

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



2022-2023

Kevin McCasland
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 at the Meets and Masters Grade Levels standard compared to the 2021-2022 STAAR/EOC

Objective 1: Improve district-wide Meets GL standard for all students by 3% and Masters GL by 1%

Objective 2: Subpopulations will improve by 3% at Meets GL standard and Masters GL by 1%

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.

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.

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

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.

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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 20-21 STAAR exam.
- Objective 2: Ensure Special Education students are showing growth in STAAR Reading and STAAR/EOC ELA by 3% improvement from the 20-21 STAAR exam.

Goal 8: Early Education

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

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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)

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

District Advisory Committee Members

Name	Term	Role
Kori LaDuke	2022-2024	Elementary Parent
Meghan Azam	2021-2023	JH Parent / GT Rep
Christella Reyna	2022-2024	HS Parent / GT Rep
Laurey Rinney	2021-2023	Elementary Community Member
Dora Cordero	2022-2024	LEP Parent Rep
Marta Favela	2022-2024	Migrant Parent Re
Rachel Holmes	2021-2023	JH Community Member
Monica Lemus	2022-2024	HS Community Member
Andrew Rejino	2021-2023	Elementary Business Member
Chris Ruiz	2022-2024	JH Business Member
Julie Wakefield	2022-2024	HS Business Member
Theresa Perez	2022-2024	HS Teacher
Clinton Gleghorn	2021-2023	HS Teacher
Brittany Huseman	2022-2024	HS Teacher
Whitney Stiles	2021-2023	JH Teacher
Ami Sandoval-Rios	2022-2024	JH Teacher
Brandon Castillo	2022-2024	JH Teacher
Jenny Bett Newsom	2020-2022	Elementary Teacher
Kristi Jones	2021-2023	Elementary Teacher
Jana Harrell	2022-2024	Elementary Teacher
Jayde Neinast	2021-2023	District-Level Professional
Misty Lassiter	Advisory	Elem Counselor
Colleen Wilson	Advisory	JH Campus Level Non-Teaching
Erin Marmolejo	2021-2023	HS Campus Level Non-Teaching
Colby Huseman	Advisory	Jr. High Principal
Daniel Fitzgerald	Advisory	High School Principal
Stacie Ramage	Advisory	Elementary Principal
Terri Sandoval	Advisory	Federal Programs Director
Kevin McCasland	Advisory	Superintendent

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 1: Olton ISD will improve at the Meets and Masters Grade Levels standard compared to the 2021-2022 STAAR/EOC

Objective 1: Improve district-wide Meets GL standard for all students by 3% and Masters GL by 1%

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide Staff Development Focused on Tier I Instructional Improvement: <ul style="list-style-type: none"> ● Curriculum Contract Services (ESC17) for teachers, counselors, and admin ● Curriculum, Planning, Assessment, and Instructional Improvement Training provided for admin, teachers, and support staff. Training will be provided by organizations, consultants, admin staff, and teachers as appropriate ● 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 ● District Strategic Plan Implementation ● PLC implementation at select campuses 	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
Provide differentiated courses and opportunities: <ul style="list-style-type: none"> ● Accelerated Instruction provided for all students that are determined in need ● GT Program ● STAAR/EOC summer and school year courses and programs as needed ● RTI pullout/push in programs ● Dyslexia services 	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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<ul style="list-style-type: none"> English Language Learners will have opportunities to read, write, and speak about the academic content. ELPS are implemented into lesson planning 					
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Objective 2: Subpopulations will improve by 3% at Meets GL standard and Masters GL by 1%

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify and monitor students needing intervention <ul style="list-style-type: none"> 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 ensure students of all populations are showing academic growth 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 	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

