

Odem-Edroy Independent School District

Odem Intermediate

2019-2020 Goals, Performance Objectives, & Strategies



Mission Statement

The mission of Odem Intermediate is to unite our school and community by communicating, establishing routines, promoting positive parent involvement in an academically enriched and safe environment.

Vision

Odem Intermediate strives to inspire productive life long learners in a supportive, safe environment through communication and cohesive collaboration within our community.

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Goals

Goal 1: Odem Intermediate will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post secondary success.

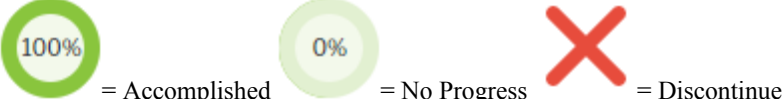
Performance Objective 1: OIS will maintain and implement an aligned, relevant, and rigorous comprehensive curriculum.

Evaluation Data Source(s) 1: Student Performance Data

Student Work

Teacher Lesson Plans

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<p>TEA Priorities Build a foundation of reading and math Improve low-performing schools</p> <p>ESF Levers Lever 4: High-Quality Curriculum Lever 5: Effective Instruction</p> <p>1) Teachers will utilize TCMPC and the designated YAG to develop pacing calendar, create unit assessments, weekly plans, and analyze data through PLCs/data meetings.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Executive Director	Implementation of YAG for specific standards Creation and utilization of unit assessments for specific standards Data analysis through PLCs/data meetings to inform instructional practices.			
<p>Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1</p> <p>Funding Sources: 199 - Local Funds - 0.00</p>						
						

Performance Objective 1 Problem Statements:

Student Achievement

Problem Statement 1: Students struggle to reach the threshold of the meets and masters level on STAAR assessments. **Root Cause 1:** Systems primarily focus on the approaches level of passing, rather individual improvement for all students.

Curriculum, Instruction, and Assessment

Problem Statement 1: Consistent implementation of research-based instructional strategies and structured vertical aligning in all areas (i.e. data meetings) has been limited. **Root Cause 1:** A schedule for teachers from same grade/same content to meet during /after school for vertical alignment meetings has not taken place.

Goal 1: Odem Intermediate will maintain rigorous standards of achievement to prepare 21st century learners for graduation and post secondary success.

Performance Objective 2: OIS will implement differentiated instructional strategies that are relevant, engaging, and incorporate 21st century learning skills.

Evaluation Data Source(s) 2: In-Service Agenda

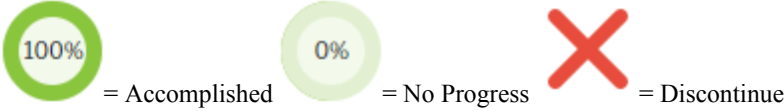
Student Performance

Differentiated instructional strategies identified in lesson plans

Walkthrough data indicating differentiated strategies

Assessments reflective of differentiation for students

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<p>TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math</p> <p>ESF Levers Lever 5: Effective Instruction</p> <p>1) Develop and train staff on campus selected, research-based instructional strategies. PLCs will develop assess the level of success throughout instruction.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Executive Director	Improved student performance on unit assessments, STAAR, and behavioral occurrences.			
<p>Problem Statements: Student Achievement 1 - Curriculum, Instruction, and Assessment 1</p> <p>Funding Sources: 199 - Local Funds - 0.00</p>						
						

Performance Objective 2 Problem Statements:

Student Achievement
<p>Problem Statement 1: Students struggle to reach the threshold of the meets and masters level on STAAR assessments. Root Cause 1: Systems primarily focus on the approaches level of passing, rather individual improvement for all students.</p>
Curriculum, Instruction, and Assessment
<p>Problem Statement 1: Consistent implementation of research-based instructional strategies and structured vertical aligning in all areas (i.e. data meetings) has been limited. Root Cause 1: A schedule for teachers from same grade/same content to meet during /after school for vertical alignment meetings has not taken place.</p>

Goal 2: Odem Intermediate will have effective communication with all stakeholders emphasizing parent partnerships aimed at increasing student performance.

