OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

2016-2017

Bub McIver
Superintendent

"Empowering every child to succeed tomorrow by inspiring and creating pathways today"

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goals and Objectives

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:
 Objective 1: Student academic performance on all STAAR/EOC subjects will improve yearly toward the 85% goal.
 Objective 2: Completion Rate will meet or exceed 98% or greater.
 Objective 3: Students in Special Programs will improve yearly and progress toward the 85% goal.
 Objective 4: Use technology in the curriculum so students will become proficient with technology in school-to-work settings.
 Objective 5: To provide opportunities for students to improve UIL literary & athletic participation and achievement.
 Objective 6: Increase the percentage of students meeting Level III (Advanced) on state assessments to at least Region 17's percentage.
 Objective 7: Increase the percentage of College-Ready Graduates in ELA and Math to at least Region 17's percentage.

Goal 2: Olton ISD will encourage the parents, faculty, administration, school board, community members and business members to work together to achieve the best educational environment for our students as possible:
 Objective 1: Teachers will obtain and maintain all state objectives for highly qualified status.
 Objective 2: To provide opportunities for increasing parental involvement and for business and community members to increase involvement in school activities.
 Objective 3: Develop partnership agreements with local businesses to ensure students are work force ready after graduating high school.

Goal 3: Olton ISD will maintain a system of assessing and continually monitor and improve the safety of students, faculty, and staff:
 Objective 1: To provide safe areas for students and staff.
 Objective 2: To provide training for staff to effectively implement character education with community collaboration.
 Objective 3: To provide the parents and staff with an Automated Emergency Notification System.
 Objective 4: Increase teacher awareness of issues regarding any abuse of children, including knowledge of likely warning signs.

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

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Objective 1: To achieve a "PASSED" rating as defined by the FIRST rating system.
Objective 2: To incorporate the total school community financial input into the budget development process.

Goal 5: Olton ISD will provide Various Improvements to the School Environment to enhance the quality of Education for Student / Faculty effectiveness and efficiency:
Objective 1: To identify facility, grounds, and transportation needs.
Objective 2: To prioritize facility, grounds, and transportation needs.
Objective 3: Develop and implement short term and long term plans for various improvements

Goal 6: To create a culture where students and staff are expected to meet higher expectations in all areas of school life:
Objective 1: To develop leadership skills and positive role models in students and staff.
Objective 2: To positively reinforce the value of great effort made by students and staff.
Objective 3: To build a sense of team pride encompassing both the school and community.
Objective 4: Utilize opportunities to develop appropriate social skills.

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

DISTRICT MISSION STATEMENT

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

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

Target Populations
Economically Disadvantaged
African American
Hispanic
White
Migrant

Special Programs
Career and Technology Education (CTE)
Dyslexia
ESL
Gifted and Talented (GT)
Pre-K

Title III, Limited English Proficient
Rural and Low Income

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Male

Female

At-Risk

Homeless

Limited English Proficient

Special Education

State Compensatory Education (SCE)

Title I, Part A: Schoolwide (Title I)

Title I, Part C: Migrant

Title II, Teacher & Principal Training & Recruitment (TPTR)

District Advisory Committee Members

Name	Term	Role
Amber DeBerry	2016-2017	Elementary Parent
Sandi Roberts	2016-2017	JH Parent
Kip McCall	2016-2017	HS Parent
David Azam	2016-2017	Elementary Community Member
Craig Woody	2016-2017	JH Community Member
Paula Allcorn	2016-2017	HS Community Member
Ben Wagner	2016-2017	Elementary Business Member
Ryan Leathers	2016-2017	JH Business Member
April Burns	2016-2017	HS Business Member
Julia Guerrero	2016-2017	HS Teacher
Nati Sandoval	2017-2018	HS Teacher
Gregg Ammons	2018-2019	HS Teacher
Angie McGee	2016-2017	JH Teacher
Kim Thetford	2017-2018	JH Teacher
Michelle Ast	2018-2019	JH Teacher
Susan Soliz	2018-2019	Elementary Teacher
Janie Cano	2016-2017	Elementary Teacher
Colleen Wilson	2017-2018	Elementary Teacher
Stacie Ramage	2017-2018	Reading Interventionist
Marissa Lopez	2018-2019	JH Counselor

