

Odem-Edroy Independent School District
Odem Intermediate
2018-2019 Campus Improvement Plan

Comprehensive Needs Assessment

Demographics

Demographics Summary

The community of Odem is at the intersection of two rail lines twenty miles from Corpus Christi, Texas in Southwestern San Patricio. The population of Odem is approximately 2,499, with 776 households, and 633 families residing in Odem. Odem Edroy ISD consists of four campuses elementary, intermediate, junior high, and the high school campus and serves approximately 915 students from Pre-K 4 to 12th grade. Odem Edroy ISD is a Title 1 district with 77.5% of our students being economically disadvantaged.

- Enrollment has decreased in the last several years.
- The mobility rates for the Elementary and Intermediate campuses is 11.7%.
- The District ESL population has showed an increase and is currently at 4.0%, Gifted and Talented is at 6.3%, and Special Education has maintained a steady average ranging from 6% to currently 5.2%
- The district Hispanic population is the highest population of students with 86.6% of our students being Hispanic and 12.2% for the white subgroup

In the area of Special Programs, these priorities are to be included in the DIP:

- Enhance GT and Pre AP and AP programs as well as advanced academic courses at the elementary campus
- Continue inclusion support for special education students in core classes
- Increase the knowledge of all teachers regarding effective strategies to serve students in the inclusion setting
- The district will continue to use the CNA data and align it with the accountability and district initiatives to improve our planning process.

Demographics Strengths

ESL

- Less numbers at upper grades due to students being exited out of program

Math

- Better screened for placement (i.e. Pre AP)

504/RTI/Dyslexia

- Earlier identification of dyslexia students
- Meetings held annually for all students

GT/AP/PreAP

- Student growth

Problem Statements Identifying Demographics Needs

Problem Statement 1: Retention rates for students in grades 3rd thru 5th grade are well above the state rate. **Root Cause:** Each campus has their own process for progress monitoring, assigning accommodations, and utilizing response to intervention strategies. District-wide strategies and procedures are not utilized.

Student Achievement

Student Achievement Summary

The 2017-2018 school year was the sixth year of STAAR testing. The district and all four campuses Met Standard on the Accountability Ratings in all areas under the performance index framework. Junior high earned a total of five Distinction Designations.

The district has implemented district initiatives to assist in closing the gaps for all students as needed. Six week vertical team planning will allow staff to review student data and find common concepts of weakness to address and make instructional emphasis as needed. The district has created nine instructional strategies that will be implemented throughout the district. The focus on Rigor, Relevance, and Relationships will be increased in order to teach students at a Quadrant D level.

In the area of Mastery for At-Risk Students, these priorities are to be included in the CIP/DIP:

- RTI process
- Reading Interventionist & Math Interventionist at the elementary campus
- Increase reading scores
- Increase math scores
- Focus on assisting students in Special Education to improve in reading and math
- Focus on assisting economically disadvantaged students to improve academic performance
- Increase attendance rate to help with student achievement.

Student Achievement Strengths

ESL

- Fewer students at upper grade level due to exiting the program
- Students are passing benchmarks
- Social skills – Benefit more with higher social skills
- Rosetta Stone

Special Education

- Variety of Programs for our students

Math

- Quintile 5 increase

504/RTI/Dyslexia

- Some have exited reading intervention and are showing growth with Lindamood Bell & Reading Plus
- RTI has increased student achievement (elem)
- Lindamood Bell 5 yrs. at elementary/intermediate level
- Celebrate small victories and encourage and motivate students

GT/AP/PreAP

- Pull out programs at Elementary and Intermediate
- Producing good student products
- TPS Project ideas
- Student engagement for elem.
- Student growth
- Research independent work present projects
- Student growth
- Learning to research
- Independent projects
- Present their projects

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Economically Disadvantaged students across all grade levels in Reading and Writing have seen a decrease in STAAR performance.

Root Cause: Students are not utilizing their strategies and strategies are not vertically aligned.

School Culture and Climate

School Culture and Climate Summary

In the area of Safe and Drug Free Schools, these priorities are to be included in the CIP:

- Increase participation in Parental Involvement meeting by working together to increase attendance
- Increase parental Involvement conference attendance and participation
- Red Ribbon activities are planned and scheduled to prevent substance abuse
- Anti-Bullying training
- Crisis Management training
- Increase SHAC membership to increase knowledge of healthy lifestyles for all parents and students

School Culture and Climate Strengths

ESL

- Parent Involvement Conference
- Students eager to help
- Extracurricular activities help social skills

Special Education

- Student acceptance
- Students participation

Math

- New teachers adapt quickly and feel comfortable/supported

504/RTI/Dyslexia

- Good turnout of parents at meetings
- Working great with classroom teachers for pullout and times at elementary. (Scheduling)
- More elementary & intermediate parents are attending RTI meetings

- High School parents involved in RTI

GT/AP/PreAP

- More parent involvement
- Parents see GT as “more work” at the high school level

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: There is an inequity in students who participate in non-academic extra-curricular activities and those participating in academic extra-curricular activities. **Root Cause:** As a small district, we do not have enough staff to sponsor/coach non-academic and academic extra-curricular activities.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

In the area of Staff Quality, Recruitment, and Retention

- New teacher orientation
- Mentor program for new teachers
- ESL training for staff members
- Vertical Team planning
- Stipends in areas of need

Staff Quality, Recruitment, and Retention Strengths

ESL

- Highly Qualified teachers
- Strong support system

Special Education

- Strong collaborative team

Math

- Retention level high
- Teacher student ratio is good
- Mentor teachers
- High correlation between staff effectiveness and student achievement

504/RTI/Dyslexia

- Professional development is readily available to teachers

GT/AP/PreAP

- All staff at OEISD has had at least a 6 hour GT training

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: It is a challenge to hire experienced teachers in already hard-to-fill teaching positions. **Root Cause:** When we lose experienced teachers in our small district it is difficult to attract experienced replacements due to minimal financial incentives and salaries not being competitive enough with surrounding districts so we mostly attract first-year teachers

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

In the area of Curriculum and Instruction, these priorities are to be included in the CIP/DIP:

- Differentiated instruction per RTI
- Six week unit tests – planning with the end in mind
- Texas Curriculum Management Program Cooperative (TCMPC) training for new teachers
- Strengthen the understanding of the TEKS through analysis of TCMPC documents
- Additional time for planning with teachers to analyze the TCMPC documents
- Participate in ECS 2 six weeks training on TCMPC documents
- Train and provide teachers with vocabulary techniques
- Increase use of technology software and applications
- Identify products found in the exemplar lessons of TCMPC and incorporate into TPO
- Strengthen the fundamental math skills of all students
- Focus on teaching students in a manner where they can transfer and apply what they are being taught with real world applications teaching concrete to abstract. Allowing students that are economically disadvantaged the opportunity and experiences needed.