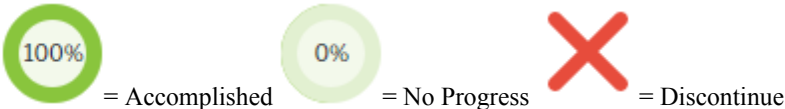
Performance Objective 1: OIS will establish an increased number of opportunities for parental and community involvement throughout the school year.

Evaluation Data Source(s) 1: Parental sign-in/attendance sheets

Parental survey

Parent contact logs

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<p>TEA Priorities Improve low-performing schools</p> <p>ESF Levers Lever 1: Strong School Leadership and Planning</p> <p>1) Scheduling and implementing of specified events for parental and community involvement opportunities throughout the school year.</p>	3.1, 3.2	Principal Asst. Principal Executive Director School Counselor Teachers	Positive communication and collaboration with parents and community Increased parental attendance			
<p>Problem Statements: Demographics 1 - Parent and Community Engagement 1</p> <p>Funding Sources: 199 - Local Funds - 0.00</p>						
						

Performance Objective 1 Problem Statements:




Demographics
Problem Statement 1: Student population for Odem Intermediate School has declined. Root Cause 1: Families have moved out of the area or enroll their children in larger school districts.
Parent and Community Engagement
Problem Statement 1: There is limited awareness and opportunities to cultivate partnerships between the school, families, and community. Root Cause 1: Not all parents have access to school information platforms, nor have trainings been scheduled to inform parents of log in and navigation.

Goal 2: Odem Intermediate will have effective communication with all stakeholders emphasizing parent partnerships aimed at increasing student performance.

Performance Objective 2: OIS will develop and maintain a prominent internet/social media presence to increase parental and community awareness.

Evaluation Data Source(s) 2: Parental sign-in/attendance sheets
 Website/Social media posting
 Parental survey
 Parent contact logs

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<p>TEA Priorities Improve low-performing schools</p> <p>ESF Levers Lever 1: Strong School Leadership and Planning</p> <p>1) Implementation of specified communication options emails, Living Tree, six weeks administrator newsletter, social media postings, and administrator local newspaper article to share parental and community involvement opportunities.</p>	3.1, 3.2	Principal Asst. Principal Executive Director School Counselor Teachers	Positive communication and collaboration with parents and community Increased parental attendance			
<p>Problem Statements: Demographics 1 - Parent and Community Engagement 1</p> <p>Funding Sources: 199 - Local Funds - 0.00</p>						
 = Accomplished  = No Progress  = Discontinue						

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Student population for Odem Intermediate School has declined. Root Cause 1: Families have moved out of the area or enroll their children in larger school districts.
Parent and Community Engagement
Problem Statement 1: There is limited awareness and opportunities to cultivate partnerships between the school, families, and community. Root Cause 1: Not all parents have access to school information platforms, nor have trainings been scheduled to inform parents of log in and navigation.

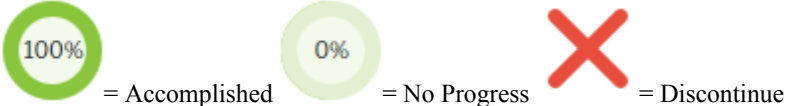
Goal 3: Odem Intermediate will recruit, develop, and retain an exceptional, highly motivated staff to optimize student engagement and learning.

Performance Objective 1: OIS will implement professional development for cooperative learning strategies, differentiation, and inclusive practices to building engagement and management within the classroom environment.

