Bett Newsom	2025-2027	HS Teacher
Kristi Jones	2025-2027	Elementary Teacher
Jana Harrell	2026-2028	Elementary Teacher
Jayde Neinast	2025-2027	District-Level Instructional Coach
Michelle Askins	Advisory	Elem Counselor
Colleen Wilson	Advisory	JH Campus Level Non-Teaching
Erin Marmolejo	Advisory	HS Campus Level Non-Teaching
Kent Price	Advisory	High School Principal
Kelly Baum	Advisory	Jr. High Principal
Brandi Moffett	Advisory	Elementary Principal
Terri Sandoval	Advisory	Federal Programs Director
Michael Michaleson	Advisory	Superintendent

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 1: **Goal 1: Olton ISD will improve focus on performance at the Meets and Masters Grade Level Standards**

Objective 1: The district will focus on performance at the Meets GL and Masters GL standards for all students

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide Staff Development Focused on Tier I Instructional Improvement: - Curriculum Contract Services (ESC17) for teachers, counselors, and admin - Curriculum, Planning, Assessment, and Instructional Improvement Training provided by organizations, consultants, admin staff, instructional coach, and teachers as appropriate - Curriculum will be purchased in order to meet identified learning needs - Training aimed at incorporating collaborating, reading, writing, and speaking about content in an effort to implement ELPS and improve English Language Proficiency - Lesson Planning Requirements and Training - Continued District Strategic Plan Implementation - PLC implementation at select campuses including instructional strategies, data disaggregation, classroom management, and curriculum implementation	Principals, Supt., Fed/Spec Prog Coord, Instructional Coach	Ongoing	Local Title Funds Grants ESSER Funds	Attendance sheets Walkthrough Evidence Lesson Plan Evidence Benchmarks / SE Checks Admin Meeting Planning PLC Meetings Data Digs	STAAR Results Walkthrough Reflections

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Provide differentiated courses and opportunities: - Accelerated Instruction provided for all students that are determined to be in need - Course recovery opportunities provided to identified students - GT Program - STAAR/EOC summer and school year courses and programs as needed - RTI pullout/push in programs - Dyslexia services - English Language Learners will have opportunities to read, write, and speak about the academic content. - ELPS are implemented into lesson planning	Principals, Supt., Fed/Spec Prog Coord, Teachers	Aug - June	Local Title Funds Grants Technology Devices Internet Resources ESSER Funds	BOY assessment data 6 weeks grades SE Check Data Progress monitoring tools	Local Assessment STAAR/EOC
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Objective 2: Subpopulations will be targeted to Meet and Master GL

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify and monitor students needing intervention - Utilize local and state data identifying students' achievement levels (strengths and weaknesses) - Conduct post-assessment data analysis meeting and implement intervention plans - Track individual student progress on local and state assessments to monitor	Principals, teachers, Interventionist	Aug - May	Local Title Funds Grants ESSER Funds	Benchmark tests and SE Checks Progress monitoring tools Prior year STAAR/EOC	STAAR/EOC TAPR

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

the growth of students of each population Identify and Track progress of ELL students to ensure language and academic progress is being made to bridge the achievement gap • Lesson Planning Requirements and Training • District Strategic Plan Implementation • Tutorials and intervention courses during and after the school day for struggling learners identified through local formative and summative assessment • Identify migrant students' families • Migrant student services provide additional academic supports • Migrant student progress will be monitored and interventions provided • Small class sizes and additional support provided to Pre-K • Intervention support personnel • Additional staff to support academic initiatives primarily targeting special and sub populations • Accelerated Instruction provided for all students that are determined in need					
Provide quality instruction by hiring employees who are SBEC certified or who demonstrate proficiency in their respective area(s) and can become SBEC certified.	Supt, Principals, Fed/Spec Prog Coord	Ongoing	Local Title Funds Grants ESSER Funds	College Transcripts, SBEC certifications, experience, monitor progress toward certification	Percent of staff who are SBEC certified STAAR/EOC Certifications

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Provide instructional support staff and volunteers to facilitate small group intervention and support	Supt, Principals	Ongoing	Local Title Funds Grants ESSER Funds	College Transcripts, SBEC certifications, experience	Percent of staff who are SBEC certified STAAR/EOC
Use technology, resources, and programs to provide differentiated opportunities to learn as well as data on student progress ● Textbooks ● RTI 3 Tier Model ● Edgenuity ● Edmentum ● ST Math ● TX Quest ● Other relevant and/or prescriptive programs ● Chromebooks	Principals, Teachers	August – July	Local Title Funds Grants ESSER Funds	Lesson Plans Walkthrough notes Program data on student progress SE Checks / Benchmarks Progress monitoring tools	STAAR/EOC