Curriculum, Instruction, and Assessment Strengths

ESL

- Use of DMAC
- Data meetings
- RTI meetings
- Student strengths & weaknesses

Special Education

- Unique curriculum for students in the Life Skills classes

Math

- DMAC used

- Determine gaps across the district
- Vertically aligned instruction
- Instructional strategies

504/RTI/Dyslexia

- RTI instruction is very focused on supporting the specific needs of the student.

GT/AP/PreAP

- Texas Performance Standard Projects
- Pullout programs at elementary & intermediate
- Student engagement
- Student growth

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: There is an increase in technology resources and instructional strategies but not all teachers can attend trainings to help with implementation of these programs. **Root Cause:** Teachers, administrators and staff do not have a systematic way to share new learning gleaned from workshops and conferences.

Problem Statement 2: There is a need for structured vertical aligning in all areas (i.e. data meetings) to better address student needs. **Root Cause:** It is a challenge to find the time for teachers to meet during or after school to attend vertical alignment meetings.

Parent and Community Engagement

Parent and Community Engagement Summary

In the area of Parent and Community Involvement, these priorities are to be included in the CIP/DIP:

- Building a strong positive relationship between parents and schools.
- Communicating partnership with parents.
- Increase communication to parents through email, teacher web pages and district social media
- Increase parent participation by providing incentives
- Provide communication to parents in dual language
- Provide teacher district stationary (postcards) and each six weeks, teachers select students and communicate something positive to parents

Parent and Community Engagement Strengths

ESL

- Elementary & Intermediate parent involvement decreasing

Special Education

- Strong in certain extracurricular activities

Math

- Math and Science Night

504/RTI/Dyslexia

- At elementary & intermediate – high attendance rate at family literacy and math/science nights

GT/AP/PreAP

- GT parent meeting

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: There is more parental involvement at the elementary/intermediate campus and less at the secondary level. **Root Cause:** The school does not have a systematic way to survey parents to get feedback as to why the involvement is greater at elementary.

School Context and Organization

School Context and Organization Summary

In the area of High Professional Development, these priorities are to be included in the DIP:

- Increase knowledge of all teachers regarding the use of technology
- Increase the knowledge of all teachers regarding the use of Vocabulary
- Increase the knowledge of all teachers regarding cooperative learning
- Increase the knowledge of all teachers using DMAC
- Increase the knowledge of all teachers regarding the use of TCMPC as needed
- Increase teacher knowledge of reviewing heat maps to find common concepts of weakness to assist with instructional emphasis for the following six weeks.
- Increase the knowledge of all teachers regarding effective strategies to serve students effectively in the inclusion setting

School Context and Organization Strengths

ESL

- Enrichment period

Special Education

Math

504/RTI/Dyslexia

GT/AP/PreAP

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Teachers need structured opportunities to have input in decision making and school practices. **Root Cause:** Campuses need training on how to effectively and efficiently create these opportunities.

Technology

Technology Summary

In the area of Technology, these priorities are to be included in the CIP/DIP:

- Improve and create teacher web pages and provide training
- Increase student use of technology in the classroom
- Technology upgraded
- Purchasing more portable labs
- New computer labs will continue to be put in place as needed as well as work stations

Technology Strengths

ESL

- Programs are effective

Special Education

- Available in English classroom
- Students know how to access their room own grades
- Computer based programs work better at Junior High and High School than at elementary/intermediate school.

Math

- Improvement
- Better computer access

504/RTI/Dyslexia

- Use of ipads with dyslexia students

GT/AP/PreAP

- Minimum shared computer access
- Advanced calculators
- Elementary/Intermediate access to ipad and computers

Problem Statements Identifying Technology Needs

Problem Statement 1: Our district is well on their way to being 1:1 on every campus but training for integrating technology effectively and efficiently is infrequent and reactive. **Root Cause:** We do not have a systematic way to survey teachers to help us determine what kind of training teachers need.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- Critical Success Factor(s) data
- Accountability Distinction Designations
- Federal Report Card Data
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR Released Test Questions
- STAAR EL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress for each group

- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Student surveys and/or other feedback
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate
- Community surveys and/or other feedback

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation

- Communications data
- Capacity and resources data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results
- Other additional data

Goals

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 1: OEISD will maintain and implement an aligned and comprehensive curriculum that provides relevant, rigorous, and meaningful learning opportunities.