Evaluation Data Source(s) 1: In-Service Agenda

- Student Performance Data
- Student Work
- Teacher Lesson Plans
- Course Certificates

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<p>TEA Priorities Recruit, support, retain teachers and principals</p> <p>ESF Levers Lever 2: Effective, Well-Supported Teachers Lever 3: Positive School Culture</p> <p>1) Solicit input from teachers on professional development through surveys, walkthroughs and instructional volunteers. Teachers to lead instructional training of other staff.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Executive Director	Improved student performance on unit assessments, STAAR, and behavioral occurrences.			
<p>Problem Statements: Student Achievement 1 - Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1 - School Context and Organization 1 - Technology 1</p> <p>Funding Sources: 199 - Local Funds - 0.00, 211 - Title 1 Funds - 0.00</p>						
						

Performance Objective 1 Problem Statements:

Student Achievement
<p>Problem Statement 1: Students struggle to reach the threshold of the meets and masters level on STAAR assessments. Root Cause 1: Systems primarily focus on the approaches level of passing, rather individual improvement for all students.</p>

Staff Quality, Recruitment, and Retention

Problem Statement 1: Odem Intermediate has the challenge of hiring experienced teachers and/or loses employees to higher paying and larger districts.. **Root Cause 1:** Districts in the surrounding areas with competitive pay rates.

Curriculum, Instruction, and Assessment

Problem Statement 1: Consistent implementation of research-based instructional strategies and structured vertical aligning in all areas (i.e. data meetings) has been limited. **Root Cause 1:** A schedule for teachers from same grade/same content to meet during /after school for vertical alignment meetings has not taken place.

School Context and Organization

Problem Statement 1: Teachers need structured opportunities to have input in decision making and school practices. **Root Cause 1:** Campuses lacks teacher leadership opportunities and staff surveying.

Technology

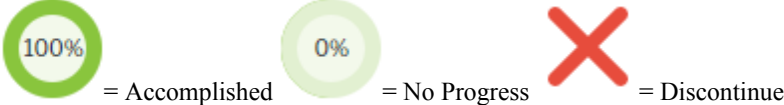
Problem Statement 1: Odem Intermediate is a 1:1 for student device access; however, training for implementing and integrating technology effectively and efficiently is infrequent and reactive. **Root Cause 1:** Teachers, administrators and staff lack a systematic means to share new learning gleaned from workshops and conferences or surveys of teachers to help determine the trainings required.

Goal 3: Odem Intermediate will recruit, develop, and retain an exceptional, highly motivated staff to optimize student engagement and learning.

Performance Objective 2: OIS will establish creative methods of recognition and support for all staff members.

Evaluation Data Source(s) 2: Teacher Surveys
Weekly Hoot

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
TEA Priorities Recruit, support, retain teachers and principals ESF Levers Lever 2: Effective, Well-Supported Teachers 1) Implementation of staff recognition: monthly, weekly, and annually Monthly staff awards, shout outs in the weekly hoot, recognition for activity involvement, and annual staff member of the year.	2.4, 2.5, 2.6	Principal Asst. Principal School Counselor	Positive campus culture survey Teacher retention in positions			
	Problem Statements: Staff Quality, Recruitment, and Retention 1 Funding Sources: Campus Activity Fund - 0.00					
						

Performance Objective 2 Problem Statements:

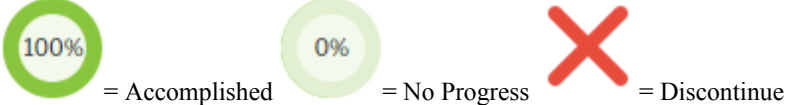
Staff Quality, Recruitment, and Retention
Problem Statement 1: Odem Intermediate has the challenge of hiring experienced teachers and/or loses employees to higher paying and larger districts.. Root Cause 1: Districts in the surrounding areas with competitive pay rates.

Goal 4: Odem Intermediate will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 1: OIS will provide training in safety, crisis management, and social/emotional occurrences to ensure a positive, educational focused environment.

Evaluation Data Source(s) 1: In-Service Agenda
 Parental & Student Surveys
 Student Performance
 Title IV - Final Safe & Drug Free Evaluation Report
 Course Certificates
 Emergency Plan
 Staff duty Assignments

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
ESF Levers Lever 1: Strong School Leadership and Planning 1) Collaboration with district administration to update campus emergency operation plans. Develop a drill schedule.		Principal Asst. Principal Executive Director School Counselor Teachers	Revised and implemented emergency operation plan in compliance with state legislature and HB3.			
Problem Statements: School Culture and Climate 1 - School Context and Organization 1 Funding Sources: 199 - Local Funds - 0.00						
						

Performance Objective 1 Problem Statements:

School Culture and Climate
Problem Statement 1: Odem Intermediate School has had limited active supports for the emotional well-being of students. Root Cause 1: There has been an increased number of students with emotional problems along with limited coping skills.