<p>struggling learners identified through local formative and summative assessment</p> <ul style="list-style-type: none"> ● 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 					
<p>Provide quality instruction by hiring employees who are SBEC certified or who demonstrate proficiency in their respective area(s) and can become SBEC certified.</p>	<p>Supt, Principals, Fed/Spec Prog Coord</p>	<p>Ongoing</p>	<p>Local Title Funds Grants ESSER Funds</p>	<p>College Transcripts, SBEC certifications, experience, monitor progress toward certification</p>	<p>Percent of staff who are SBEC certified STAAR/EOC Certifications</p>
<p>Provide instructional support staff and volunteers to facilitate small group intervention and support</p>	<p>Supt, Principals</p>	<p>Ongoing</p>	<p>Local Title Funds Grants ESSER Funds</p>	<p>College Transcripts, SBEC certifications, experience</p>	<p>Percent of staff who are SBEC certified STAAR/EOC</p>
<p>Use technology, resources, and programs to provide differentiated opportunities to learn as well as data on student progress</p> <ul style="list-style-type: none"> ● Education Galaxy ● Textbooks ● iStation ● RTI 3 Tier Model 	<p>Principals, Teachers</p>	<p>August – July</p>	<p>Local Title Funds Grants ESSER Funds</p>	<p>Lesson Plans Walkthrough notes Program data on student progress SE Checks / Benchmarks Progress monitoring tools</p>	<p>STAAR/EOC</p>

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<ul style="list-style-type: none">• Think Through Math• Study Island• FASTMATH• Edgenuity• Edmentum• News ELA• Other relevant and/or prescriptive programs• Chromebooks					
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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
<ul style="list-style-type: none"> • ACT Prep each day. • ACT support provided to identified students 	Principal, Counselor, and the ACT team	Aug-May	ACT Prep Resources Recent Test	Benchmark in October Daily checks	ACT performance data

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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: <ul style="list-style-type: none"> ● Campus SBDM Committee meetings for open forum ● District SBDM Committees meetings for open forum ● Community Surveys for parent and student feedback ● SHAC ● ESC 17 Trainings for parents / community ● SS&SC (Safety Team) ● 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.
<ul style="list-style-type: none"> ● 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. <ul style="list-style-type: none"> ● 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. <ul style="list-style-type: none"> • 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 team	Supt, Principals School Guardian	Year round	Local Grants Federal Funds	Year long training plan	Credentials approved according to local policy
Install, maintain, and upgrade equipment as needed: <ul style="list-style-type: none"> • 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

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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 Trauma Informed Care Training	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: <ul style="list-style-type: none"> ● Drug use prevention ● Child abuse ● Unwanted physical or verbal aggression ● Sexual harassment and abuse ● Cyberbully Hotline ● Other forms of bullying ● Suicide Prevention ● Other social and emotional issues that arise 	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 <ul style="list-style-type: none"> ● 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 <ul style="list-style-type: none"> ● Assist with exams/fees ● 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 <ul style="list-style-type: none"> ● 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 <ul style="list-style-type: none"> ● 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
<p>Ensure budgeting is based on current data and trends</p> <ul style="list-style-type: none"> ● Re-run 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 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
<p>Develop a plan and budget for technology, facility and transportation maintenance and upgrades:</p> <ul style="list-style-type: none"> ● 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 	<p>Supt., Bus. Mgr., Maint and Transportation Directors., School Board</p>	<p>Ongoing</p>	<p>All Funds</p>	<p>Use Accountability of DIP Goals, Surveys & Meetings for input.</p>	<p>Facilities Improvement Plans. (FIP)</p>

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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 21-22 STAAR/EOC assessment.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<p>Identify and monitor students needing intervention</p> <ul style="list-style-type: none"> ● 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
<p>Use technology, resources, and programs to provide differentiated opportunities to learn as well as data on student progress</p> <ul style="list-style-type: none"> ● Education Galaxy ● RTI 3 Tier Model ● Think Through Math ● Study Island ● FASTMATH ● Edmentum ● News ELA ● 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

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Objective 2: Ensure Special Education students are showing growth in STAAR Reading and STAAR EOC ELA by 3% improvement from the 21-22 STAAR/EOC assessment.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify and monitor students needing intervention <ul style="list-style-type: none"> ● 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 <ul style="list-style-type: none"> ● Education Galaxy ● RTI 3 Tier Model ● Think Through Math ● Study Island ● The Reading Strategies Curriculum ● Edmentum ● News ELA ● Other relevant and/or prescriptive programs ● Chromebooks 	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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<ul style="list-style-type: none"> • Speaking, Reading, and Writing the standards 					
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Goal 8: Early Education