Evaluation Data Source(s) 1: Review Implementation of TCMPC

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7 1) TCMPC Training provided for new teachers	Curriculum Director Campus Administrators Content Specialists	Student Performance Student Leader Walk-through data Student Work Teacher Lesson Plans			
	Funding Sources: 199 - Local Funds - 0.00				
2) Writing across the content areas utilizing district writing initiative.	ELA Content Specialist Administrators Teachers				

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 2: OEISD will use Unit Tests-Planning and instruction will be planned with the end in mind as well as strengthening the understanding of the TEKS through analyzing all of the TCMPC Documents (YAG, VAD, IFD, and Unit Tests)

Evaluation Data Source(s) 2: Review Implementation of TCMPC

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Content Specialist for reading, math, science, and social studies</p>	<p>Administrators</p> <p>Curriculum</p>	<p>Student achievement</p> <p>STAAR data results</p>			
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>2) Elective teachers will align goals, standards, objectives, as well as lesson structure/design to create scope & sequence in the elective areas.</p>	<p>Campus Administrators</p> <p>District Specialist</p>	<p>Student Achievement</p> <p>Evaluations</p>			
<p>Funding Sources: 199 - Local Funds - 0.00</p>					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 3: OEISD will allow additional time for planning and utilizing TCMPC Documents as well as analyzing TEKS the additional time will be provided for all teachers to assist them in developing exemplar lessons. Teachers will also participate in ESC 2 Six Weeks Content specific trainings on the TCMPC documents and specifically the IFD's, VAD, Exemplar Lessons

Evaluation Data Source(s) 3: Review Implementation of TCMPC

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Implementation of Unit Tests during the six weeks by core teachers including planning for instruction (IFD Study) with the end in mind prior to each six weeks beginning</p>	Curriculum Administrators	Lesson Plans DMAC Disaggregated TCMPC Unit Test Data			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) Six week vertical team meetings which will include representatives from elementary, intermediate, junior high, and high school to review Heat Maps, data review of weak and strong S.E.'s. Find common concepts of weaknesses and make instructional emphasis for next six weeks based on data review.</p>	Administrators Teachers Curriculum coaches	Student achievement Assessment results disaggregated data			
Funding Sources: 211 - Title 1 Funds - 0.00					
					

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 4: OEISD will create a system to ensure differentiated instruction/strategies are relevant, engaging and incorporate 21st century learning skills.

Evaluation Data Source(s) 4: Review Implementation of TCMPC

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7</p> <p>1) Training on Differentiated Instruction will continue to be provided to all teachers in OEISD in order to implement and ensure 100% of our classrooms are transformational.</p>	<p>Campus Principals District Administrators Curriculum Director Content Specialists</p>	<p>Student Performance Evidence of differentiated instruction and engaging strategies in lesson plans Evidence of differentiated student work Walk-through data citing differentiation and engagement strategies Assessments reflective of differentiation for students</p>			
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>2) New teachers will be trained on district instructional strategies- Concrete to Abstract, Kagan, Blooms, Vocabulary, Thinking Maps, Marzano, Friar, & Product Driven Instruction. A gallery room will be made available to display the strategies.</p>	<p>Curriculum Director Campus Administrators Content Specialists</p>	<p>Student Performance Evidence of differentiated instruction and engaging strategies in lesson plans Evidence of differentiated student work Walk-through data citing differentiation and engagement strategies Assessments reflective of differentiation for students</p>			
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>3) Elementary Advanced Academics courses in grades 4 & 5</p>	<p>Administrators Teachers Curriculum Director Content Specialists</p>	<p>Student Performance Evidence of differentiated instruction and engaging strategies in lesson plans Evidence of differentiated student work Walk-through data citing differentiation and engagement strategies Assessments reflective of differentiation for students</p>			

<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 6 CSF 7</p> <p>4) The focus of Rigor, Relevance & relationships will be increased in order to teach students at the Quadrant D level</p>	<p>Campus Administrators Content Specialists</p>	<p>Student Products STAAR Scores Student Performance Evidence of differentiated instruction and engaging strategies in lesson plans Evidence of differentiated student work Walk-through data citing differentiation and engagement strategies Assessments reflective of differentiation for students</p>			
	<p>Funding Sources: 211 - Title 1 Funds - 0.00</p>				
<p>5) Teachers, administrators and staff will share new learning gleaned from workshops & conferences.</p>	<p>Teachers Administrators</p>	<p>Increased student achievement Evidence of differentiated instruction and engaging strategies in lesson plans</p>			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 5: The use of technology will be increased in OEISD classrooms.

Evaluation Data Source(s) 5: Review Implementation of TCMPC

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Training will be provided to all teachers to increase the use of technology software and applications to enhance instruction as well as intervention.</p>	<p>Administrators Curriculum Coaches Technology Personnel</p>	<p>Increased student engagement STAAR scores</p>			
<p>Funding Sources: 199 - Local Funds - 0.00</p>					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 6: Fundamental math skills will be strengthened at all grade levels in OEISD.

Evaluation Data Source(s) 6: Review Implementation of TCMPC

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Students in OEISD will use software program during enrichment/tutorials to strengthen fundamental math skills.</p>	<p>Teachers Tech staff Administrators</p>	<p>Walk through documents Lesson Plans Disaggregated data Software usage report student achievement assessment reports TCMPC unit test results Benchmark test data</p>			
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>2) Family math night to be held in the spring.</p>	<p>Administrators Teachers</p>	<p>Student Achievement Assessment Results</p>			
<p>Funding Sources: 199 - Local Funds - 0.00</p>					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 7: OEISD will address the state and federal missed safeguard areas at all campuses by supporting the groups safeguards were missed

Evaluation Data Source(s) 7: Review Implementation of TCMPC

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) All 3rd-5th grade students will participate in the the Universal Screening.</p>	<p>Administrators Reading Intervention Teachers ELA Content Specialist Technology Personnel Teachers</p>	<p>Universal Screening Data Reading STAAR scores Number of students participating in intervention</p>			
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>2) Designated classes will be reduced in size.</p>	<p>Administrators</p>	<p>Student-teacher ratio Student Achievement Assessment Results Disaggregated Data</p>			
<p>Funding Sources: 211 - Title 1 Funds - 0.00</p>					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 8: Campus administrators will complete a revised IFD planning tool with the curriculum director in order to review key components of the unit study prior to a walk through

Evaluation Data Source(s) 8: A collection of the completion of the revise IFD planning tool

Summative Evaluation 8:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Campus Administrators will complete a revised IFD planning tool with the curriculum director in order to review key components of the unit study prior to a walk through each six weeks for all units</p>	<p>Curriculum Director Campus Administrators</p>	<p>Collection of revised IFD planning tool for principals</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 1: Research-Based Curriculum & Instruction

