

# **OLFEN ISD**

**2017-2018**

**District/Campus Improvement Plan**

**“The Small School with a Big Heart”**



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# **OLFEN ISD**

## **Mission**

Olfen ISD believes that all children can learn. We are committed to providing quality educational opportunities for all students since children are our greatest natural resource and our future. Our children will be provided a positive and challenging environment which fosters self-motivated, responsible, life-long learners. Education at Olfen ISD is a partnership accomplished through the dedicated teamwork of parents, students, community and church members, and the staff.

## **Vision**

Be an educational haven where all students may be successful learners.

### **Nondiscrimination Notice**

Olfen ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act programs, in accordance with Title VI of the Civil Rights Act of 1973; as amended.

# Olfen ISD Site Base

<b>Name</b>	<b>Position</b>
Blake, Brenda	Office Manager
Clark, Renee	Teacher
Eisenbach, Connie	Teacher
Fisher, Debbie	Cafeteria Manager
Hoelscher, Russell	Technology Director
Lazarus, Sherril	Teacher
Pittman, Mark	Business
Ortega, Darlene	Parent
Paceley, Lizette	Principal
Parks, Laura	Teacher
Parks, Timothy	Teacher
Rose, Glenda	Community Member
Schroeder, Debra	Teacher
Williams, Darla	Library
Zamora, Gabriel	Superintendent

# Comprehensive Needs Assessment

Several meetings involving the majority of Olfen ISD staff were held to conduct a proper CNA (Comprehensive Needs Assessment) of the district/campus. Tools used to facilitate these meetings consisted of local data as well as state TAPR and School Report Cards. The purpose of the CNA meetings was to identify areas requiring improvement that would cause the greatest impact once addressed. The meetings were also used to develop goals and appropriate courses of action for the utilization of all resources available to the district/campus.

## No Child Left Behind Performance Goals

*(These goals have not been updated by the U.S. Department of Education as of 2015/2016 school year.)*

**Goal 1:** By 2013-2014, all students will reach high standards, at a minimum attaining proficiency of better in reading/language arts and mathematics.

**Goal 2:** All limited English proficient students will become proficient in English and reach high academic standards, at a minimum attaining proficiency or better in reading/language arts and mathematics.

**Goal 3:** By 2005-2006, all students will be taught by highly qualified teachers.

**Goal 4:** All students will be educated in learning environments that are safe, drug-free, and conducive to learning.

**Goal 5:** All students will graduate from high school.

# State Compensatory Education

The State Compensatory Education\* program at Olfen ISD offers a comprehensive tutorial program for all students with special emphasis on students identified as At-Risk by state criteria. Teachers teach all TEKS during the school year using research-based strategies. All STAAR objectives will be reviewed prior to the scheduled STAAR testing dates. Teachers will differentiate instructional approaches geared to maximize each student's potential. Teachers will use DMAC to analyze student progress and determine in what areas students require additional assistance. State Compensatory funds will/may be used to interventions in the form of tutorials, computer and internet educational programs, certified consultants, as well as research-based digital and paperback TEKS materials.

\* Olfen ISD utilizes the State of Texas statutes to define and identify students who fall under the State Compensatory Eligibility Criteria.

# OLFEN ISD

**Goal 1:** All students will fulfill their maximum learning potential.

**Objective 1:** All Olfen ISD students will achieve the minimum standards on state assessments (STAAR).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Data-driven learning will be implemented by all teachers in order to measure student progress. Benchmarks will be utilized twice per year to prepare students for actual STAAR and to measure student progress.	Superintendent, Principal, Counselor, Teachers, Support Staff, Parents	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: STAAR, TPRI, School Report Cards, DMAC, and TAPR

# OLFEN ISD

**Goal 1:** All students will fulfill their maximum learning potential.

**Objective 2:** Student attendance will be at 95% or higher in order to maximize instructional time.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Encourage high attendance by implementing a multilayer strategy of encouragement, incentives, and appropriate truancy consequences.	Superintendent, Principal, Counselor, Teachers, Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Average Daily Attendance, TXEIS

