Odem-Edroy Independent School District

District Improvement Plan

2023-2024

Mission Statement

ODEM EDROY ISD Mission Statement

Empower Students to be Active Leaders with an Unlimited Future.

Vision

Excellence by all Measures

Value Statement

IN REGARD TO STUDENT AND LEARNING, we believe that all students...

- must value self and others
- have the innate gifts and talents to become happy, successful and productive citizens
- can acquire the skills, orientation, competencies, and knowledge necessary to continue a lifelong process of learning
- learn in different ways and at different times
- learn best in a safe positive environment.
- can enjoy the process of gaining knowledge

IN REGARD TO FACULTY, PARENTS, AND COMMUNITY, we believe that all faculty, parents, and community members must...

- provide a quality education
- provide all students with a safe and positive environment
- support all students
- establish an atmosphere based on dignity and mutual respect
- encourage and motivate all students

Table of Contents

Comprehensive Needs Assessment

Demographics

Demographics Summary

Odem-Edroy ISD is a PK-12 public school located in South Texas. The district consists of an elementary, intermediate, junior high, and high school campus and serves approximately 916 students. Odem-Edroy is a Title I district with 68.8% of the students being economically disadvantaged.

The following demographic data is from TAPR 2021-2022:

Demographics	Percent
Attendance Rate	92.1%
Graduation Rate	100%
Economically Disadvantaged	68.8%
English Learners (EL)	2.4%
At-Risk	29.1%
Gifted & Talented	8.2%
Special Education	8.8%

Student Ethnicity	Percent
African American	1.6%
Hispanic	82.3%
White	16.1%
American Indian	0%
Two or more Races	0%

Demographics Strengths

- 100% graduation rate
- ELL population is 2.4% compared the the state average of 21.7%.
- Schoolwide free breakfast, lunch and after school dinner program for all students.

Student Achievement

Student Achievement Summary

Odem-Edroy ISD earned a "B" on the state accountability performance ratings for 2021-2022.

As a district our academic performance continues to maintain steadiness increasing in some areas and decreasing in others. As a district we continue to meet the state standards. OEISD outperformed the state scores and region in some categories. OEISD will continue to work at making gains in the percentage of students meeting the state standards as well as students performing at Masters Grade Level.

The district has implemented district initiatives to assist in closing the gaps for all students as needed. Six week vertical team planning will allow staff to review student data and find common concepts of weakness to address and make instructional emphasis as needed.

OEISD will continue to use data to assist our at risk students in closing the gaps.

	District STAAR Mathematics		STAAR Mathematics State Score	STAAR Mathematics Region Score	District STAAR Reading		STAAR Reading State Score	STAAR Reading Region Score	District STAAR Science		STAAR Science State Score	STAAR Science Region Score	District Social Studies	STAAR Social Studies State Score	STAAR Social Studies Region Score
	2023	2022	2023	2023	2023	2022	2023	2023	2023	2022	2023	2023	2023	2023	2023
Grade 3	76%		73%	71%	77%		77%	72%							
Grade 4	63%	55%	70%	72%	75%	76%	78%	78%							
Grade 5	68%	62%	80%	79%	77%	70%	81%	88%	58%		64%	62%			
Grade 6	64%	39%	74%	69%	73%	57%	75%	76%							
Grade 7	63%	69%	61%	56%	84%	76%	76%	76%							
Grade 8	63%	54%	74%	72%	75%	76%	82%	73%	69%		72%	66%	37%	60%	58%
Algebra I	88%	62%	78%	74%											

	District STAAR Mathematics		STAAR Mathematics State Score	STAAR Mathematics Region Score	District STAAR Reading		STAAR Reading State Score	STAAR Reading Region Score	District STAAR Science		STAAR Science State Score	STAAR Science Region Score	STAAR District Social Studies	STAAR Social Studies State Score	STAAR Social Studies Region Score
	2023	2022	2023	2023	2023	2022	2023	2023	2023	2022	2023	2023	2023	2023	2023
English I					82%	73%	70%	70%							
Biology									95%		88%	88%			
English II					87%	77%	74%	74%							
US History													100%	56%	52%

Student Achievement Strengths

At the district level, students performing at Approaches Grade Level has increased in Mathematics, Science, and Social Studies. Students performing at Meets Grade Level has increased in all areas, except Writing. Students performing at the Masters Grade Level have also increased in all areas, except Writing which was slightly lower than the previous year.