Improve curriculum and instruction to provide all OEISD students a well balanced and appropriate education

Performance Objective 9: To increase students desire to read for pleasure

Evaluation Data Source(s) 9: Review AR data, library data, reading scores

Summative Evaluation 9:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 5</p> <p>1) Student Accelerated Reading initiatives each six-weeks</p>	<p>Campus Administrators Campus Library Aide Teachers</p>	<p>Library books checked out Reading scores AR report</p>			
Funding Sources: Campus Activity Fund - 0.00					
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>2) Literacy night to be held in the fall at Odem Intermediate School.</p>	<p>Campus Administrators Teachers</p>	<p>Family involvement in literacy</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>3) Family book & movie night to be held.</p>	<p>Teachers Administrators Librarian</p>	<p>Student achievement AR reports</p>			
Funding Sources: Campus Activity Fund - 0.00					
<p>Critical Success Factors CSF 1 CSF 6</p> <p>4) Upper grade level buddy readers to be partnered up with lower grade level students.</p>	<p>Administrators Teachers</p>	<p>Student achievement Reading levels</p>			
					

Goal 2: High Quality Professional Development

Provide Staff Development for all personnel to meet identified needs in order to increase student performance

Performance Objective 1: Provide a concrete to abstract instruction training to 100% of OEISD teachers

Evaluation Data Source(s) 1: Final Teacher Appraisal

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Teachers will be provided the opportunity to visit the instructional gallery and view examples of concrete to abstract instructional examples as well as to debrief with their content specialist at the conclusion of gallery visit.</p>	Content Specialist	Increase in instructional strategies			
<p>Funding Sources: 199 - Local Funds - 0.00</p>					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 2: High Quality Professional Development

Provide Staff Development for all personnel to meet identified needs in order to increase student performance

Performance Objective 2: Continue to provide professional development in Product Driven Instruction to 100% of OEISD teachers

Evaluation Data Source(s) 2: Final Teacher Appraisal

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>1) GT 6-hour update training provided to all staff through EduHero.</p>	<p>Administrators Teachers</p>	<p>Increase staff engagement</p>			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 2: High Quality Professional Development

Provide Staff Development for all personnel to meet identified needs in order to increase student performance

Performance Objective 3: Continue to provide professional development in Cooperative Learning Strategies to 100% of OEISD teachers

Evaluation Data Source(s) 3: Final Teacher Appraisal

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>1) Cooperative Learning Training provided to all teachers for implementation in 100% of all OEISD classrooms.</p>	Curriculum Administrators	Student Involvement Student Achievement			
<p>2) Develop campus leadership capacity by placing teacher in leadership positions such as leading staff development, planning involvement activities, and chairing campus committees.</p>	Administration	Increased Teacher Leadership			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 2: High Quality Professional Development

Provide Staff Development for all personnel to meet identified needs in order to increase student performance

Performance Objective 4: Provide professional development on Differentiated Instruction to all OEISD teachers

Evaluation Data Source(s) 4: Final Teacher Appraisal

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>1) Teachers will use classroom technology effectively to deliver the curriculum.</p>	<p>Administrators Curriculum Coaches Technology</p>	<p>Walk-throughs Student Involvement Student achievement</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>2) In order to increase knowledge on differentiated instruction special education staff and general education staff will receive training.</p>	<p>Federal Programs Teachers Administrators</p>	<p>Assessment results Disaggregated Data Student achievement Walk-through data</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>3) Provide training on district wide Discipline Management Program (Bert Simmons) to staff during the week of August (In-service week)</p>	<p>Administration</p>	<p>Improved relationships Less discipline office referrals</p>			
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>4) Increase opportunities for P.E. and music workshops and training.</p>	<p>P.E. & Music Staff Teachers Administrators ESC staff</p>	<p>Healthy students Fitness Gram</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 2: High Quality Professional Development

Provide Staff Development for all personnel to meet identified needs in order to increase student performance

Performance Objective 5: Provide professional development on TCMPC Curriculum components/implementation to core teachers

Evaluation Data Source(s) 5: Final Teacher Appraisal

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) DMAC training will be provided to all teachers in order for all teachers to use data effectively for instructional purposes.</p>	Curriculum Administrators	Assessment results Disaggregated Data Student achievement			
Funding Sources: 211 - Title 1 Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>2) Training will provided to all OEISD core teachers on the six components of TCMPC.</p>	Curriculum Coaches	In-service agenda Assessment results Disaggregated Data Student achievement			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 2: High Quality Professional Development

Provide Staff Development for all personnel to meet identified needs in order to increase student performance

Performance Objective 6: Provide professional development on Inclusive Practices for Special Education Students to OEISD Teachers

Evaluation Data Source(s) 6: Final Teacher Appraisal

Summative Evaluation 6:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>1) Designated teachers will attend the Inclusion Works Conference.</p>	<p>Teachers Administrators</p>	<p>Student Achievement</p>			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 2: High Quality Professional Development

Provide Staff Development for all personnel to meet identified needs in order to increase student performance

Performance Objective 7: Provide professional development to ensure the safety of all students

Evaluation Data Source(s) 7: Report submitted to the state

Summative Evaluation 7:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 6</p> <p>1) All OEISD staff will participate in training on School Wellness Plan and the condition of anaphylaxis through EduHero.</p>	<p>School Nurse SHAC Chairman Administration</p>	<p>Increase staff knowledge regarding significant health topics.</p>			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

**Goal 3:
Safe and Drug-Free Schools**

OEISD will maintain a safe and drug free academic environment that is positively conducive to student learning.

Performance Objective 1: OEISD will provide anti bullying training and other trainings in order to promote student achievement and focus on educational priorities.