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 2: Improve CCMR criteria

Objective 1: Improve the annual average of ACT average

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
• ACT Prep is scheduled into HS weekly schedule • ACT support provided to identified students • ACT preparation materials will be implemented into the program	Principal, Counselor, and the ACT team	Aug-May	ACT Prep Resources Recent Test	Benchmark in October Daily checks	ACT performance data

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Goal 3: Olton ISD will encourage all community stakeholders to work together to achieve a relative, efficient, and effective educational environment for our students.

Objective 1: Provide parental and community involvement opportunities district-wide.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide opportunities to become involved as an advisory in district decision making and programs: • Campus SBDM Committee meetings for open forum • District SBDM Committees meetings for open forum • Community Surveys for parent and student feedback • SHAC meetings for input on student health procedures • ESC 17 Trainings for parents / community • SS&SC (Safety Team) continued • Parent-teacher organizations such as ABC, 4-H, and booster clubs • Visitor friendly policies and procedures	Supt. Fed. Prog. Dir. & Principals	Ongoing	Local Grants Federal Funds	Plans & Surveys	Accomplishments, Input & results of Plans & Surveys.
• Enter into agreements with businesses and organizations that express interest in promoting student success and experiences	Supt. Principals CTE Teachers	Annually	Local Grants	Site observations	Accomplishments, Input & results of visits & Surveys.

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Objective 2: Improve communication and progress of student performance with parents/guardians.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Communicate with all stakeholders regarding opportunities for involvement and updates regarding student progress. • Title and Migrant Meetings • Parent - Teacher Conferences • School Messenger • Parent Portal • District Website • Social Media • Website and Apps • Grade Reports • Special Announcements (Letters) • Updated Calendars & Newsletters • Public Meetings	Supt. Fed. Prog. Dir. & Principals	Ongoing	Local Federal Funds Grants	Plans & Surveys	Accomplishments, Input & results of Plans & Surveys.

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 4: Olton ISD will maintain a system of assessing, continually monitoring, and changing operations to improve the safety of students, faculty, and staff.

Objective 1: Provide a safe environment for students, staff, and community members by ensuring the EOP is updated and implemented.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Ensure the EOP is updated and implemented. - Train employees, parents, community members, and students in the Multi-hazard Emergency Operations Plan. - Involve stakeholders as an advisory (SS&SC) - Schedule and run safety drills - Communicate regularly concerning safety concerns and updates to procedures	Superintendent Safety Coordinator Principals	BOY, MOY, Summer	Local Grants ESC 17 Federal Funds	BOY and MOY MEOP meetings and analysis of safety issues Training Agendas	Final Summer Meeting Certificates
Train the approved concealed carry (Guardian) team Train individuals to function in compliance with campus security requirements per legislation	Supt, Principals, School Guardian	Year round	Local Grants Federal Funds	Year long training plan	Credentials approved according to local policy
Ensure Guardian team members will patrol & monitor student drop off, lunch, pick-up, special events, and school day activities and that compliance with the Guardian Team Handbook is maintained.	Superintendent	Year round	State Safety & Security Grant	Attendance at trainings	Annual review of compliance measures
Install, maintain, and upgrade equipment as needed: - Implement security monitoring and entry access systems - District-wide communications systems - Updating and repairing doors and entrances	Same	Ongoing	Local Grants Federal Funds	Completion of Project	Completion of Project
Update and train Threat Assessment Team	Threat Assessment Team	Ongoing	Local Grants Federal Funds	Ongoing	Summative Report

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Objective 2: Provide a safe environment for students, staff, and community members by ensuring student social and emotional needs are addressed.

Provide character education, counseling, and career guidance Utilization of restorative practices Utilization of SafeSchools trainings	Counselors, Principals, teachers	Six Weeks	Local Grants	Analysis of student participation and discipline referrals	Analysis of student participation and discipline referrals
Increase awareness among all staff and students of issues regarding: • Drug use prevention • Child abuse • Unwanted physical or verbal aggression • Sexual harassment and abuse • Dating Violence (FFH Legal/Local) • Cyberbully Hotline • Other forms of bullying • Suicide Prevention	Supt, Principals, Counselors	Six Weeks	Local Grants	Incidents reported each 6 weeks	PEIMS incidents reports

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Goal 5: Olton ISD will strive to ensure hired staff are certified or are on track to becoming certified.