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Angie Martin	2016-2017	HS Counselor
Brian Hunt	Advisory	Jr. High Principal
Kenny Eudy	Advisory	High School Principal
Mark Silva	Advisory	Elementary Principal
Jill McCall	Advisory	Federal Programs Director
Bub McIver	Advisory	Superintendent

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

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

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide Staff Development : ● Curriculum Contract Services (ESC17) ● Scientifically Based Research for teachers / Special Ed K-12 (Best Practices) ● Vertical Teaming/Curriculum Alignment ● Technology ● Problem solving strategies	Supt., Fed Prog Dir, Principals, Counselors & Teachers	School year	Title II Part A Title I	Attendance sheets	Test Results
Identify students needing extra instruction through benchmark data and disaggregating STAAR/EOC ● Review students analysis ● Review item analysis scores	Same	May	Local	Benchmark tests and STAAR/EOC	STAAR/EOC TAPR
Provide accelerated courses: ● Accelerated reading and math on the elementary campus ● Tutorials	Same	August – July	Local SCE	6 weeks grades	STAAR/EOC

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

● STAAR/EOC classes for failing students					
Supplement programs: ● Edmentum© ● Textbooks ● STAAR/EOC review ● RTI 3Tier Model ● Think Through Math ● Study Island ● FASTMATH	Same	August – July	Local Title I funds SCE	Lesson Plans	STAAR/EOC

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

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

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Choose supplemental curriculum in areas of highest failure during tutorials and class instruction	Same	Daily	Local	Curriculum selected Grades	Completion rates
Increase the number of students passing all subjects each 6 weeks	Same	Each 6 weeks	Local	Failures each report period	Completion rates
Implement Individual Graduation Plans for students	Same	Fall	Local	Plans in Place	Completion rate
Exempt Juniors/Seniors from semester exams if they meet attendance and academic criteria	Same	Semester	Local	Students exempt	Attendance Grade Reports
Refer HS students to Options Program	Same	As needed	Local SCE	Students referred	Dropout rate
Monitor and counsel at-risk students	Same	As needed	Local SCE	Counselors log	Dropout rate

7   OLTON ISD

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Strategy		Timeline	Resources	Formative Evaluation	Summative Evaluation
Encourage students to take upper level courses	Same	Semester	Local HB	Student enrollment	College credits SAT/ACT scores
Counsel students and offer high school credit courses at the junior high school	Same	Semester	Local	Student enrollment	Student course completions
Offer SAT/ACT/TASP prep. resources	Same	Daily	Local	Students participating	SAT/ACT/TASP scores
Encourage participation in the Foundation Graduation Program with at least 1 endorsement	Same	Semester	Local	Student enrollment	Student graduation plans

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *Career and Technology Education – CTE*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct comprehensive needs assessment	Fed Prog Dir, HS Principal & CTE staff	August	Local	Dropout rate	PBM
Evaluate program size, scope, quality in developing knowledge, skills, competencies for career opportunities	Same	April	Local	Disaggregated data	Annual evaluation CTE programs
Review / update objectives for relevance to business/industry with local advisory council	Same	Fall Spring	CTE Perkins	Mid-Year review	Program update results
Integrate CTE and academic programs	Same	On-going	Tech Prep CTE	Meeting agenda	Evaluation

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Record 4 year plan for all students	Same	August Semester	CTE Local	Students plans	Courses completed
Provide and encourage coherent sequence of courses	Same	August	CTE Local	Choice cards	Scheduled courses
Offer CTE courses	Same	Semester	CTE Local	Courses scheduled	Courses completed
Recruit and retain highly qualified teachers including minorities	Same	Summer	CTE Local	Teachers interviewed	Teachers certificates
Provide staff development with staff input	Same	During year	Local CTE	Calendar of training	Attendance certificates
Increase Parent Involvement	Same	August-May	CTE Title I funds	Calendar of PI activities	Sign in sheets for parents
Offer programs for license/certification	Same	Semester	CTE Local	Courses scheduled	Licenses certifications
Provide Career Awareness programs ● Grades 7-8	Same	Semester	Local	Course offered	Course completions
Provide transition for work/post-secondary education	Same	Senior year	CTE Local	Lesson plans	Participating students