Evaluation Data Source(s) 1: Title IV - Final Safe and Drug Free Evaluation Report- All activities were completed and progress was made.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>1) Anti-Bullying training for all personnel.</p>	Federal Programs Administrators Counselors Teachers	Less bullying reports Students feel safe			
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>2) Provide lessons to students on all campuses regarding the topic of bullying.</p>	Federal Programs Director Administrators Counselors Teachers	Less bullying reports Positive parent & student surveys			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 5</p> <p>3) Stop, Walk & Talk will be utilized at all campuses.</p>	Federal Programs Administrators Counselors Teachers	Less bullying reports Positive parent & student surveys			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Anti Bullying Rally focusing on "Kindness Counts"</p>	Administrators Counselors Teachers	Bullying Awareness Better social skills safe environment			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>5) Bert Simmons training will be provided to all staff members.</p>	Administrators Counselors Teachers	Effective Classroom Management Integration of classroom management and safety			
Funding Sources: 199 - Local Funds - 0.00					

Critical Success Factors CSF 6 6) Anti-Bullying contracts for all OES/OIS students.	Counselor Administrators Teachers	Decrease in bullying incidents			
	Funding Sources: 199 - Local Funds - 0.00				
7) Teachers will recognize students who are making good choices, respecting others, & performing random acts of kindness. (Owl Stars)	Counselor Administrators Teachers	Better social skills Safe environment			
					

Goal 3:
Safe and Drug-Free Schools

OEISD will maintain a safe and drug free academic environment that is positively conducive to student learning.

Performance Objective 2: OEISD will promote a drug free environment.

Evaluation Data Source(s) 2: Title IV - Final Safe and Drug Free Evaluation Report- All activities were completed and progress was made.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 5 CSF 6</p> <p>1) Red Ribbon activities will be planned and scheduled to prevent substance abuse during Red Ribbon Week on all campuses.</p>	<p>School Counselors Administrators</p>	<p>A safe and drug free environment is established.</p>			
<p>Funding Sources: 199 - Local Funds - 0.00</p>		<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>			

Goal 3:
Safe and Drug-Free Schools

OEISD will maintain a safe and drug free academic environment that is positively conducive to student learning.

Performance Objective 3: OEISD will provide crisis management training to all district staff members

Evaluation Data Source(s) 3: Title IV - Final Safe and Drug Free Evaluation Report- All activities were completed and progress was made.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Crisis Management Plan training for all staff will be reviewed and any necessary changes will be made.</p>	Administration	Safety of all students and staff is ensured			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Increase safety on campus by continuing school check in procedures.</p>	Administrators Teachers Curriculum Safety Officer	Safety Officer visible to all Parking permits Increasing safety throughout the district Safety procedures reinforced to provide a safe environment for all students			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 5 CSF 6 CSF 7</p> <p>3) All staff will receive child abuse training through EduHero.</p>	Administrators Teachers	Ensure safety of students Provide all students with a safe & positive environment			
<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) Mock drills for safety awareness</p>	all OEISD employees	Ensure safety of students Provide all students with a safe & positive environment			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 5 CSF 6</p> <p>5) Outside agencies such as Connections will be used at all campuses for individual counseling and group guidance counseling.</p>	Administrators Counselors	Ensure safety of students Provide all students with a safe & positive environment			
Funding Sources: 199 - Local Funds - 0.00					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 3:
Safe and Drug-Free Schools

OEISD will maintain a safe and drug free academic environment that is positively conducive to student learning.

Performance Objective 4: OEISD will increase students and communities knowledge of a healthy lifestyle.

Evaluation Data Source(s) 4: Title IV - Final Safe and Drug Free Evaluation Report- All activities were completed and progress was made.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 5 CSF 6</p> <p>1) Provide SHAC membership information to parents in order to increase knowledge of healthy lifestyles for all parents and students.</p>	<p>School Nurses Administrators</p>	<p>Students and parents learn about a healthy lifestyle</p> <p>Prevention of illness such as diabetes, high blood pressure, etc.</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) Family Fitness walks/runs: Turkey Trot & Jingle Bell Walk</p>	<p>Teachers Administrators</p>	<p>Healthy family living</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 3:
Safe and Drug-Free Schools

OEISD will maintain a safe and drug free academic environment that is positively conducive to student learning.

Performance Objective 5: OEISD will promote a clean environment.

Evaluation Data Source(s) 5: Title IV - Final Safe and Drug Free Evaluation Report- All activities were completed and progress was made.

Summative Evaluation 5:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 5</p> <p>1) Campaign for Litter Free district- Will continue to increase community awareness - students will participate</p>	<p>Administrators Teachers Curriculum Director</p>	<p>Clean, litter free facilities throughout the district</p> <p>Student & parent involvement in a Litter Free district.</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) The Beautification Committee will work at raising funds to beautify the facilities.</p>	<p>Beautification Committee Facilities Committee</p>	<p>Improvement of School Facilities</p> <p>Improved learning environment for students</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 4: Parent and Community Involvement

To achieve academic success, OEISD will support active parental and community involvement.

Performance Objective 1: OEISD will show an increase in Parental Involvement.

Evaluation Data Source(s) 1: Parental Attendance records or sign in sheets.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 CSF 7</p> <p>1) The following communication strategies will be used by OESID administrators & teachers daily, weekly, and monthly to keep parents well informed: email, teacher web pages, six weeks newsletters per administrators, and district social media, mass parent email system, monthly article in local paper by designated district/campus administrator, Living Tree</p>	<p>Administration Teachers School Counselors</p>	<p>Informative web pages for all teachers</p>			
		<p>Positive parent surveys</p> <p>Educational needs of students will be met by both parents & educators</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>2) Written parent communication will be provided in dual language</p>	<p>Administrators Teachers Counselors</p>	<p>Copies of communication in dual language</p> <p>Parents knowledge of their child's education will increase</p>			
		<p>Funding Sources: 199 - Local Funds - 0.00</p>			
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>3) Provide teachers district postcards to students each semester to communicate something positive to the parents (by the end of the year, each parent would have received a postcard)</p>	<p>Administration Teachers</p>	<p>Positive Communication with parents with build better relationships</p> <p>Educators will collaborate with parents though positive communication to enable children to be successful</p>			
		<p>Funding Sources: 199 - Local Funds - 0.00</p>			
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>4) Administrators will attend parental involvement conference.</p>	<p>Federal Programs Administrators</p>	<p>Increasing parental involvement</p>			
		<p>Funding Sources: 211 - Title 1 Funds - 0.00</p>			