Strengths:

- There has been student growth on most STAAR subjects and grade levels from 2022 to 2023.
- STAAR results are closely aligned with region and state averages.
- Student achievement in Biology and U.S. History are far above the state and region averages in all performance categories.

District Culture and Climate

District Culture and Climate Summary

Upon review of the Title I Survey, parents feel that the school is a safe and inviting place students to learn. The school district sets high standards for academic performance for all students. The school fosters an appreciation of student diversity and respect for each other. The school emphasizes showing respect for all students' cultural beliefs and practices. There is a great focus on college and career readiness as well as vocational readiness with College day being on every Thursday. OEISD has high graduation rates as well as college entrance. All students are accepted and regardless of their disability. Students receive the support needed to be successful. Those is small class sizes benefit from them.

District Culture and Climate Strengths

All district personnel has high expectations for all students. Students feel supported by OEISD staff and encouraged to do well. They are provided opportunities to be successful with tutorials as well as teachers willing to assist them before and after school. Students feel comfortable reporting a bully incident to a teacher or other staff member.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The district has hired several new teachers this year. The turnover rate for teachers at OEISD has averaged at 30.1% which is higher than the state rate of 17.7%. Mentoring programs have been set up to assist new teachers in the district. OEISD continues to provide creative methods of recognition and support for all staff members by building an atmosphere within the Odem-Edroy ISD system where all staff members know they are appreciated, treasured and acknowledged within the system and community. The Title 1 staff survey shows that staff members feel that the district is an inviting workplace where staff members work together.

Staff Quality, Recruitment, and Retention Strengths

- Highly effective teachers
- Strong support/collaborative team for teachers
- Teacher to student ratio is low
- Professional development is available to teachers. (STCC, ESC-2, & campus support)
- High correlation between staff effectiveness & student achievement
- Mentor teachers are provided for new teachers
- Additional Staff Stipends: Retention, Reading Academy, CTE, English I, Insurance Allotment
- OEISD is developing a system for rewarding high performing teachers
- Staff raises
- Increased substitute teacher pay
- Increased bus driver pay
- Additional teachers were added to reduce class sizes.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Odem Edroy ISD provides all staff with a curriculum that is aligned to ensure teachers across the district have a consistent plan in place to ensure all students access state standards and receive the learning experiences they deserve. Vertical team planning provides the teams an opportunity to discuss the TEKS the students are having difficulty mastering and closing the gaps. Data driven decisions are made with regards to the improvement of curriculum and instruction to assist in closing the gaps of students not meeting standards in state and local assessments. Unique Curriculum is used for special populations. Teachers are using a new math program/curriculum in the K-5th grade classrooms.

STAFF DEVELOPMENT

Time-line	Topic	Key Staff	Support
August 2023	New Teacher Training • Maintenance System Requests- Rocky • Sub System • Eduhero sign up, Ascender Teacher Portal, Curriculum Page • Eduphoria-Aware/Strive • TEKS Resource System (core areas only) • Lead4ward-Engaging Learners	New Teachers All Staff	Administrators Curriculum Dept Human Resources
August 2023	Capturing Kids Hearts for new staff to the district.	Administrators, Teachers	Capturing Kids Hearts Staff
August 2023	Teacher Planning	Administrators Teachers	Administrators Curriculum Dept.
October 2023	Mini Conference Professional Development	Teachers	Administrators

Time-line	Topic	Key Staff	Support
February 2024	Morning-GT Update Afternoon-STAAR Strategy/Data Training	Teachers	ESC Consultants

Curriculum, Instruction, and Assessment Strengths

The curriculum used by OEISD is written with a high level of rigor designed to engage students. The focus is for students to apply strategies and content area knowledge in meaningful contexts. Student data in Eduphoria is an ongoing source to assist students in areas of need with the hopes of closing the gaps. Campus administrators work with teachers to identify strengths and weaknesses and assist in closing the gaps using strategic planning.

Improved reading and math assessments at BOY, MOY, and EOY testing. Students are identified given extra support in struggling areas. Curriculum is adjusted and students who have fallen behind significantly.

The district will continue to provide staff development opportunities based on specific campus needs.