# OLFEN ISD

**Goal 1:** All students will fulfill their maximum learning potential.

**Objective 3:** All students which participate in TPRI will be reading at grade level before the year concludes.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Purchase E-Readers, ensure students are provided with guidance and that any required accommodations are identified and implemented.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, Small Schools Coop	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: TPRI at appropriate intervals and by proper implementation of AR (Accelerated Reader) program



# OLFEN ISD

**Goal 1:** All students will fulfill their maximum learning potential.

**Objective 4:** Fifteen percent of students will achieve recommended final level II or advanced on STAAR exams.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure that our advanced students achieve results by providing a challenging curriculum (to include supplemental programs and instructional tools) and a Gifted and Talented program.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, Small Schools Coop	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: STAAR

# OLFEN ISD

**Goal 1:** All students will fulfill their maximum learning potential.

**Objective 5:** Adequate yearly progress will be emphasized among all students who participate in STAAR.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure appropriate growth is achieved via implementation of data-driven learning. Provide feedback to parents in the form of meetings and reports. Host parental involvement activities.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: STAAR, School Report Cards, and TAPR

# OLFEN ISD

**Goal 1:** All students will fulfill their maximum learning potential.

**Objective 6:** K-12 Curriculum will continually be improved with an emphasis on the newly established grades (9-12<sup>th</sup>) and the newly founded Dual Credit Academy for Olfen ISD High School students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work with service center professionals to ensure districts compliance with 9-12 <sup>th</sup> TEC standards	Superintendent, Principal, Counselor, Teachers, Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: College Transcripts, Student Report Cards, College Entrance Exams, STAAR, and TSI
2. Work with colleges to establish best curriculum practices for 9-12 <sup>th</sup> Dual Credit.	Superintendent, Principal, Counselor, Teachers, Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: College Transcripts, Student Report Cards, College Entrance Exams, STAAR, and TSI

# OLFEN ISD

**Goal 2:** Technology will continually be upgraded and integrated into classrooms and lessons.

**Objective 1:** The district will strive to expand the technology lending program to facilitate the use of learning programs, TXVSN courses, and Dual Credit Courses for our students.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continue to expand the number of laptops, Chromebooks, and tablets available for students to borrow. Increase the number of MiFi devices to allow access to internet for students that lack access at home.	Superintendent, Principal, Technology Director, Teachers, Library Support Staff, Parents	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Technology Plan

# OLFEN ISD

**Goal 2:** Technology will continually be upgraded and integrated into classrooms and lessons.

**Objective 2:** Work towards the achieving the capability to administer 100% of STAAR exams via computer.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work towards establishing additional computer labs, and ensure current stock of computers and other forms of technology are on a replenishment rotation to ensure equipment does not become outdated all at once.	Superintendent, Principal, Technology Director, Teachers, Support Staff, Parents	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Technology Plan

# OLFEN ISD

**Goal 2:** Technology will continually be upgraded and integrated into classrooms and lessons.

**Objective 3:** Continue to implement computer programs that have proven successful such as Study Island and stay abreast of promising new programs.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Actively seek out technologies that will keep us on pace or ahead of Texas school districts.	Superintendent, Principal, Technology Director, Teachers, Support Staff, Parents	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Technology Plan

# OLFEN ISD

**Goal 2:** Technology will continually be upgraded and integrated into classrooms and lessons.

**Objective 4:** The use of iPads, PCs/laptops, Chromebooks, and e-Readers will continue to be incorporated and expanded upon.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Maintain a one-to-one ratio of e-Readers in all grades and iPads in K-3 <sup>rd</sup> , continue to increase the number of available Chromebooks and PCs/laptops.	Superintendent, Principal, Technology Director, Teachers, Library Support Staff, Parents	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Technology Plan

# OLFEN ISD

**Goal 3:** Parents/Guardians will be afforded the opportunity to full partners in the education of their children.

**Objective 1:** Establish a PTO (Parent Teacher Organization), along with a volunteer program, and ensure parents are aware of the opportunities available.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish a PTO and continue to implement volunteer and parental participation program according to Olfen ISD’s policy. Focus on providing projects and activities as a part of our 4-Day Option program that will include parents.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, and SSA funds	Summative: Climate surveys, PTO meetings



# OLFEN ISD

**Goal 3:** Parents/Guardians will be afforded the opportunity to full partners in the education of their children.

**Objective 2:** Offer opportunities for parents to attend school functions such as: SHAC, Open House, and Christmas Shows (etc.).

