



District Improvement Plan

2009-2010

(8/25/09)

Brad Lane, Superintendent

Olton ISD District Improvement Plan

OLTON ISD

Goals and Objectives

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

(See the following page for Olton ISD Performance Target Goals Chart outlining specific target goals!)

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

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

Objective 3: Students in Special Programs will reach the Academic Performance Target Goals for all TAKS 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.

Objective 3: Improve overall services of counseling and accountability testing for student's district wide.

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 training for staff to effectively implement character education with community collaborations.

Objective 3: To provide the Parents & Staff with an Automated Emergency Notification System.

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 ISD Performance Target Goals

Grade	Subject	Actual Score TAKS 2007 (grayed). Score is obtained from students' previous grade level	Goal Score 2008	Actual Score 2008	Goal Score 2009	Goal Score 2010	Goal Score 2011
3	Reading	Did not take in 2 nd , goal based on last year	90(1 st)	96			90+
4	Reading	75)	90	66	90		90+
5	Reading	84	90	76	90	90	90+
6	Reading	95	85	88	90	90	90+
7	Reading	85	89	86	90	90	90+
8	Reading	84	90	90	90+	90+	90+
9	Reading	93	87	90	90+	90+	90+
10	E/LA	89	90+	90	90+	90	90+
11	E/LA	98	90+	90	90+	90+	90+
3	Math	Did not take in 2 nd , goal based on last year	85	74			90+
4	Math	93	83	79	87		90+
5	Math	96	83	90	87	87	90+
6	Math	78	90+	66	90+	90	90+
7	Math	85	81	88	85	90+	90+
8	Math	72	88	72	90	90	90+
9	Math	51	71	68	89	89	90+
10	Math	53	75	58	81	81	90+
11	Math	83	74	73	83	83	90+
4	Writing	92	90+	86	90+	90+	90+
7	Writing	97	90+	89	90+	90+	90+
8	Social Studies	Did not take in 7 th , goal based on last year	90+	80			90+
9	Social Studies	93 in 8 th (will not take, but gains expected)	90+	?	90+		
10	Social Studies	79 in 8 th (will not take, but gains expected)	90+	83	90+	90+	90+
11	Social Studies	94	80	93	90+	90+	90+
5	Science	Did not take in 4 th , goal based on last year	77	73			90+
6-7	Science	85 in 5 th (Will not take, but gains expected)	81	?	85		
8	Science	51 in 5 th (Will not take, but gains expected)	81	50	85	85	90+
9	Science	51 in 8 th (Will not take, but gains expected)	62	?	85	85	
10	Science	52 in 8 th grade	86	65	90	77	90+
11	Science	80	82	81	90	90	90+

MISSION STATEMENT

The Olton Independent School District believes that all students will learn and be successful, regardless of their previous life experiences. We believe that our schools' purpose is to educate all students to high levels of academic performance, while fostering positive growth in social and emotional behaviors and attitudes.

The Olton Independent School District is responsible for preparing its students to live and work in a changing society. It is our belief that to be successful, the District must:

- Prepare students to be lifelong learners.
- Provide students with a balanced curriculum.
- Assist students in developing citizenship and economic responsibility.
- Develop students' appreciation of their multi-cultural American heritage.
- Assist students in developing positive attitudes toward schooling and its importance to their future.
- Produce the following student exit behaviors and exit level outcomes while providing opportunities to foster or facilitate:
 - Self-esteem as a learner and a person
 - Use of extended or higher level thinking skills
 - Use of process skills such as problem solving, communication, decision making, accountability, and group processing involving cooperative learning
 - Self-direction as a learner
 - Concern for others

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 (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 and Principal Training and Recruiting (TPTR)
Title II, Technology (TIID)
Title III, Limited English Proficient (TIII)
Title IV, Safe and Drug Free Schools (TIV)
Title V, Innovative Education (TV)

District Advisory Committee Members

Name	Role
	Business
Alisse Smyth	Business
Pam McFadden	Community
Amelia Luera	Community
DeAnn McGill	Parent
Roxanne Garcia	Parent
Diann Lane	Teacher
Tanya Nafzger	Teacher
David Ridley	Teacher
Kelli Smith	Teacher
Kyle Admire	Teacher
Jerry Bartley	Teacher
Rick Karr	Teacher
LaNeil Whitaker	Teacher
Beverly Sharp	Teacher
Teresa Light	Librarian
Jocelyn Mandrell	Teaching Assistant
Angie Martin	Counselor
Tonya Morris	Secretary
Mike Wiley	Jr. High Principal
Bub McIver	High School Principal
Joe Becker	Elementary Principal
Brad Lane	Superintendent