<p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>5) Parental Involvement Conference will be attended by parents. District will pay conference fees for parents and provide transportation.</p>	<p>Federal Programs Administrators</p>	<p>Increasing parental Involvement</p>			
		<p>Funding Sources: 211 - Title 1 Funds - 0.00</p>			
<p align="center">Critical Success Factors CSF 5</p> <p>6) Grade level music performances for parents and community.</p>	<p>Administrators Teachers</p>	<p>Increase parental involvement</p>			
<p align="center">Critical Success Factors CSF 5</p> <p>7) Hold an end of year luncheon to recognize volunteers.</p>	<p>Teachers Office Staff Administrators</p>	<p>Positive Recognition to parents</p>			
		<p>Funding Sources: Campus Activity Fund - 0.00</p>			
<p align="center">Critical Success Factors CSF 5 CSF 6</p> <p>8) Host a "Meet the Teacher" night prior to the first day of school. Provide the opportunity to meet teachers, bring in supplies, complete volunteer forms, and get information on programs & events.</p>	<p>Teachers Administrators</p>	<p>Positive communication with parents Build partnerships</p>			
<p>9) Increased visibility of administrators at school events throughout the school year.</p>	<p>Campus Administrators</p>	<p>Stronger relationships among staff, parents & community members.</p>			
<p>10) Develop & implement a district wide Parent Teacher Organization to unite various campus efforts for parent involvement.</p>	<p>Campus Administrators Parent volunteer leaders</p>	<p>Stronger relationships among staff, parents & community members</p>			
<p>11) STAAR parent meeting to inform parents about STAAR testing and student progress.</p>	<p>Administrators Teachers Counselor</p>	<p>Increased benchmark/STAAR Scores Stronger relationships among staff, parents & community members</p>			
<p>12) Host a family science fair expo at the campus to showcase student work.</p>	<p>Administrators Science Content Specialist Teachers</p>	<p>Stronger Parental Involvement Positive Student Recognition</p>			
<p align="center">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 4: Parent and Community Involvement

To achieve academic success, OEISD will support active parental and community involvement.

Performance Objective 2: OEISD will seek opportunities to build on an above average attendance rate to maximize state funding.

Evaluation Data Source(s) 2:

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
1) A perfect attendance drawing to be held each six weeks.	PEIMS Campus Administration	Higher attendance rate			
	Funding Sources: Campus Activity Fund - 0.00				
2) Identify students with past or current attendance concerns. Weekly check-in system to monitor attendance.	PEIMS Teachers Campus Administrators Counselor	Student attendance data showing increased attendance			
	Funding Sources: Campus Activity Fund - 0.00				
3) Popcorn treat to be awarded to the grade level with the highest attendance percentage each 3 week period.	Administrators PEIMS	Increased attendance rate			
	Funding Sources: Campus Activity Fund - 0.00				
					

Goal 5: Mastery for At-Risk Students

Improve RTI program to provide students who experience difficulty in academic achievement the opportunity for growth.

Performance Objective 1: OEISD will ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement are provided with effective, timely additional assistance which shall include measures to ensure those student difficulties are identified on a timely basis.

Evaluation Data Source(s) 1: RTI records and Special Education referrals.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>1) Math Interventionist to help struggling math students.</p>	Administrators Teachers	Increased student academic performance as seen through: progress reports report cards assessment data			
Funding Sources: 199 - Local Funds - 0.00, 224 - IDEA Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) All special education students in the district will receive reading or math intervention as needed.</p>	Administrators Teachers Curriculum Coaches Special Education Staff	Increased student academic performance as seen through: progress reports report cards assessment data			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>3) Progress monitoring for all students in RTI</p>	Administrators Teachers Counselor	Increased student performance			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>4) HB 5 Career Day throughout the district</p>	Administrators Teachers Curriculum Counselor	Increased awareness of higher education options Student goal setting opportunity			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>5) Class size reduction to assist students with reading.</p>	Administration Teacher	Student Achievement			
Funding Sources: 255-Title II - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>6) Hold weekly RTI meetings on Tuesdays.</p>	RTI Committee Administrators Counselor	Increased Student Achievement			

7) Implement Reading Plus program for students struggling in reading fluency & comprehension.	Teachers Reading Intervention Teacher	Reading Plus usage report - progress made for struggling readers			
8) Monthly data meetings to be held with each grade level.	Campus Administrators Teachers Content Specialists Curriculum Director	Increased Student Achievement Individualized plan for struggling students.			
					

Goal 5: Mastery for At-Risk Students

Improve RTI program to provide students who experience difficulty in academic achievement the opportunity for growth.

Performance Objective 2: OEISD will address the achievement gaps of all student populations based on STAAR performance

Evaluation Data Source(s) 2: STAAR score results, district benchmark results, and unit test results

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
Critical Success Factors CSF 1 CSF 2 CSF 4 1) Reading Interventionist to work with struggling readers	Teachers Literacy Coach Administrators Federal Programs	Increased student academic performance as seen through: progress reports report cards assessment data			
	Funding Sources: 199 - Local Funds - 0.00, 255-Title II - 0.00				
Critical Success Factors CSF 1 CSF 5 CSF 6 2) Student Attendance Incentives and Awards will be held each six weeks.	Administrators Teachers Parents PEIMS	Increased Average Daily Attendance Increased Student Achievement			
	Funding Sources: Campus Activity Fund - 0.00				
					

Goal 5: Mastery for At-Risk Students

Improve RTI program to provide students who experience difficulty in academic achievement the opportunity for growth.