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

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • 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
<ul style="list-style-type: none"> • 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

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Objective 2: K-3 Math performance will improve sufficiently for all students from BOY to EOY assessments

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> 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

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Comprehensive Needs Assessment

Olton is a rural district with three campuses. The enrollment is 602 students. OISD is 67% economically disadvantaged. Approximately 18% of learners are English Language Learners. Approximately 10% of students are receiving special education services. The District received a “B” rating for 2022 with identified needs in Domain II academic growth and Domain III for EL proficiency and subpopulations performing on grade level in reading and math. The District’s high school achieved a 98 in CCMR, 100 in graduation rate, 88 in student achievement, 91 in school progress, and 80 in closing the gaps. The district’s junior high received a 70 in student achievement, 72 in school progress, and 72 in closing the gaps. The campus is identified for targeted support and improvement. The elementary scored 67 in student achievement, 66 in school progress, and 61 in closing the gaps. The campus is identified for comprehensive support and improvement.

Comprehensive Needs Assessment Summary –		
2022-2023		
Utilized Data Sources: These will automatically populate from your CNA worksheets		
TxSchools.gov		
		Local Data
	Surveys	
TxSchools		Local Data
	Surveys	

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Local Data			
Area Reviewed		Summary of Strengths	Summary of Needs
		What were the identified strengths?	What were the identified needs?
		Priorities	
		What are the priorities for the campus, including how federal and state program funds will be used?	
Academic Achievement	District score of 86 (B)	STAAR Performance scored at 71	Academic Support Personnel
	CCMR, Graduation Rates, and Relative Performance	Academic Growth scored at 59	Curriculum and Instruction Materials
	School quality	Academic Achievement met 31% of targets in closing the gaps	
	Student involvement in extra and co curriculars	English Language Proficiency met no targets	
	Attendance Rate	Interventionist / Tutor for Math Programs	
		Curriculum and resource issues need to be addressed	
Staff Quality	Nearly all staff positions are filled	Teacher pay is much less than the state average by nearly \$10,000	Staff Pay
	Instructional coach as a resource	Staff development for new and/or inexperienced staff	Recruitment and Retention

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	Principals have experience	Incentives for recruitment/retention of staff	Professional Development
	Provided one-time incentive for teaching staff		
	New teacher handbook for guidance		
	Differentiated professional development		
School Climate/ Safe & Healthy Schools	Discipline and Consistency	Retention rate has struggled	Access Control
	Rapport amongst employees and supervisor	Hiring of non certified staff to fill vacancies	Monitoring Systems
	Increase of access control, safety procedures, and alert systems	Funding to continue to improve safety measures in the district	Panic Systems
	Increased membership in guardian team	VAPE Sensors	Vape Detection
	Safety survey indicates parents and students feel positive about district safety measures	People are divided on their perceptions of bullying being handled effectively	Reporting Systems
		Survey indicates low ability to identify strangers on campus	
College & Career Readiness/ Graduation/	CCMR score of 98	Improve offerings to allow more students to become completers	CTE Offerings
	Graduation rate of 100	Other pathways need to align to	Improved Completer Pathways

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Dropout Reducation		accomplishing certifications	
	BIM and Welding Certificates	Some dual credit offerings are in need of a different system	
	Multiple Dual credit offerings Passed	Improvement on 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		
District/Campus Commitments	Added softball as an extracurricular	Cafeteria kitchen flooring	Technology Upgrades
	Continuing to build a capital projects fund	HVAC expiration	Transportation Upgrades
	Updated chromebook and desktop computer inventory	Roofing leaks	Facility Improvement
	Upgrading school district vehicles	Fluctuating enrollment / ADA	CTE offering support
	Upgrading district-wide flooring	Curriculum and resource needs for	Extra/Co Curricular Offerings

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		classrooms	
	Mental health supports through MOU's and Grants		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.