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards

Objective 1: Student academic performance on all TAKS 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., Admin.Dir., Principals, Counselors & Teachers!	School year	Title II Part A Title I Reading First Grant Title II D	Attendance sheets	Test Results
Identify students needing extra instruction through benchmark data and disaggregating TAKS <ul style="list-style-type: none"> • Review students analysis • Review item analysis scores 	Same	May	Local	Benchmark tests and TAKS	TAKS AEIS
Provide accelerated courses: <ul style="list-style-type: none"> • Accelerated Reading and math • Accelerated Reading Initiative / Accelerated Math Initiative • Tutorials • TAKS classes for failing students 	Same	August – July	Local Accelerated Reading SCE ARI / AMI	6 weeks grades	TAKS TPRI DIBELS
Supplement programs: <ul style="list-style-type: none"> • PLATO© • PACE • Textbooks • TAKS review • Waterford© • Reading First 3Tier Model • Success Maker 	Same	August – July	Local Title I funds SCE Reading 1 st grant	Lesson Plans TPRI, DIBELS,ITBS	TAKS

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards

Objective 2: To maintain the Completion Rate of 98% or greater

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Double block classes in areas of highest failure rate	Supt., Admin. Dir., Principals, Counselors & Teachers!	Beginning of semesters	Local	Schedule	TAKS Completion rate
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
Include high school students as mentors/tutors for at-risk students across campuses (Students Helping Students)	Same	Each 6 weeks	Local	Tutoring list	TAKS Grades Completion rate
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 students to Option HS • Students at-risk of not graduating	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

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS subjects. (Career and Technology Education) (CTE)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct comprehensive needs assessment	Admin.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 • 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

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Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS 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 • Wilson Language System • Herman Method • Services at student campus 	Admin.Dir., Principals & Dyslexia / 504 Related Staff!	August – Jan	Local	Training scheduled for staff	<i>Students identified & served</i>
Align SBOE and district procedures	Same	August	Local	Draft	<i>Written procedures</i>
Provide services for students under sect. 504	Same	Daily	Local	List ID	<i>Students served</i>
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	<i>Attendance certificates</i>
Hire and retain teachers with certification/endorsements	Same	Summer	Local TII, TPTR	Teachers interviewed	<i>Certificates of teachers</i>
<i>Evaluate program</i>	<i>Same</i>	<i>April-May</i>	<i>Local</i>	<i>progress reports</i>	<i>RPTE TPRI</i>

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

**Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS 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 	Admin.Dir., Principals, Teachers & Bi-Lingual /ESL Staff.	Early Aug. Upon enrollment	ESL, TIII	Home Lang. Survey List	TAKS 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

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS subjects

Gifted and Talented Program

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 	Admin. 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	TAKS 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 • With other students • Independently 	Same	Weekly	Local	Lesson plans	TAKS
Evaluate program including surveys	Same	April	Local	Surveys	Survey

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS 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., Admin.Dir., Principals & Counselors	Aug. - July	\$ SCE Total	Grades Progress reports	TAKS TAKS-M TAKS- Accomadated
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	TAKS-All Versions
Accelerate students who failed TAKS or other assessments with tutorials	Same	Weekly	SCE	6 weeks grades	TAKS-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"> • TAKS scores for At-Risk in reading, math, and writing compared to All students • Completion Rate 	Same	May-June	SCE Local	Semester Grades	TAKS Comparison-All Versions

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS subjects. (Title I, Part A: Schoolwide Program)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Incorporate the ten Schoolwide Components	Admin. 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., Admin. Dir. & SBDM Chairperson!	Quarterly	Title I funds, TIIA, TIID, TV, Migrant, ESL, SCE, TIII, OEY	Caps and strategies	TAKS TAKS-M TAKS-Accommodated TAKS-Alt.
3) Provide instruction by highly qualified teachers <ul style="list-style-type: none"> • Teachers in core subject areas - Deadline: August -2008 • Instructional Paraprofessionals • Paraprofessionals hired 2008-2009 will be qualified when hired 	Site-Base Team Chair	Quarterly	Title I funds, TIIA, TIID, TV, Migrant, ESL, SCE, TIII	CIPs and strategies	TAKS TAKS-M TAKS-Accommodated TAKS-Alt.
4) Provide staff development for teachers, paraprofessionals, & staff <ul style="list-style-type: none"> • Get staff input • Intensive, sustained, research-based 	Admin. Dir. & Principals	March-May	Title I funds, local, TIID, TIIA, TIII	Staff Development Calendar	TAKS
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
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, ARI / AMI	List of identified students	TAKS-All Versions

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
10) Coordinate & integrate federal/state/local programs.	Supt., Admin. Dir. & Principals.	August Through May	Title I funds, Migrant, TIIA, TIID, BE/ESL, CTE, TIII, TIV, TV, GT, SCE, SPED, Local	Meeting agendas	TAKS TAKS-M TAKS-Accommodated TAKS-Alt. LAT
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