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *Dyslexia*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	*Summative Evaluation*
Identify students with dyslexia or related disorder and provide appropriate services	Fed Prog Dir, Principals &	August – Jan	Local	Training scheduled for staff	Students identified &

9　OLTON ISD

● Early ID and intervention ● Needs assessment ● Services at student campus	Dyslexia / 504 Related Staff				served
Align SBOE and district procedures	Same	August	Local	Draft	Written procedures
Provide services for students under sect. 504	Same	Daily	Local	List ID	Students served
Provide professional development ● Individualized and intensive ● Multi-sensory ● Phonetic reading methods ● With staff input	Same	Summer	Local	Training calendar	Attendance certificates
Hire and retain teachers with certification/endorsements	Same	Summer	Local TII, TPTR	Teachers interviewed	Certificates of teachers
Evaluate program	Same	April-May	Local	Progress reports	RPTE TPRI

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *Bilingual/ESL*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify Limited English Proficient students and provide program to develop proficiency in comprehension., speaking, reading & composition	Fed Prog Dir, Principals, Teachers & Bilingual /ESL	Early Aug. Upon enrollment	ESL, TIII	Home Lang. Survey List	STAAR/EOC LAT TELPAS

● Edmentum© ● Integrate technology	Staff.				
Conduct Comprehensive Needs Assessment	Same	August	BE/ESL Local	Meeting agenda	Data disaggregated
Reduce percent of Limited English Proficient exemptions/number of parent denials for program	Same	Annually	Local	Number exempt	Number exempt
Recruit/retain highly qualified teachers	Same	Summer	Local TIII Extra duty pay	Positions posted	Certified Staff
Send information in home language	Same	All year	Title I	Communications	Communications
Provide opportunities for parents to participate in school activities	Same	During year	Local	PI calendar	Sign in Sheets
Provide professional development for core area teachers in strategies for teaching English Language Learners	Same	Fall and Spring semester	TIII Extra duty pay for ESL teachers	Training scheduled and sign in sheets	AMAOs
Provide a trained teacher to focus on an ESL course for junior high and high school students to aide in language acquisition	Same	All year	BE/ESL Local	Home language survey Teacher input	Certified staff Student enrollment in class

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *Gifted and Talented*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Update policies ● Furloughs	Fed Prog Dir, Principals & GT	May – Aug	Local	Agendas	Written policies

● Re-Assessments ● Exiting and transfers ● Appeals of placement	Staff				
Hold annual nomination ● Focus on minorities: ● ESL ● Poverty ● Special Education ● Migrant	Same	August and semester	Local	Training sign in sheets on GT characteristics	Student nominees
Provide advanced curriculum	Same	Aug – May	GT Local	Lesson Plans	STAAR/EOC SAT/ACT
Ensure equity of program ● Include native language assessment ● Include non-verbal assessment	Same	August and semester	Local	Students tested	Tests other than English/non-verbal tests
Provide 3 criteria with qualitative and quantitative measures in intellectual ability &/or specific academic fields for 1-12	Same	Spring	Local and GT	Planning meetings scheduled	3 Criteria used
Revise curriculum framework ● Depth and complexity with 4 core academic areas	Same	April – August	Local	Minutes of meeting	Curriculum revisions
Provide students opportunities to work ● Together as a group ● With other students ● Independently	Same	Weekly	Local	Lesson plans	STAAR/EOC
Evaluate program including surveys	Same	April	Local	Surveys	Survey
Provide enrichment to elementary students to help identify more students	Same	Aug-May	Local	Lesson Plans	Student Nominees

