



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



2013-2014

**Bub McIver
Superintendent**

APPROVED BY DAC: September 16, 2013

REVIEWED BY SCHOOL BOARD: September 17, 2013



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goals and Objectives

Goal 1: Olton ISD will maintain and enhance student performance:

- Objective 1: Student academic performance on all STAAR/EOC subjects will reach the Academic Goal set for each subject.
- Objective 2: Completion Rate will meet or exceed 98% or greater.
- Objective 3: Students in Special Programs will reach the Academic Goals for all STAAR/EOC Subjects.
- 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.

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

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 grounds, facilities and transportation.
- Objective 2: To provide the Parents & Staff with an Automated Emergency Notification System.
- Objective 3: Increase teacher awareness of issues regarding sexual 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:

- Objective 1: To achieve the highest State financial 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



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
 Male
 Female
 At-Risk
 Homeless
 Limited English Proficient

Special Programs

Career and Technology Education (CTE)
 Dyslexia
 ESL
 Gifted and Talented (GT)
 Pre-K
 Special Education
 State Compensatory Education (SCE)
 Title I, Part A: Schoolwide (Title I)
 Title I, Part C: Migrant
 Title II, Teacher & Principal Training & Recruitment (TPTR)
 Title III, Limited English Proficient
 Rural and Low Income



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



District Advisory Committee Members

Name	Role
	Business
Carol Redinger	Business
	Community
	Community
DeAnn McGill	Parent
Irene Martinez	Parent
Julia Guerrero	Teacher
Travis McCullough	Teacher
Elias Perez	Teacher
Micah Walters	Teacher
Kent Gunter	Teacher
Bryan Coltrane	Teacher
Lisa Neinast	Teacher
Susan Soliz	Teacher
Patricia Barnett	Teacher
	Support Staff
Terri Sandoval	Elementary Counselor
Melinda Lewis	Focus Re-Director
Marissa Lopez	JH Counselor
Brian Hunt	Jr. High Principal
Kenny Eudy	High School Principal
Steve Mills	Elementary Principal
Jill McCall	Federal Programs Director
Bub McIver	Superintendent



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance:

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 : <ul style="list-style-type: none"> Curriculum Contract Services Scientifically Based Research for teachers / Special Ed K-12 Vertical Teaming/Curriculum Alignment Technology Problem Solving strategies Waterford Early Reading 	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 <ul style="list-style-type: none"> Review students analysis Review item analysis scores 	Same	May	Local	Benchmark tests and STAAR/EOC	STAAR/EOC AEIS
Provide accelerated courses: <ul style="list-style-type: none"> Accelerated Reading and math Accelerated Reading Initiative / Accelerated Math Initiative Tutorials STAAR/EOC classes for failing students 	Same	August – July	Local Accelerated Reading SCE SSI	6 weeks grades	STAAR/EOC
Supplement programs: <ul style="list-style-type: none"> PLATO© PACE Textbooks STAAR/EOC review Waterford© Reading First 3Tier Model Success Maker 	Same	August – July	Local Title I funds SCE	Lesson Plans	STAAR/EOC



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance.

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 exempted	Dropout rate
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
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 coursed 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 Recommended Graduation Program	Same	Semester	Local	Student enrollment	Student graduation plans



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. 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
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 <ul style="list-style-type: none"> • 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



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *Dyslexia*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Identify students with dyslexia or related disorder and provide appropriate services <ul style="list-style-type: none"> • Early ID and intervention • Needs assessment • Elementary and JH – Johnny Can Spell • Services at student campus 	Fed Prog Dir, Principals & Dyslexia / 504 Related Staff	August – Jan	Local	Training scheduled for staff	Students identified & 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 <ul style="list-style-type: none"> • 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



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects.
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 <ul style="list-style-type: none"> • Waterford early reading • PLATO • Integrate technology 	Fed Prog Dir, Principals, Teachers & Bi-Lingual /ESL Staff.	Early Aug. Upon enrollment	ESL, TIII	Home Lang. Survey List	STAAR/EOC LAT TELPAS
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



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *Gifted and Talented*

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Update policies <ul style="list-style-type: none"> Furloughs Re-Assessments Exiting and transfers Appeals of placement 	Fed Prog Dir, Principals & GT Staff	May – Aug	Local	Agendas	Written policies
Hold annual nomination <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> 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 <ul style="list-style-type: none"> Depth and complexity with 4 core academic areas 	Same	April – August	Local	Minutes of meeting	Curriculum revisions
Provide students opportunities to work <ul style="list-style-type: none"> Together as a group 	Same	Weekly	Local	Lesson plans	STAAR/EOC



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> With other students Independently 					
Evaluate program including surveys	Same	April	Local	Surveys	Survey

Goal 1: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *State Compensatory Education (SCE): The district will coordinate \$ SCE funds with Title I School-wide funds on the School-wide 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 drop-out 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 (Accelerated Reading Instruction and Accelerated Math Instruction—or other local test)	Same		SCE Local	ARI/AMI test scores	TPRI Math test DIBELS
Provide double blocking in core subjects with highest failure rate	Same	Each semester	SCE Local	Grades	STAAR/EOC-All Versions
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 <ul style="list-style-type: none"> 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: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. Title I, Part A: School wide 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • 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 <ul style="list-style-type: none"> • Provide mentors for teachers 	Same	Summer Year round	Local Title I funds, TII TPTR	Personnel Files	Personnel Files
6) Increase parent involvement <ul style="list-style-type: none"> • 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 pre-school children to local elementary. school with visitation day	Same	May	Title I funds	Event planned	Sign-In sheet