Objective 1: OISD will recruit staff that are certified or have education or experience in their area of assignment. OISD will next prioritize recruiting uncertified personnel and providing expectations and a time frame to obtain certification.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide quality instruction by attracting and hiring qualified employees - Attend job fairs and opportunities to interact with prospective candidates - Build partnerships with local Universities and Colleges to gain exposure for OISD - Increase pay in the form of salary raises or incentives - Advertise jobs and pay on the website, regional websites, and through district recruitment fliers and social media channels - Use flexible hiring with non-certified teachers as permitted in the Local Innovation Plan and provide support for employees to become SBEC certified	Superintendent, Principals, Fed/Spec Prog Coord.	Ongoing	Local Federal Funds Grants ESSER Funds	College Transcripts, SBEC certifications experience, monitor progress toward certification Job fair recruits	Percent of staff who are SBEC certified TAPR Turnover Rate Exit Interviews
Strive to have 100% of courses and grade levels taught by SBEC certified teachers - Assist with exams/fees when appropriate - Make assignments of teachers to areas of qualifications - Make individualized plan for any teacher not certified - Create provisions to allow people to obtain certification while teaching under a local permit	Superintendent, Principals, Fed/Spec Prog Coord.	Ongoing	Local Federal Funds Grants ESSER Funds	Local Compliance reporting	Local Compliance reporting

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Objective 2: OISD will train and retain staff in their area of assignment.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Ensure all staff receive high quality professional development opportunities • Training is based on needs • Training is intensive, sustained, research-based • Provide leadership training opportunities that may lead to advancement in the district • Provide mentoring for new staff and teachers • Organize the district calendar to provide staff development days	Superintendent, Principals, Fed/Spec Prog Coord.	Ongoing	Title funds, local ESC 17 contract ESSER Funds	Staff Development Calendar	STAAR/EOC Employee Surveys
Retain teachers and staff • Increase pay in the form of salary raises, incentive and retention-based pay • Ensure training for relevant job performance • Give employees opportunities to participate in decision making through DAC, CAC, SHAC, and other committees • Solicit feedback from staff	Superintendent, Principals, Fed/Spec Prog Coord.	Ongoing	Local Title Funds Grants ESSER Funds	Turnover Rate Exit Interviews	Personnel files SE Checks Evaluations

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 6: Olton ISD will ensure district budgeting and spending are reflective of funding trends and identified needs.

Objective 1: Ensure budgeting is based on current data and reflective of trends affecting funding.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Ensure district compliance with financial principles and requirements is occurring (i.e. internal / external controls, FIRST, FASRG, etc)	Supt., Bus. Mgr., School Board	Ongoing	All Funds	Use Accountability of DIP Goals, Surveys & Meetings for input.	Financial Audit Report
Ensure budgeting is based on current data and trends - Update revenue template periodically with updated enrollment and coding to monitor projected end-of-year alignment with original budget - Project enrollment, attendance, and special program enlistment for budgeting practices - Consult with ESC 17, consultants, and hired support on a regular basis - Ensure staffing patterns and program offerings are reflective of student enrollment trends and enlistment in programs - Remain involved in organizations that are providing updates on legislative action and issues affecting school budgeting	Supt., Bus. Mgr., School Board	March-July	TAPR Surveys SIS Software All Funds	Finance Consultant Board Updates and Discussions Running of updated templates Comparing updated budget/revenue	Final SOF vs Expenditures Adjustments to future budget Financial Audit Report FIRST Report

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Objective 2: Ensure a plan that includes budgeting for technology, facilities, and transportation maintenance and improvement are in place.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Develop a plan and budget for technology, facility and transportation maintenance and upgrades: - Build a needs assessment of flooring, roofing, transportation, technology, and other facility needs - Determine annually a needs assessment for technology replacements and rotation plans - Determine an order of implementation and improvement - Continued use of fund 198 and ensure funds are transferred into and spent out of it according to the technology, facility, and transportation plan	Supt., Bus. Mgr., Maint and Transportation Directors., School Board	Ongoing	All Funds	Use Accountability of DIP Goals, Surveys & Meetings for input.	Facilities Improvement Plans. (FIP)