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *State Compensatory Education (SCE): The district will coordinate $ SCE funds with Title I Schoolwide funds on the Schoolwide campuses to serve at-risk students. All campuses are 40% or greater low income.*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Use SCE funds to improve at-risk student performance, to accelerate progress, and to reduce the dropout rate of at-risk students	Supt., Fed Prog Dir, Principals & Counselors	Aug. - July	SCE Total	Grades Progress reports	STAAR/EOC STAAR/EOC-M STAAR/EOC-Accommodated
Use policy to identify, enter, and exit students	Same	August Semester	SCE Local	Policy developed	Policy followed
Identify and provide teachers with list of at-risk students	Same	August & upon entry	SCE	Teachers list of students	PEIMS at-risk list
Conduct needs assessment	Same	Aug.-May	Local	Meeting agenda	CNA
Serve PK-3 who failed local readiness test	Same		SCE Local	Test scores	Math test DIBELS
Accelerate students who failed STAAR/EOC or other assessments with tutorials	Same	Weekly	SCE	6 weeks grades	STAAR/EOC-All Versions
Serve pregnant/parent students	Same	As needed	SCE PEP grant	6 weeks Grades	attendance
Evaluate SCE program - STAAR/EOC scores for At-Risk in reading, math, and writing compared to All students - Completion Rate	Same	May-June	SCE Local	Semester Grades	STAAR/EOC Comparison-All Versions

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *Title I, Part A: Schoolwide Program*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Incorporate the ten Schoolwide Components	Fed Prog Dir & Principals	Aug.-May	Title I funds	CIP	CIP
1) Conduct Comprehensive Needs Assessment to determine needs and plan instruction	Same	May-Aug.	Title I funds	Data disaggregated	CNA
2) Plan reform strategies to address needs ● Focus: Economically disadvantaged, & At-Risk ● Include extended day/year	Supt., Fed Prog Dir & SBDM Chairperson	Quarterly	Title I funds, TIIA, Migrant, ESL, SCE, TIII,OEY	Caps and strategies	STAAR/EOC-All Versions
3) Provide instruction by highly qualified employees ● Teachers in core subject areas ● Instructional Paraprofessionals	Site-Base Team Chair	Quarterly	Title I funds, TIIA, Migrant, ESL, SCE, TIII	CIPs and strategies	STAAR/EOC-All Versions
4) Provide staff development for teachers, paraprofessionals, & staff ● Get staff input ● Intensive, sustained, research-based	Fed Prog Dir & Principals	March-May	Title I funds, local, TIIA TIII	Staff Development Calendar	STAAR/EOC-All Versions
5) Attract and retain highly qualified teachers to high needs campus ● Provide mentors for teachers ● Competitive wages	Same	Summer Year round	Local Title I funds, TII TPTR	Personnel Files	Personnel Files

14   OLTON ISD

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

6) Increase parent involvement ● Designed to improve academic achievement ● Designed for parents to have opportunities to participate in decisions	Same	Monthly	Title I funds, Local	PI Events	PI Evaluation
7) Assist preschool children to local elementary school with visitation day	Same	May	Title I funds	Event planned	Sign-In sheet
8) Get teacher input on all local academic assessments to be used	Same	Fall	Local	Meeting agenda	T Input
9) Identify and help students who need additional assistance to meet standards by providing timely additional help	Lead teachers	Each reporting period	Title I funds SCE, OEY, SSI	List of identified students	STAAR/EOC-All Versions
10) Coordinate & integrate federal/state/local programs	Supt., Fed Prog Dir & Principals.	August Through May	Title I funds, Migrant, TIIA, BE/ESL, CTE, TIII, GT, SCE, SPED, Local	Meeting agendas	STAAR/EOC-All Versions
Evaluate Parent Involvement (PI) program ● Involve parents in the evaluation survey	Same	Spring	Title I funds	SB Meeting Agenda	Evaluation results
Review Parent Involvement policy ● Developed and agreed upon by parents	Same	Summer	Local	Meeting agenda	Policy
Conduct Annual Title I Meeting ● Inform parents of Title I program ● Explain parents' rights to be involved ● Revise Parent Compact English/Spanish	Same	Spring	Local	Meeting scheduled	Agenda and sign-in sheet
Provide parent communications: ● Include information on website and Handbook ● Conference with parents ● Hold flexible number of meetings ● Use parents' home language ● Provide information on state assessments & proficiency	Same	August-July	Title I funds	Communications to parents each 6 weeks period	Communications for year PI evaluation

levels ● Provide information on school curriculum ● Provide Notifications under No Child Left Behind (NCLB) ● Send parent letter if teacher is not highly qualified ● Inform parents they have the right to request the qualifications of their child's teacher and paraprofessional				