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
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 <ul style="list-style-type: none"> • Involve parents in the evaluation survey 	Same	Spring	Title I funds	SB Meeting Agenda	Evaluation results
Review Parent Involvement policy <ul style="list-style-type: none"> • Developed and agreed upon by parents 	Same	Summer	Local	Meeting agenda	Policy
Conduct Annual Title I Meeting <ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> • Include information on website and Handbook • Conference with parents • Hold flexible number of meetings • Use parents' home language • Provide information on state assessments & proficiency 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 	Same	August-July	Title I funds	Communications to parents each 6 weeks period	Communications for year PI evaluation



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. (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 AEIS	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 ages 3 – Grade 2	Admin. Dir & Migrant staff	Weekly	Migrant	Checklists	Annual evaluation
Enhance graduation: Compile data, Monitor progress & 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 & 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 & 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, Acceleration Success Maker & Support services	Same	Weekly	Migrant	Services offered	Log STAAR/EOC TPRI
Provide professional development for Teachers and paraprofessionals	Same	As scheduled	Migrant Title I funds	Training calendar	Certificates



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
<ul style="list-style-type: none"> • With input from Migrant staff • Research-based 			Local		

Goal 1: Olton ISD will maintain and enhance student performance.

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all STAAR/EOC subjects. *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
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) & 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 & 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	SP.ED. Director	August	SPED	Sign in	Training certificates



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
paraprofessionals			Local		

Goal 1: Olton ISD will maintain and enhance student performance.

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

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Address technology TEKS by <ul style="list-style-type: none"> 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	Principals	Daily	Local Title I funds Technology Allotment	Schedules	Class rolls



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



Goal 1: Olton ISD will maintain and enhance student performance.

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 & Teachers!	Review monthly	Local M&O	Participating Students & Teachers	Invitational, District, Regional & State level contest Participation & Results
Encourage Participation in Athletic Programs	Ath. Dir.& 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 & 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 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 for Highly Qualified Teachers.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Attract and retain highly qualified teachers <ul style="list-style-type: none"> • Attend job fairs • Provide housing • Extra duty pay/stipends 	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% <ul style="list-style-type: none"> • Assist with exams/fees • Make assignments of teachers to areas of qualifications • Make individualized plan for any teacher not HQ 	Same	August	Title I Title II, A Local	New hires	HQ Compliance Report
Provide instruction by highly qualified teachers & Instructional staff: <ul style="list-style-type: none"> • 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% <ul style="list-style-type: none"> • 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
Integrate technology in instruction and administration (Waiver for 1 day of PD)	Same	Daily	Local Title I funds, Tech	Lesson Plans	Surveys



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 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	Same	2-4 times per year	Local	Surveys	Satisfaction or Recommendations from Surveys
Communications: District Web-Site Grade Reports Special Announcements (Letters) Updated Calendars & Newsletters Various Public Meetings Student Handbooks School REACH Emergency Notification System	Same	Monthly	Local	Surveys	Same



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 grounds, facilities and transportation.

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	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: <ul style="list-style-type: none"> • Unwanted physical or verbal aggression • Sexual harassment • Other forms of bullying <ul style="list-style-type: none"> ○ In schools, ○ On school grounds ○ 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 <ul style="list-style-type: none"> • 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. Contact authorities & use legal recourse for truancy	Clerks, Counselors & Principals	Daily	Local	Grading period attendance records	Improve Attendance rates & Dropout rates
Objective 3: To provide the Parents & Staff an Automated Emergency Notification System.					
Maintain licensing of School REACH Automated Notification System	Superintendent Fed Prog Dir, Principals	August 2013 to June 2014	Local	Success Rate of notification & effectiveness	Survey Contacts for Success Rate
Objective 4: Increase teacher awareness of issues regarding sexual abuse of children, including knowledge of likely warning signs.					
Provide training to staff regarding physical and sexual abuse of children (Plan for Addressing Sexual Abuse of Children as Required by HB 104)	Principals	August 2013	Local	Campus Sign-in Sheet	Campus Sign-in Sheet



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



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 the highest State financial 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 Responsible	Timeline	Resources	Formative Evaluation	Summative 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. See actual (FIP) for details	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



Comprehensive Needs Assessment

Olton is an EE-12 district with three campuses. The enrollment is 634 students and the low socioeconomic rate is 78%. The district received a Met Standard rating for 2012-2013. The district's three campuses; Webb Elementary, Olton High School and Olton Jr. High campuses received Met Standard ratings from the state for the 2012-2013 school year. The district met standards in Student Achievement, Student Progress, Closing Performance Gaps, and Postsecondary Readiness.

Student Strengths and Needs

Adequate Yearly Progress—Federal Accountability

The District and H.P. Webb Elementary did not meet AYP in reading and math performance. Olton Jr. High did not meet AYP in math performance. Olton High School did meet AYP in all areas. AYP is similar to the state accountability but also includes two additional target populations—Special Education and Limited English Proficient. All students and each student group must meet STAAR/EOC standards.

Performance Based Monitoring (PBM)—Performance Bases 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 modified participation rate and ESL STAAR math passing rates in grades 3-8. Strategies to correct problems in these areas will be a focus of the District.

State Accountability

In 2013, OISD met the Accountability Standard in all areas. OHS met the standard in all areas and received distinction in Mathematics. OJH met the standard and received distinction in Reading/ELA. Webb met the standard in all areas but did not receive distinction.

Staff Strengths and Needs

Highly Qualified Teachers

Since 2007, OISD has had all teachers 100% highly qualified. This year, Webb Elementary will have one teacher that does not meet the Highly Qualified requirements.



OLTON INDEPENDENT SCHOOL DISTRICT IMPROVEMENT PLAN



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

Facilities are maximized with no current room available for growth. The district has a comprehensive maintenance and facility plan designed to allow for improvement in student performance.