Developing Courses:

- Academic Study of the Bible - HB 2681
- Agricultural Class at OJH - SB801

New Standards to Existing Courses:

- Economics - Focus on financial literacy - SB 1063
- Social Studies (K-12) - Informed Patriotism - HB 4509

Parent and Community Engagement

Parent and Community Engagement Summary

Odem Edroy ISD is committed to the continued growth of family and community involvement at the district level as well as at each campus. The district will continue to strive to achieve partnership with the families as well as the community with collaborative commitment to work together for every child success OEISD...Parents..Students...One Team One Dream. We will continue to provide quality parental engagement and remove any barriers as needed. Research overwhelmingly demonstrates that parent involvement in children's learning is positively related to achievement. Working together as a team is a critical element in a child's education therefore OEISD will continue to evaluate and make improvements in family and community engagement.The district will continue to explore and implement innovative programs for family engagement.

Parent and Community Engagement Strengths

OEISD provides many opportunities for family and community to participate such as: Meet the teacher, Open House, PTO meetings, Parent conferences, Grandparent's Breakfast, Literacy Night, Math & Science night, College night, GT parent meetings, Orientation, Booster club meetings, awards ceremony, Elementary performances and field day, and Parental Involvement meetings.

Survey results showed that parents felt that the school is a supportive and inviting place for students to learn and quality work is expected of all students. Living Tree and Remind is used to communicate with parents and allows teachers to communicate in the family's home language. Teachers also communicate through Parent Square, via phone calls, or face-to-face conferences. Most felt that their child was offered an array of innovative courses to meet their child's needs and interest. The school fosters an appreciation of student diversity and respect for each other.

The majority of parents felt that the school is a safe place for students. Also, parents felt that the school has clean and well maintained facilities and property.

District Context and Organization

District Context and Organization Summary

The district has benefited from district efforts to reorganize and make improvements to assist all staff in academics as well as compliance. Professional development is provided to all staff as needed. Staff receives training to implement any and all programs used on campuses. They also receive training with regards to compliance standards. Teachers are provided staff development days built into the calendar to allow them time to plan.

Parents are well informed of district activities through a variety of methods such as: campus newsletter, campus & district Facebook, websites, newspaper articles, parent letters, and Parent Square. Campuses make an effort to communicate with parents and inform them of any and all activities.

ESSER funds were used to reduce class sizes. Four teachers in grade levels K-5th were assigned to help to lower class student to teacher ratios.

District Context and Organization Strengths

- Staff and students generally feel safe at school.
- A large population of our students are involved in extracurricular activities & clubs.
- Reading and Math interventionist at elementary/intermediate campus who utilized pull-out program
- Small-group instruction
- Staff development days built into calendar to allow planning time
- Student and teacher surveys to evaluate programs
- Communication provided to parents regularly
- Continued development of campus/district processes to assist students of all categories
- Common goal/vision for district
- OES, OIS and OJH interventions built into the master schedule to serve students' needs
- JH enrichment period built in to master schedule
- Teachers have the opportunity to serve on committees
- Online school registration process through Ascender program

Technology

Technology Summary

Odem Edroy ISD has established technology goals the last few years to improve technology throughout the district. Hardware has been upgraded, document cameras replaced, teacher workstations added, labs updated, and Mobile labs have been purchased to allow students the opportunities to have technology integrated in the classrooms. Instructional technology integration promotes exemplary practices when combined with classroom instruction. It allows students the opportunity to undertake authentic projects for learning and personal productivity.

Eduphoria is also used to assist all staff members in gathering student information and data. This data is used to assist teachers in closing student gaps.

Technology Strengths

- Classrooms are equipped with projectors, document cameras, teacher workstations for all grade levels
- District emphasis of student use of technology
- District wide wireless Internet service
- Technology Help Tickets are answered in a timely manner
- Eduphoria is used by staff to access student data
- Parent Square is used as the district-wide form of communication
- Mobile workstations for most classrooms
- Google training for all staff
- Computer-based intervention programs K-12
- Ascender Parent Portal available to monitor grades
- I-Station
- Development of guidelines for the use and integration of digital devices in public schools.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- HB3 Reading and math goals for PreK-3
- HB3 CCMR goals

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Effective Schools Framework data
- Comprehensive, Targeted, and/or Additional Targeted Support Identification data
- Accountability Distinction Designations

Student Data: Assessments

- State and federally required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT
- Student failure and/or retention rates
- Running Records results
- Observation Survey results

Student Data: Student Groups

- Special education/non-special education population including discipline, progress and participation data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- Dyslexia data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data

Employee Data

- Staff surveys and/or other feedback
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Parent surveys and/or other feedback

Goals

Goal 1: OEISD will maintain rigorous standards of achievement to improve and sustain student growth.