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *(Title I, Part C: Migrant Education Program)*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Determine needs: Migrant STAAR/EOC, Migrant dropout & Migrant Recommended High School Program/Distinguished Academic Program	Fed Prog Dir & HS Principal	Upon release of TAPR	Local	STAAR/EOC release tests	STAAR/EOC LAT
Identify and recruit eligible students 3-21 by: Home visits & Recruit in the community: churches, stores, etc.	Fed Prog Dir & Migrant staff	Year round	Migrant Local Title I funds	Logs	COEs
Attend training to identify and keep records on migrant students	Fed Prog Dir & Migrant staff	As scheduled	Migrant Title I funds	Training schedule	Certificates of training
Provide Migrant Services Coordination, 3-21, to coordinate school programs/services for families	MSC	Daily	Migrant	Schedules	Record of services
Provide home-based or school-based early childhood program	Fed Prog Dir &	Weekly	Migrant	Checklists	Annual

ages 3 – Grade 2	Migrant staff				evaluation
Enhance graduation: Compile data, monitor progress and provide help for student needs	Same	Year round	Migrant Title I funds Local	NGS records	Graduation rates
Provide secondary credit exchange and accrual: Grades 9-12 and cross reference NGS with transcripts	Same	Semester	Migrant	NGS records	Credits
Provide Parent Involvement: Include Parent Advisory Council (PAC), regular meetings, form partnership, establish communications and provide parent opportunities	Same	Aug – May	Migrant Title I funds Local	PI Calendar	Sign in sheets
Provide services for students: List priority for services students and needs, Extended year program, tutorials, and support services	Same	Weekly	Migrant	Services offered	Log STAAR/EOC TPRI
Provide professional development for teachers and paraprofessionals ● With input from migrant staff	Same	As scheduled	Migrant Title I funds Local	Training calendar	Certificates

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 3: Students in Special Programs will make yearly progress toward the 85% goal. *Special Education (SPED)*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct Comprehensive Needs Assessment	Supt., Principals, SP.ED. Director Fed Prog Dir & SP.ED. Staff	Fall	Special Education Local	Analysis	PBMAS Report
Hire and retain teachers and paraprofessionals who are highly qualified	Same	June-Aug.	Special Education	Teachers interviewed	Personnel files

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Provide students with disabilities access to general curriculum	Same	Aug.-May	Special Education	ARD/IEP	Student schedules
Provide parent involvement opportunities for parents to participate in school activities	Same	Aug.-May	Special Education Local Title I funds	PI Calendar	Sign in sheets
Provide transitions: Implement Individual Transition Plan (ITP) and coordinate ITP with Individual Education Plan	Same	As needed	Local Special Education	ARD	Transitions in IEPs
Train Admissions, Review, and Dismissal committee (ARD)	Same	August	Special Education	Training scheduled	Sign in sheets
Implement a timeline for initial evaluation	Same	August	SPED	Meeting notes	Timeline
Place students in least restrictive environment: Summer enrichment program for life skills students and community based instruction	SP.ED. Director	Year round	SPED	IEP	IEPs
Provide related services information to students, parent, and staff	SP.ED. Teachers	As needed	SPED	ARD documentation	ARD documentation
Provide staff development for teachers and paraprofessionals	SP.ED. Director	August	SPED Local	Sign in	Training certificates

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

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

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Address technology TEKS by ● Provide opportunities for planning, creating, and implementing projects using technology applications	Principals	Daily	Local Title I funds	Lesson Plans	Lesson Plans
Provide technology instruction to Elementary and Jr. High ● Instructional technologist will provide training for students and teachers	Principals	Daily	Local Title I funds	Schedules	Class rolls
Increase student success by adding 1-1 technology for student use ● Chromebooks	Principals	Daily	Local Title I funds	Lesson Plans	Lesson Plans