School Context and Organization

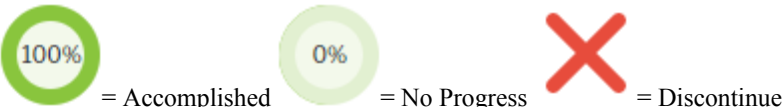
Problem Statement 1: Teachers need structured opportunities to have input in decision making and school practices. **Root Cause 1:** Campuses lacks teacher leadership opportunities and staff surveying.

Goal 4: Odem Intermediate will provide learning environments and structures designed to promote a physical, emotional, and cultural focus on safety, wellness, and order.

Performance Objective 2: OIS will incorporate training in anti-bullying, motivation, and management to support achievement and knowledge for the whole student: academically, emotionally, and physically.

Evaluation Data Source(s) 2: Bullying Contracts
 Parental & Student Surveys
 Student Performance
 Title IV - Final Safe & Drug Free Evaluation Report

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<p>TEA Priorities Improve low-performing schools ESF Levers Lever 3: Positive School Culture Lever 5: Effective Instruction</p> <p>1) Students will complete antibullying pledges/contracts, participate in guidance lessons that focus on kindness, self-discipline, and respect.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Executive Director School Counselor Teachers	Safe school environment for students and staff: decreased bullying reports and a drug free campus			
<p>Problem Statements: Demographics 1 - Student Achievement 1 - School Culture and Climate 1 Funding Sources: 199 - Local Funds - 0.00</p>						
						

Performance Objective 2 Problem Statements:

Demographics
Problem Statement 1: Student population for Odem Intermediate School has declined. Root Cause 1: Families have moved out of the area or enroll their children in larger school districts.
Student Achievement
Problem Statement 1: Students struggle to reach the threshold of the meets and masters level on STAAR assessments. Root Cause 1: Systems primarily focus on the approaches level of passing, rather individual improvement for all students.

School Culture and Climate

Problem Statement 1: Odem Intermediate School has had limited active supports for the emotional well-being of students. **Root Cause 1:** There has been an increased number of students with emotional problems along with limited coping skills.

Goal 5: Odem Intermediate will maintain efficient and effective management of resources and operations to maximize learning for all students.

Performance Objective 1: OIS will provide training and support in curricular and research-based instructional materials to ensure utilization of resources for student achievement.

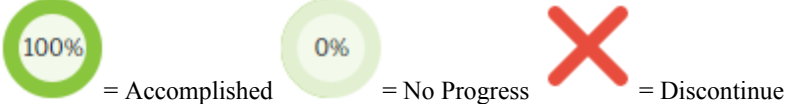
Evaluation Data Source(s) 1: In-Service/Faculty Meeting/PLC Agendas

Student Performance

Instructional material identified in lesson plans

Walkthrough data indicating instructional resources

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Formative Reviews		
				Jan	Apr	June
<p>TEA Priorities Recruit, support, retain teachers and principals Improve low-performing schools</p> <p>ESF Levers Lever 2: Effective, Well-Supported Teachers 1) Provide support and training to staff in reference to systems, materials, purchasing, special program requirements, and student services for proper use and accounting of resources.</p>	2.4, 2.5, 2.6	Principal Asst. Principal Executive Director Teachers	Improved student performance on unit assessments, STAAR, and behavioral occurrences.			
<p>Problem Statements: Staff Quality, Recruitment, and Retention 1 - Curriculum, Instruction, and Assessment 1 - School Context and Organization 1</p> <p>Funding Sources: 199 - Local Funds - 0.00</p>						
						

Performance Objective 1 Problem Statements:

Staff Quality, Recruitment, and Retention
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Curriculum, Instruction, and Assessment

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