Performance Objective 1: All sub-groups will meet or maintain growth and the percentage of "Meets" and "Masters" grade-level performance on STAAR.

    Evaluation Data Sources: STAAR scores and data comparison.

Strategy 1 Details	Formative Reviews		
Strategy 1: Assessments will be administered systematically for grades K-11 to monitor campus-based data throughout the year.	Formative		
Strategy's Expected Result/Impact: Teachers will understand and utilize TEKS based materials and instruction which is closely aligned to student expectations improving assessment data gathered from campus-based assessments. **Staff Responsible for Monitoring:** Superintendent Curriculum Director District Leaders Teachers **Title I:** 2.4	Jan	May	Sept
	80%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Students will be provided specific, targeted extended learning opportunities in curriculum areas they are not mastering.	Formative		
Strategy's Expected Result/Impact: Increased test scores will be noted on campus based assessments and STAAR/EOC. **Staff Responsible for Monitoring:** District Administration, Campus Administration and teachers. **Title I:** 2.4, 2.5, 2.6	Jan	May	Sept
	75%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Students in grade K-8 will participate in supplemental reading and math programs. Campuses will also progress monitor supplemental programs that are in place to assist with closing the gaps.	Formative		
Strategy's Expected Result/Impact: Participation will build a stronger foundation in reading and math. **Staff Responsible for Monitoring:** Principals, teachers, parents, and district administrators.	Jan	May	Sept
	75%		N/A

Goal 1: OEISD will maintain rigorous standards of achievement to improve and sustain student growth.

Performance Objective 2: Increase average daily attendance rate to 96%.

Evaluation Data Sources: ADA reports.

Strategy 1 Details	Formative Reviews		
Strategy 1: Monitor student attendance and state attendance laws. Attendance directly affects student learning.	**Formative**		
Strategy's Expected Result/Impact: Improved attendance rate that is consistent.	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Teachers	85%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Campus attendance incentives for good attendance.	**Formative**		
Strategy's Expected Result/Impact: Improved attendance.	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Teachers	85%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Counselors and administrators will counsel all students having attendance problems.	**Formative**		
Strategy's Expected Result/Impact: Attending to students socio-emotional needs will result in increased student focus and improved attendance..	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: Administration, counselor	85%		N/A

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: OEISD will pursue meaningful engagement with parental, business, and community stakeholders aimed at increasing student performance.

Performance Objective 1: OEISD will expand its outreach and continue to update and explore different modes of communication with all community stakeholders with the implementation of Parent Square.

    Evaluation Data Sources: Marquee, District web page, Facebook, Twitter, Parent Square

Strategy 1 Details	Formative Reviews		
Strategy 1: Establish partnerships that provide opportunities for the district and partners to work together.	**Formative**		
Strategy's Expected Result/Impact: Partnerships will be formed to enhance district and campus engagement.	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: Campus and District Leaders, Counselors, Community In Schools Counselor	60%		
Strategy 2 Details	Formative Reviews		
Strategy 2: Meet the Teacher Night, Open House and parental involvement activities.	**Formative**		
Strategy's Expected Result/Impact: Opportunity to meet educational needs of students by both educators and parents.	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Teachers, Parent Involvement Liaisons **Title I:** 4.1	85%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 2: OEISD will pursue meaningful engagement with parental, business, and community stakeholders aimed at increasing student performance.

Performance Objective 2: OEISD will see a 10% increase in parent involvement through activities designed to meet the needs of all children and support the education process.

Evaluation Data Sources: This includes campus parent meetings, grade level/dual credit/GT meetings, meet the teacher, open house and school board meetings. Informed parents are involved parents.

Strategy 1 Details	Formative Reviews		
Strategy 1: Increase parent and family policy to encourage family involvement across the district.	**Formative**		
Strategy's Expected Result/Impact: Review TEA Parent Engagement Handbook; Parental Involvement Policy; Develop School-Parent Compact; Increase community awareness and support; Elementary and Secondary Parental Engagement Coordinators	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: Parent Involvement Coordinators Campus Leaders District Leaders **Title I:** 4.1, 4.2	70%		

0% No Progress	100% Accomplished	➡ Continue/Modify	✖ Discontinue

Goal 3: OEISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 1: OEISD will maintain and develop highly effective staff who embrace our students, parents, and community and retain at least 90% of new hires.