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

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

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Encourage participation UIL academics	Principals and Teachers	Review monthly	Local M&0	Participating Students & Teachers	Invitational, District, Regional & State level contest Participation & Results
Encourage participation in athletic programs	Athletic Director and Coaches	Review monthly	Local M&O	Participating athletes & coaches	Participation & quality of results in Regular Season & State Playoffs
Encourage participation in vocational / FFA Contests	Principal and Vocational Teachers	Review monthly	Local M&O	Participating students & Vocational Teachers	Participation in Local, Regional & State level contests

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 6: Increase the percentage of students meeting Level III (Advanced) on state assessments to at least Region 17's percentage.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct a Comprehensive Needs Assessment to determine needs and plan instruction	Principals	August-May	Local	Data disaggregated	CNA
Plan strategies focusing on higher level students	Principals	August-May	Local	Strategies	STAAR/EOC All versions
Provide instruction by highly qualified employees ● Teachers in core subject areas ● Instructional paraprofessionals	Principals	August-May	Local	CIPs and strategies	STAAR/EOC All Versions
Provide staff development for teachers and paraprofessionals	Principals	August-May	Local	Staff development	STAAR/EOC All Versions
Increase parental involvement	Principals	August-May	Local	Activities	Survey

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 1: By 2020, 85% of ALL Olton ISD students will meet or exceed state standards on all state assessments:

Objective 7: Increase the percentage of College-Ready Graduates in ELA and Math to at least Region 17's percentage.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Offer the TSI (Texas Success Initiative) Assessment free of charge the first time	High School Counselor and Principal	September – August	Local	Number of students assessed	Assessment scores
Offering of College Prep English and Math ● TSI class will be taken as a junior to increase	High School Counselor and	September – August	Local	Number of students	Final grades

college readiness	Principal			enrolled	

23   OLTON ISD

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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

Objective 1: Teachers will meet all state objectives to obtain and maintain highly qualified status.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Attract and retain highly qualified teachers ● Attend job fairs	Supt., Fed Prog Dir, & Principals	August	Local Title I Title II A	New hires Job fair recruits	Personnel files
Maintain the % of core subject area classes taught by highly qualified teachers at 100% ● Assist with exams/fees ● Make assignments of teachers to areas of qualifications ● Make individualized plan for any teacher not HQ	Same	August	Title I Title II, A Local	New hires	HQ Compliance Report
Provide instruction by highly qualified teachers and instructional staff: ● Teachers in core subject areas - deadline: August ● Instructional paraprofessionals will meet qualifications for Title I & HQ of (NCLB)	Same	Quarterly	Title I funds, TIIA Local	CIPs and strategies	STAAR/EOC
Increase the % of teachers and staff receiving high qualify professional development to 100% ● Based on needs ● Intensive, sustained, research-based ● (Waiver for 2 days of PD)	Same	March-May	Title I funds, local, TIIA TIII ESC 17	Staff Development Calendar	STAAR/EOC

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Integrate technology in instruction and administration (Waiver for 1 day of PD)	Same	Daily	Local Title I funds, Tech	Lesson Plans	Surveys

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

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

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Campus SBDM Committee's District SBDM Committee's Various Committee's	Supt. Fed. Prog. Dir. & Principals	Quarterly	Local	Plans & Surveys	Accomplishments, Input & results of Plans & Surveys.
Open House Meet the Teacher Night Hot Dog Supper	Same	2-4 times per year	Local	Surveys	Satisfaction or Recommendations from Surveys
Communications:	Same	Monthly	Local	Surveys	Same

Parent Portal District Web-Site Grade Reports Special Announcements (Letters) Updated Calendars & Newsletters Various Public Meetings Student Handbooks School Messenger Emergency Notification System Meet the Teacher Social Media				

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

Objective 3: Develop partnership agreements with local businesses to ensure students are work force ready after graduating high school.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Each CTE teacher will develop a relationship with a local business	CTE Teachers and Principals	September – August	Local	Meetings	Surveys
Development of a CTE committee comprised of teachers, business owners, community members, and administrators. ● Informative and recognition meal for	Superintendent	September – August	Local	Meetings	Surveys

businesses as incentive to hire and mentor students					

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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