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Keep parents informed of upcoming events and enable them to join their children in the school environment.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Calendar of events, Mustang Message and Pony Express

# OLFEN ISD

**Goal 3:** Parents/Guardians will be afforded the opportunity to full partners in the education of their children.

**Objective 3:** Work with parents to identify student strengths and weaknesses in an effort to assist students on the path towards Postsecondary Readiness to prepare students for Olfen’s Dual Credit Academy model for newly established grades 9-12<sup>th</sup>.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Analyze student performance, develop and implement interventions geared toward helping students fulfill their potential. Purchase instructional materials that may assist students, and implement rewards systems.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: PTO Meetings, Counselor Meetings, DMAC, STAAR Exams

# OLFEN ISD

**Goal 3:** Parents/Guardians will be afforded the opportunity to full partners in the education of their children.

**Objective 4:** Keep parents informed of their student’s progress and include them in interventions that will maximize student potential.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use data from exams and benchmarks to develop individualized plans that will identify student weaknesses. Provide intervention in the form of programs and hard copy materials to students and parents	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: PTO Meetings, Counselor Meetings, DMAC, STAAR Exams

# OLFEN ISD

**Goal 4:** Promote a caring Family-like environment that will result in a safe drug-free environment where learning is maximized.

**Objective 1:** Hold assemblies and events geared towards promoting a family environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Ensure all staff makes a constant effort to show they care. Reinforce to students that Olfen ISD is a place where they can feel loved and safe as they learn. Invite guest speakers that will increase student and staff morale	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Climate Surveys

# OLFEN ISD

**Goal 4:** Promote a caring Family-like environment that will result in a safe drug-free environment where learning is maximized.

**Objective 2:** Participate in community sponsored events that will allow students to represent Olfen.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Communicate with community and county officials to determine in what ways Olfen ISD may participate in events. Find ways of advertising the accomplishments of Olfen ISD.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Mustang Message, Pony Express, local media

# OLFEN ISD

**Goal 4:** Promote a caring Family-like environment that will result in a safe drug-free environment where learning is maximized.

**Objective 3:** Actively seek ways of providing assemblies for students that will emphasize family and respect for one another.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Inquire with community and county officials to identify officials or speakers that can assist the district with this objective.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, REAP, State Compensatory, SSA funds	Summative: Mustang Message, Pony Express, local media

# OLFEN ISD

**Goal 4:** Retain and/or recruit quality personnel that mirror the values of the Olfen community and ISD’s Mission and Vision.

**Objective 1:** Evaluate the strengths and weaknesses of assigned personnel; implement strategies to improve everyone’s abilities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Use T-TESS and T-P ESS and locally developed evaluation devices to monitor and establish levels of staff performance. Hold PLC meetings to allow staff to work together toward improvement.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: PDAS and locally developed evaluations

# OLFEN ISD

**Goal 4:** Retain and/or recruit quality personnel that mirror the values of the Olfen community and ISD’s Mission and Vision.

**Objective 2:** Implement an appropriate Professional Development plan for staff

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work with the service center and external sources to provide professional development in areas of concern.	Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: T-TESS and staff growth



# OLFEN ISD

**Goal 4:** Retain and/or recruit quality personnel that mirror the values of the Olfen community and ISD’s Mission and Vision.

**Objective 3:** Provide an environment where employees are satisfied, know they are appreciated and are part of a team/family.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work to provide staff with rewards and incentives for striving to be at their best at all times.	School Board, Superintendent, Principal, Counselor, Teachers, Library Support Staff, Parents, and Club Sponsors	2017-2018	Local funds, SRSA, State Compensatory, SSA funds, and TXVSN Grant	Summative: Surveys, event participation