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS subjects. (Title I, Part C: Migrant Education Program)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Determine needs: Migrant TAKS, Migrant dropout & Migrant Recommended High School Program/Distinguished Academic Program	Admin. Dir. & HS Principal	Upon release of AEIS	Local	TAKS release tests	TAKS LAT
Identify and recruit eligible students 3-21 by: Home visits & Recruit in the community: churches, stores, etc.	Admin. Dir. & Migrant staff	Year round	Migrant Local Title I funds	Logs	COEs
Attend training to identify and keep records on migrant students	Admin. 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 TAKS TPRI
Provide professional development for Teachers and paraprofessionals <ul style="list-style-type: none"> • With input from Migrant staff • Research-based 	Same	As scheduled	Migrant Title I funds Local	Training calendar	Certificates

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

Objective 3: Student academic performance in Special Programs will reach the Performance Target Goals for all TAKS subjects. (Special Education) (SPED)

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Conduct Comprehensive Needs Assessment	Supt., Principals, SP.ED. Director Admin. 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 paraprofessionals	SP.ED. Director	August	SPED Local	Sign in	Training certificates

Goal 1: Olton ISD will maintain and enhance student performance as measured by accountability standards.

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
Add Technology instruction to Elementary and Jr. High	Principals	Daily	Local Title I funds Title II part D Technology Allotment	Schedules	Class rolls

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

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

Goal 1:

Objective

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation

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., Admin. 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	TAKS SDAA
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, TIID, TIIA TIII ESC 17	Staff Development Calendar	TAKS
Integrate technology in instruction and administration (Waiver for 1 day of PD)	Same	Daily	Local Title I funds TII D, 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. Admin. 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 Hand Books REACH Emergency Notification System	Same	Monthly	Local	Surveys	Same

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: Improve overall services of counseling and accountability testing for students district wide.

Strategy	Person Responsible	Timeline	Resources	Formative Evaluation	Summative Evaluation
Committee appointed to address and make recommendations for this objective!	Admin. Dir., Principals & Counselors.	May 2009 to May 2010	Local	Review & Develop Strategies!	Implement Strategies to enhance this objective!
Enhance Scholarship Application Process!	H.S. Principal & Counselor	June 2009- May 2010	Local	Implement Process!	Increase the amount of Scholarships applied for & awarded to OISD students yearly!
Utilize AEIS-IT Data & Reports to guide instruction before and after testing on each Campus and District wide!	Admin. Director Campus Principals Counselors Test Coordinators Teachers	June 2009- May 2010	Local	Provide Training to personnel involved!	Improve Academic results as measured by the State Accountability System!
Continue with regular scheduling of Counseling services to the Junior High on a daily basis! Evaluation of High School Counselor: 60% High School Principal & 40% Junior High Principal! Evaluation of Elementary Counselor: 70% Elementary Principal & 30% Junior High Principal!	Principals Counselors	Continue: June 2009- May 2010	Local	Principal evaluations of Counselors!	Overall improvements in services rendered during the 2009- 2010 school year as determined by Campus Principals!

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., Admin. Dir., Principals & Directors.	Summer	Local Title IV SSA Region 17 ESC	Draft Plan	Safety Plan
Train employees in the area of school safety and crisis situations	Same	August	Title IV SSA Region 17 ESC	Training Agenda	Training Certificates
Provide training and practice in routing and emergency procedures	Same	August	Title IV SSA Region 17 ESC	Training Agenda	Training Certificates
Outside entities will receive training as provided by the EOP	Same	August	Title IV SSA 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	TIV Local	Incidents reported each 6 weeks	PEIMS incidents reports

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.

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 Title IV	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!
Provide in-service training in Character Counts:	Supt., Admin. Dir. & Principals.	August	Local Curriculum!	Training Scheduled	Training Certificates!
Objective 3: To provide the Parents & Staff an Automated Emergency Notification System.					
Purchase & maintain licensing of (REACH) Automated Notification System!	Superintendent Admin. Director Principals	August 2009 to June 2010	Local	Success Rate of notification & effectiveness!	Survey Contacts for Success Rate!

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)

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 Monthly to June, 2010.	Personnel & Local / State M&O Funding & Grants if available.	Use Accountability of DIP Goals, Surveys & Meetings for input.	Develop a 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!	Organized data & Developed a Facility Improvement Plan to the School Board in March, 2008.
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 approves & implements Facilities Improvement Plan to allow us to begin actual work in Summer, 2008 to August 1 st , 2010 or 2013 for Long Term!

Abbreviations

ACT	
AMI	Accelerated Math Instruction
ARI	Accelerated Reading Instruction
ARD	Admissions, Review, and Dismissal
CAC	Campus Advisory Council
DAC	District Advisory Council
DAEP	Disciplinary Alternative Education Program
DAP	Distinguished Academic Program
DPRS	Department of Public Regulatory Services
ELL	English Language Learners
ESC	Education Service Center
ESL	English as a Second Language
ISS	In School Suspension
LEP	Limited English Proficient
LRE	Least Restrictive Environment
NCLB	No Child Left Behind
NGS	
SAT	
SPED	Special Education
RHSP	Recommended High School Program
PAC	Parent Advisory Council