Objective 1: To provide safe areas for students and staff.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Develop and maintain an Emergency Safety and Crisis Plan	Supt., Fed Prog Dir, Principals & Directors	Summer	Local Region 17 ESC	Draft Plan	Safety Plan
Train employees in the area of school safety and crisis situations: AED, tornado, fire, and lockdown	Same	August	Region 17 ESC	Training Agenda	Training Certificates
Provide training and practice in routing and emergency procedures	Same	August	Region 17 ESC	Training Agenda	Training Certificates
Outside entities will receive training as provided by the EOP	Same	August	Region 17 ESC	Training Agenda	Training Certificates

Provide for prevention of and education in these areas:
● Unwanted physical or verbal aggression
● Sexual harassment and abuse
● Cyber Bully Hotline
● Other forms of bullying
   o In schools,
   o On school grounds
   o In school vehicles
	Same	Daily	Local	Incidents reported each 6 weeks	PEIMS incidents reports

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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

Objective 2: To provide training for staff to effectively implement character education with community collaborations:
Objective 3: To provide the Parents & Staff an Automated Emergency Notification System.
Objective 4: Increase teacher awareness of issues regarding sexual abuse of children, including knowledge of likely warning signs.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Objective 2: To provide training for staff to effectively implement character education with community collaborations.					
Provide resources and curriculum supplements for program	Same	Year round	Local	Resource list of needs	Resources provided
Coordinate with local ministers, business, clubs and civic leaders	Same	Each 6 weeks	Local	Coordination meetings	Program evaluation
Give incentives to students for character achievement ● Publicize in newspaper, TV, radio ● Certificates of Awards	Same	Quarterly	Local	Incentives given at quarters	End of year incentives
Include the state attendance policy in students handbook & provide attendance incentives	Same	Monthly, Quarterly or Yearly	Local	Grading period attendance records & award incentives	Attendance Rates
Monitor and track student attendance.	Clerks, Counselors &	Daily	Local	Grading period	Improve

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Contact authorities & use legal recourse for truancy	Principals			attendance records	Attendance rates & Dropout rates
Objective 3: To provide the parents and staff an automated emergency notification system.					
Maintain licensing of School Messenger Automated Notification System	Superintendent Fed Prog Dir, Principals	August 2014 to June 2015	Local	Success Rate of notification & effectiveness	Survey Contacts for Success Rate
Objective 4: Increase teacher awareness of issues regarding any abuse of children, including knowledge of likely warning signs.					
Provide training to staff regarding physical and sexual abuse of children along with suicide prevention training (Plan for Addressing Sexual Abuse of Children as Required by HB 104)	Principals Counselors	August 2014	Local	Campus Sign-in Sheet	Campus Sign-in Sheet

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

Objective 1: To achieve a "Passed" rating as defined by the FIRST rating system
Objective 2: To incorporate the total school community financial input into the budget development process

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

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

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

Objective 1: To identify facility needs.
Objective 2: To prioritize facility needs.
Objective 3: To develop an immediate short term and long term timeline for facility improvements.

Objectives	Person	Timeline	Resources	Formative	Summative

31   OLTON ISD

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

	Responsible			Evaluation	Evaluation
Objective 1. To identify facility needs.	Supt., School Board, Faculty & Community / Business members.	Began August,2007 Review	Personnel & Local / State M&O Funding & Grants if available.	Use Accountability of DIP Goals, Surveys & Meetings for input.	Facilities Improvement Plan. (FIP)
Objective 2. To prioritize facility needs.	Same as above	Have meetings & surveys Yearly	Same as above	Ask various parties concerned if the improvements will make the school more productive & efficient	Review FIP
Objective 3. Develop an immediate short term and long term timeline for facility improvements.	Same as above	School Board & Supt. review & approve Facility Improvement Plan with a timeline Short Term: 1-2 Years Long Term: 2-5 Years	Same as above Short Term: $300,000 Long Term: $$$TBD	Depending on resources available, begin emergency needs ASAP, then short & long term needs. Assess monthly & also yearly until completed	School Board will review short and long term goals.