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 7: Address all system safeguards

Objective 1: Ensure Special Education students are showing growth on STAAR and STAAR EOC Math assessments.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify and monitor students needing intervention - Utilize local and state data identifying students below grade level, not progressing on local assessment, or at risk of not showing improved performance on STAAR/EOC - Track individual student progress on local and state assessments to ensure students are showing academic growth - Tutorials and intervention courses during and after the school day for struggling learners identified through local formative and summative assessment - Ensure adequate staffing to support academic initiatives targeting special education populations	Principals, teachers	Ongoing	Local Grants	Benchmark tests and SE Checks Progress monitoring tools Prior year STAAR/EOC RTI progress monitoring data	STAAR/EOC TAPR Progress monitor data
Use technology, resources, and programs to provide differentiated opportunities to learn as well as data on student progress - RTI 3 Tier Model - Study Island - Edmentum - Other relevant and/or prescriptive programs - Chromebooks - Speaking, Reading, and Writing the standards - Curriculum and learning resources	Principals, teachers	Ongoing	Local Grants Federal	Lesson Plans Walkthrough notes Program data on student progress SE Checks / Benchmarks Progress monitoring tools Implementation of training	STAAR/EOC

Objective 2: Ensure Special Education students are showing growth on STAAR Reading and STAAR EOC ELA assessments.

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify and monitor students needing intervention - Utilize local and state data identifying students below grade level, not progressing on local assessment, or at risk of not showing improved performance on STAAR/EOC - Track individual student progress on local and state assessments to ensure students are showing academic growth - Tutorials and intervention courses during and after the school day for struggling learners identified through local formative and summative assessment - Ensure adequate staffing to support academic initiatives targeting special education populations	Principals, teachers	Ongoing	Local Grants	Benchmark tests and SE Checks Progress monitoring tools Prior year STAAR/EOC RTI progress monitoring data	STAAR/EOC TAPR Progress monitor data
Use technology, resources, and programs to provide differentiated opportunities to learn as well as data on student progress - RTI 3 Tier Model - The Reading Strategies Curriculum - Edmentum - Other relevant and/or prescriptive programs - Chromebooks - Speaking, Reading, and Writing the standards	Principals, teachers	Ongoing	Local Grants	Lesson Plans Walkthrough notes Program data on student progress SE Checks / Benchmarks Progress monitoring tools Implementation of training	STAAR/EOC

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Goal 8: Early Education

Objective 1: K-3 Reading performance by each student will improve sufficiently from BOY to EOY assessments

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide small group instruction in addition to intervention opportunities.	Principal Teachers Support Staff	August -May	Local Title Funds Grants	SE Checks Unit Tests Benchmark Tests State Assessments Other Assessments	McClass Testing Acadience Testing I-Station: Reading
Utilize local and state data identifying students below grade level, not progressing on local assessment, or at risk of not showing improved performance on STAAR.	Principal Teachers Support Staff	August -May	Local Title Funds Grants	SE Checks Unit Tests Benchmark Tests State Assessments Other Assessments	McClass Testing Acadience Testing I-Station: Reading STAAR
HP Webb ELAR teachers will implement the Wilson Language Foundations Program.	Principal Teachers	August -May	Local Title Funds Grants	SE Checks Unit Tests Benchmark Tests State Assessments Other Assessments	McClass Testing Acadience Testing I-Station: Reading STAAR

Objective 2: K-3 Math performance by each student will improve sufficiently from BOY to EOY assessments

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide small group instruction in addition to intervention opportunities.	Principal Teachers Support Staff	August -May	Local Title Funds Grants	SE Checks Unit Tests Benchmark Tests State Assessments Other Assessments	McClass Testing Acadience Testing I-Station: Math

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Utilize local and state data identifying students below grade level, not progressing on local assessment, or at risk of not showing improved performance on STAAR.	Principal Teachers Support Staff	August -May	Local Title Funds Grants	SE Checks Unit Tests Benchmark Tests State Assessments Other Assessments	McClass Testing Acadience Testing I-Station: Math STAAR
- Updated math curriculum and resources - Math instructional support personnel	Principal Teachers Support Staff	August -May	Local Title Funds Grants	SE Checks Unit Tests Benchmark Tests State Assessments Other Assessments	McClass Testing Acadience Testing I-Station: Math STAAR

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Comprehensive Needs Assessment