Performance Objective 3: Post secondary awareness at all campuses

Evaluation Data Source(s) 3: Accountability ratings

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>1) College Awareness: College Day, College flags, & College t-shirts every Thursday</p>	Campus Administrators	<p>Increased awareness of higher education options</p> <p>Student goal setting opportunity</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 5</p> <p>2) Enhance college awareness by providing 4th & 5th grade students the opportunity to tour a local college campus.</p>	Campus Administrators Teachers Counselor	<p>Increased awareness of higher education options</p> <p>Student goal setting opportunity</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>3) Expose elementary students to current CTE classes at the high school by providing tours to grade levels.</p>	Campus Administrators Teachers Counselors	<p>Increased awareness of higher education options</p> <p>Student goal setting opportunity</p>			
<p>4) Fifth graders to tour the junior high campus in the spring.</p>	Campus Administrators Teachers Counselors	Students will be prepared for the junior high campus.			
<p>5) Implement Student Council in 3rd-5th grade. (Student Leadership)</p>	Campus Administrator Student Council Sponsor Teachers	Student Leadership			
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 6: Technology

OEISD will foster the use of state-of-art technology through integration within the curriculum

Performance Objective 1: 90% of OEISD Classrooms will utilize instructional technology equipment

Evaluation Data Source(s) 1: Increased usage of devices and equipment implemented and viewed by administrators during walk throughs

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 6 CSF 7</p> <p>1) Use classroom technology resources (document camera, projector, teacher workstation)</p>	Administrators Technology Teachers	Increased Student achievement Positive Student surveys			
<p>Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7</p> <p>2) Foster & provide professional learning in using and teaching with technology</p>	Teachers Administrators Technology Staff	Increase in digital lessons Increased Student Achievement			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>3) Use district technology equipment (Computer, wireless devices) in student projects and learning.</p>	Teachers Administrators Technology Staff	Increase of student generated digital products			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>4) Mobile carts (Computer on Wheels) will be used throughout the district.</p>	Technology Staff Teachers	Increase of student generated digital products			
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>5) New technology equipment will be added (Chromebooks, computer on wheels, ipads)</p>	Technology Staff Administrators	Increase of student generated digital products			
<p>6) Establish a live streaming and recorded video (Web Content) and or audio (Podcasts) that will allow teachers and students opportunities to enhance and integrate technology into daily instruction.</p>	Teachers Administrators Technology Staff	Enhanced & integrated digital learning Increased Student Achievement			
					

Goal 6: Technology

OEISD will foster the use of state-of-art technology through integration within the curriculum

Performance Objective 2: Teachers will utilize technology to access data to assist all student groups

Evaluation Data Source(s) 2: Teacher usage reports per software

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Teachers will access student data by using systems efficiently (DMAC, TxEis)</p>	<p>Administrators Teachers Curriculum Coaches Technology Director</p>	<p>Increased STAAR Scores</p>			
<p>Funding Sources: 255-Title II - 0.00</p>					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) Technology professional development</p>	<p>Technology Staff</p>	<p>Increased use of technology resources</p>			
<p>Funding Sources: 199 - Local Funds - 0.00</p>					
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 6: Technology

OEISD will foster the use of state-of-art technology through integration within the curriculum

Performance Objective 3: Employees will utilize technology to communicate with parents

Evaluation Data Source(s) 3: Increases in the following by our parents: accessing teacher webpages, teacher parent emails, parents signing up for notify me, parents accessing students grades online

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 5 CSF 6 CSF 7</p> <p>1) Create improved teacher web pages by using a district rubric</p>	<p>Teachers Administrators Technology Staff</p> <p>Funding Sources: 199 - Local Funds - 0.00</p>	Increase parent awareness of classroom news and resources			
<p>2) Implement Living Tree communication that user friendly and reflects the quality and vibrancy of OEISD.</p>	<p>Teachers Administrators Technology Staff</p>	Increased parent communication			
					

Goal 6: Technology

OEISD will foster the use of state-of-art technology through integration within the curriculum

Performance Objective 4: Students in grades Kindergarten through High School will participate in a district wide STEM program

Evaluation Data Source(s) 4: Completed lesson plans

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
1) Dr. Phillip Eaglin from CODE.org to provide teacher trainings each six weeks. Minimum of 30 minutes per week of Coding for each student.	Curriculum Director	Increased knowledge of coding			
		Increase number of "unplugged" lessons provided to students			
Funding Sources: 211 - Title 1 Funds - 0.00, 199 - Local Funds - 0.00					
					

Goal 7: Special Programs

OEISD will provide and create a comprehensive instructional program and provide differentiated instruction in order to maximize the success of all students

Performance Objective 1: OEISD will increase their knowledge of instructional arrangements and research based instructional strategies to ensure strive for 80% of all special program students meet standards on appropriate state assessments

Evaluation Data Source(s) 1: Special Program Students-STAAR Performance

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>1) Inclusion support will be provided for special education students in core classes along with collaboration in all subject areas</p>	<p>Special Programs Director Administrators Special Education Staff</p>	<p>Increased collaboration between general education and special education teacher.</p> <p>Successful implementation of student IEPs.</p>			
Funding Sources: 224 - IDEA Funds - 0.00, 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 6 CSF 7</p> <p>2) Train OEISD teachers on effective strategies for serving students with disabilities in the general education classroom</p>	<p>Special Programs Director Special Education Staff Administrators Teachers</p>	<p>Increased collaboration between general education and special education teacher.</p> <p>Successful implementation of student IEPs.</p>			
Funding Sources: 224 - IDEA Funds - 0.00, 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7</p> <p>3) Provide training to all OEISD teachers regarding special programs per Special Programs binder.</p>	<p>Special Programs Director</p>	<p>Increased collaboration between general education and special education teacher.</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>4) GT training for teachers teaching advanced classes in 4th & 5th grade.</p>	<p>Federal Programs Director Administrators Teachers</p>	<p>Increased Student achievement based on STAAR data results</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 4 CSF 6 CSF 7</p> <p>5) Designated classes will be reduced in size.</p>	<p>Administrators</p>	<p>Increased student achievement</p>			
Funding Sources: 211 - Title 1 Funds - 0.00					