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 6: To create a culture where students and staff are expected to meet higher expectations in all areas of school life:

Objective 1: To develop leadership skills and positive role models in students and staff.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Develop student council and/or leadership structure for students at each campus.	Principals Student council sponsor	August-May	Local	Agenda/sign in sheets	Agenda/sign in sheets
Provide leadership opportunities.	Supt, principals, teachers	August-May	Local	Agenda/sign in sheets	Agenda/sign in sheets
Encourage professional development in leadership areas.	Supt, principals, Fed. Prog. Dir.	Year round	Local	Staff attendance	Sign in sheets
Caught being good type of program for each campus	Principals	August-May	Local	Visible display	Discipline records
PALS type program where high school students are assigned to an elementary or junior high student to help improve behavior and academic performance.	Principals	August-May	Local	Sign in sheets	Discipline records and grade improvement
Mustangs/Fillies visit the other campuses to encourage team pride.	Principals	August-May	Local	Sign in sheets	Sign in sheets

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Goal 6: To create a culture where students and staff are expected to meet higher expectations in all areas of school life:

Objective 2: Positively reinforce the value of great effort made by students and staff.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Positive behavior referral type program for students at each campus.	Principals Staff	August-May	Local	Visible display	Discipline records
Positive communication home to parents.	Same	August-May	Local	Letter	Letter
Teachers and staff nominated for "Above and Beyond" award and providing coverage for one extra 30 minute duty free lunch.	Superintendent Principals	August-May	Local	Visible display	Visible display

Goal 6: To create a culture where students and staff are expected to meet higher expectations in all areas of school life:

Objective 3: To build a sense of team pride encompassing both school and community.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Provide an "early out" for students every six weeks so that staff has time to meet with other teachers for planning and improving teaching strategies.	Supt	August-May	Local	Agenda/ Sign in sheets	Product
Class or grade "motto" or "family" to encourage cohesion within that group.	Principals and Counselors	August-May	Local	Sign in sheets	Visible display
PALS type program where older students mentor younger students in athletics and academics.	Principals and Counselors	August-May	Local	Sign in sheets	Sign in sheets
Community outreach or activity to aide in local community needs.	Counselors	August-May	Local	Agenda/sign in sheets	Agenda/sign in sheets

Goal 6: To create a culture where students and staff are expected to meet higher expectations in all areas of school life:

Objective 4: Utilize opportunities to develop appropriate social skills.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Character education program for all three campuses.	Counselors	August-May	Local	Lesson plans	Lesson evaluation
Conflict resolution for students and staff. (i.e. capturing kid's hearts)	Counselors	August-May	Local	Lesson plans	Lesson evaluation
Community members as mentors.	Supt	August-May	Local	Sign in sheets	Sign in sheets
Reward options for good behavior or going above and beyond.	Campus staff	August-May	Local	Visible notice of rewards	Discipline/grade improvement

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Comprehensive Needs Assessment

Olton is an EE-12 district with three campuses. The enrollment is 628 students and the low socioeconomic rate is 59%. The District received a Met Standard rating for 2016. The District's three campuses: Webb Elementary, Olton High School and Olton Jr. High received Met Standard ratings from the state for 2016. The ratings were given in 4 areas which were: Student Achievement, Student Progress, Closing Performance Gaps, and Postsecondary Readiness.

Student Strengths and Needs

OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN

Performance Based Monitoring (PBM)—Performance Based Monitoring Analysis System Reports (PBMAS)
For multi-year performance results from the state, refer to charts in this section. Areas for improvement are in Special Education STAAR math and reading passing rates in grades 3-8, ELL STAAR math and reading passing rates in grades 3-8,and writing passing rates in grades 3-8. Strategies to correct problems in these areas will be a focus of the District.

State Accountability
In 2016, OISD met the Accountability Standard in all areas. OHS met the standard in all areas with distinctions in Academic Achievement in ELA/Reading and Academic Achievement in Social Studies. OJH met the standard in all areas. Webb met the standard in all areas.

Staff Strengths and Needs
Highly Qualified Teachers is no longer a requirement but state certification requirements still apply.
H.P. Webb has one teacher who is not certified but is working with an alternative certification program. Olton Junior High has one teacher who is not certified but is working under an alternative certification program. Olton High School has one teacher who is not certified but is working under a reciprocity program. All paraprofessionals are highly qualified and this is still a requirement for Title I campuses.

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

Facilities
The district has a comprehensive maintenance and facility plan designed to allow for improvement in student performance.