Olton is a rural district with three campuses. The enrollment is 598 students. OISD is 62% economically disadvantaged. Approximately 18% of learners are English Language Learners. Approximately 14% of students are receiving special education services. The District increased its academic accountability rating from an 72 (C) in 2024-2025 to an 84 (B) in 2025-2026. The District's high school achieved an 89 (B), which is a small drop from a 91 (A) in the 2024-25 school year. The district's junior high jumped from a 48 (F) to a 73 (C), a tremendous increase reaching many of the target goals and earned its first year out identification for targeted support and improvement - a two year process. The elementary scored an 84 (B), up from a 64 (D) the year prior. The campus was identified for comprehensive support and improvement as well and has met its goals to earn its way out of the required school improvement measures, again a two year process.

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Comprehensive Needs Assessment Summary – 2026-2027

Utilized Data Sources: These will automatically populate from your CNA worksheets

TxSchools.gov			
Local Data			
Area Reviewed	Summary of Strengths	Summary of Needs	Priorities
	What were the identified strengths?	What were the identified needs?	What are the priorities for the campus, including how federal and state program funds will be used?
Academic Achievement	Reading Instruction District-Wide	Mathematics District-Wide	Academic Support Personnel
	HS Science and Social Studies	3-8 Science and Social Studies	Curriculum and Instruction Materials
	Graduation Rate		Align TIP plans w/ CIP plans
	Attendance Rate		

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Staff Quality	9 of 11 new teachers were certified and experienced	Teacher pay is less than the state average but much more competitive in the region/area.	The Board made another increase to the steps for certified teachers in the amount of \$2,000 in February.
	Added a 2nd Instructional coach as a resource	Incentives for recruitment/retention of staff	Recruitment and Retention
	New teacher handbook for guidance	Experience of staff	Professional Development
	Formalized mentor program for new teachers	Addition of Bluebonnet Curriculum for Math and ELAR	
	Differentiated professional development (Admin/Instructional Coach, Goals, Observations) through LASO Grant		
School Climate/ Safe & Healthy Schools	Discipline and Consistency	Retention rate of teachers has struggled	Access Control
	Staff Rapport	Hiring of non certified staff to fill vacancies	Monitoring Systems
	Increase of access control, safety procedures, and alert systems	People are divided on their perceptions of bullying being handled effectively	Panic Systems
	Successfully trained guardian team	Survey indicates low ability to identify strangers on campus	Vape Detection
	Safety survey indicates parents and students feel positive about district safety measures		Reporting Systems
	School climate survey showed positive parent feedback		
College & Career Readiness/ Graduation/ Dropout Reduction	CCMR aligned pathways	Improve offerings to allow more students to become completers	CTE Offerings
	Graduation rate	Other pathways need to align to accomplishing certifications	Improved Completer Pathways

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	BIM and Welding Certificates	Some dual credit offerings are in need of a different system	
	Multiple Dual credit offerings Passed	Review of ACT scores	
	Participation rate on ACT +70%		
Family and Community Involvement	ABC club allows elementary parent participation	Communication of progress and offerings with the home	Parent engagement meeting amenities
	Multiple booster club opportunities	Improved Participation in Meetings and Gatherings	Social Media
	4-H partnerships with school		
	Improved social media presence		
	Title Meeting Opportunities		
	School climate survey showed positive parent feedback		
District/Campus Commitments	Received LASO IV grant	Expansion of District Facilities (Gym, Multi-Purpose)	Technology Upgrades- Access point project;
	Continuing to build a capital projects fund	Updated Desks, Interior of Buildings	
	Updated chromebook and desktop computer inventory. We are now on a "schedule" for updates	Roofing leaks - being addressed now.	Community Committee reviewing possible bond issue for November 2026
	Purchase of 2 New activity buses and white fleet vehicle.	Fluctuating enrollment / ADA	CTE offering support
	Mental health supports through MOU's and Grants		Extra/Co Curricular Offerings - addition of BBQ and Competitive Cheer

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	Plan for HVAC, Transportation, Roofing, and Technology	New Energy Management Company agreement. Potential savings and flexibility.	Mental Health
NOTE: Activities funded through federal programs and State Compensatory Education funds should be identified in the Needs and/or Priorities sections above. The Comprehensive Needs Assessment does not contain what you will do to meet the needs. It is simply a report of the data examined and the conclusions drawn from that data. Needs identified in the CNA will lead to the goals, objectives, and strategies in the DIP/CIP.			