<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>6) Pullout GT 3rd-5th grade students.</p>	<p>Administrators GT Teachers Teachers</p>	<p>Increased student achievement</p> <p>Student creativity enhanced</p> <p>Student achievement at the Master's level</p>			
Funding Sources: 199 - Local Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 2 CSF 4</p> <p>7) Special education students will receive reading or math intervention as needed.</p>	<p>Administrators Teachers Curriculum Coaches Special Education</p>	<p>Increased student academic performance as seen through: progress reports report cards assessment data</p>			
Funding Sources: 199 - Local Funds - 0.00, 224 - IDEA Funds - 0.00					
<p>Critical Success Factors CSF 1 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>8) ESL training available to all teachers.</p>	<p>Administrators Teachers Special Programs Director</p>	<p>Increase in teacher awareness and implementation of ESL strategies</p>			
Funding Sources: 199 - Local Funds - 0.00, Title III LEP SSA - 0.00					
<p>9) OEISD will review and redesign special programs, such as gifted and talented and special education.</p>	<p>GT Coordinator 504 Coordinator Special Education Director Curriculum Director</p>	<p>Increased Student Performance</p> <p>PBMAS data indicators in compliance for all special programs</p>			
<p>10) Encourage students to participate in extra-curricular activities. (UIL, Student Council, etc.)</p>	<p>UIL Coordinator Student Council Sponsor Campus Administrators Chess Club Coach</p>	<p>An increase in the number of students participating in extra-curricular activities.</p>			
<p style="text-align: center;">  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>					

Goal 8: Migrant Education

To develop a comprehensive Migrant Program that supports the diverse needs of Migrant students and their families

Performance Objective 1: OEISD Migrant records will meet state and federal reporting requirements with 100% accuracy

Evaluation Data Source(s) 1: Audit Forms-Will meet Audit Standards

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
Critical Success Factors CSF 1 CSF 3 1) District Designee attends Migrant training offered by ESC Region 2.	Federal Programs Director	Migrant student needs are met			
Funding Sources: 199 - Local Funds - 0.00					
Critical Success Factors CSF 1 CSF 5 2) Identify all Migrant students per new enrollment procedures/forms	Federal Programs Director Campus Registrar	Ensure that migrant student needs are met			
Funding Sources: 199 - Local Funds - 0.00					
Critical Success Factors CSF 1 CSF 5 3) Communication between Migrant Coordinator and campus personnel each six weeks.	Federal Programs Director Campus Registrar	Ensure compliance with migrant student needs			
Funding Sources: 199 - Local Funds - 0.00					
4) Migrant student report cards requested from campus each six weeks.	Federal Programs Director Campus Registrar	Ensure compliance with migrant student needs			
Funding Sources: 199 - Local Funds - 0.00					
					

Goal 9: Staff Recognition

To acknowledge that all staff members know that they are appreciated and treasured.

Performance Objective 1: OEISD will provide creative methods of recognition and support for all staff members.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
			Jan	Mar	May
1) 6-Weeks Instructional Strategy Winner	Campus Administrators Curriculum Director Content Specialists	Increased Teacher Morale District instructional strategies used in the classroom			
2) Promote collegiality among staff through recognition and hospitality events	Administrators Sunshine Committee	High Staff Morale			
3) Jeans passes awarded to staff members for going above and beyond.	Administrators	High Staff Morale			

Campus Funding Summary

199 - Local Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	1	1			\$0.00
1	2	2			\$0.00
1	3	1			\$0.00
1	4	1			\$0.00
1	4	2			\$0.00
1	4	3			\$0.00
1	5	1			\$0.00
1	6	2			\$0.00
1	8	1			\$0.00
1	9	2			\$0.00
2	1	1			\$0.00
2	4	1			\$0.00
2	4	2			\$0.00
2	4	4			\$0.00
3	1	2			\$0.00
3	1	3			\$0.00
3	1	4			\$0.00
3	1	5			\$0.00
3	1	6			\$0.00
3	2	1			\$0.00
3	3	1			\$0.00
3	3	2			\$0.00
3	3	4			\$0.00
3	3	5			\$0.00

3	4	1			\$0.00
3	4	2			\$0.00
3	5	1			\$0.00
3	5	2			\$0.00
4	1	1			\$0.00
4	1	2			\$0.00
4	1	3			\$0.00
5	1	1			\$0.00
5	1	2			\$0.00
5	1	3			\$0.00
5	1	4			\$0.00
5	2	1			\$0.00
5	3	1			\$0.00
5	3	2			\$0.00
6	1	2			\$0.00
6	1	3			\$0.00
6	2	2			\$0.00
6	3	1			\$0.00
6	4	1			\$0.00
7	1	1			\$0.00
7	1	2			\$0.00
7	1	3			\$0.00
7	1	4			\$0.00
7	1	6			\$0.00
7	1	7			\$0.00
7	1	8			\$0.00
8	1	1			\$0.00
8	1	2			\$0.00

8	1	3			\$0.00
8	1	4			\$0.00
Sub-Total					\$0.00
211 - Title 1 Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2			\$0.00
1	4	4			\$0.00
1	7	2			\$0.00
2	5	1			\$0.00
4	1	4			\$0.00
4	1	5			\$0.00
6	4	1			\$0.00
7	1	5			\$0.00
Sub-Total					\$0.00
224 - IDEA Funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	1			\$0.00
7	1	1			\$0.00
7	1	2			\$0.00
7	1	7			\$0.00
Sub-Total					\$0.00
Title III LEP SSA					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
7	1	8			\$0.00
Sub-Total					\$0.00
Campus Activity Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	9	1			\$0.00

1	9	3			\$0.00
4	1	7			\$0.00
4	2	1			\$0.00
4	2	2			\$0.00
4	2	3			\$0.00
5	2	2			\$0.00
Sub-Total					\$0.00
255-Title II					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
5	1	5			\$0.00
5	2	1			\$0.00
6	2	1			\$0.00
Sub-Total					\$0.00
Grand Total					\$0.00