Strategy 1 Details	Formative Reviews		
Strategy 1: Expand partnerships with universities, other certification programs and consider job fairs. Host student teachers and interns to grow our own.	**Formative**		
	Jan	**May**	**Sept**
Strategy's Expected Result/Impact: Student Teachers, Intern Teachers hired and retained. **Staff Responsible for Monitoring:** Superintendent, HR Director, Campus Leaders **Title I:** 2.5	65%		

Strategy 2 Details	Formative Reviews		
Strategy 2: OEISD will encourage ongoing professional development by allocating funds for specific training.	**Formative**		
	Jan	**May**	**Sept**
Strategy's Expected Result/Impact: Ongoing professional development will retain a highly effective staff who proactively engage students for success. **Staff Responsible for Monitoring:** Administration, teachers	90%		N/A

Strategy 3 Details	Formative Reviews		
Strategy 3: OEISD administration will conduct at least 10 walkthroughs per six weeks in order to provide teachers with valuable feedback to ensure they are proficient in their teaching field.	**Formative**		
	Jan	**May**	**Sept**
Strategy's Expected Result/Impact: 90% of end of year T-TESS summative will be at the proficient level. **Staff Responsible for Monitoring:** District and campus administration.	80%		N/A

| 0% No Progress | 100% Accomplished | → Continue/Modify | ✕ Discontinue |

Goal 3: OEISD will recruit, employ, develop, and retain a highly effective staff that proactively engages students for success.

Performance Objective 2: OEISD will grow and train teachers to serve general, special education, dyslexia, 504, at-risk and EB students.

    Evaluation Data Sources: STAAR data will be compared to show teacher growth.

Strategy 1 Details	Formative Reviews		
Strategy 1: Increase certified EB teachers.	**Formative**		
Strategy's Expected Result/Impact: Certificates of completion.	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: District and Campus Leaders **Title I:** 2.4	50%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Increase teachers with GT hours per the State GT plan. Monitor the yearly 6 hour updates.	**Formative**		
Strategy's Expected Result/Impact: Certificates of completion.	**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: District and Campus Leaders, GT Coordinator.	75%		

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 1: Increase and improve student awareness and support for drug, violence, bullying, suicide prevention, physical and mental health programs (CKH), and update policies to help ensure student's social, emotional, and physical safety.

    Evaluation Data Sources: Implementation will be measured through completed surveys and comparing prior year PEIMS data.

Strategy 1 Details	Formative Reviews		
Strategy 1: Provide support with drug/violence/bullying/suicide prevention programs, and student safety and mental health issues including Capturing Kids Hearts, Social Emotional Health-Connections Coastal Bend Wellness; BCFS counseling K-12, Cyber Safety Speaker K-5, Communities in Schools, Project Turnaround, SB 460 Mental Health Training, Mental Health First Aid Certification for select staff.	**Formative**		
	Jan	**May**	**Sept**

Strategy's Expected Result/Impact: Sign in sheets, Presenter Information, Invoices, Stop-It data, record of school activities promoting safe and drug free schools.
    Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Teachers
 	
    Title I:
    2.6
	80%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Implement bullying policy to reflect changes from Senate Bill 2050 that establishes a committee that emphasizes prevention while focusing on school climate and healthy relationships.	**Formative**		
	Jan	**May**	**Sept**

Strategy's Expected Result/Impact: positive school climate, healthy relationships, less bullying reported, SB 2050 surveys
    Staff Responsible for Monitoring: District and campus administrators, counselors, teachers
 	
    Title I:
    2.6
	75%		

Strategy 3 Details	Formative Reviews		
Strategy 3: Parent/Student/Staff Surveys	**Formative**		
Strategy's Expected Result/Impact: Survey Results **Staff Responsible for Monitoring:** District and Campus Leaders, Counselors, Teachers	**Jan**	**May**	**Sept**
Title I: 2.6	N/A		

0% No Progress   100% Accomplished   → Continue/Modify   ✗ Discontinue

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

Performance Objective 2: Devise and implement documentation for state and school safety and health procedures through a proactive Emergency Management Plan and collaboration with First Responders.

Evaluation Data Sources: Implementation review of Emergency Management Plan and effectiveness of Crisis Management Teams. Evaluate collaboration with local LEA and First Responders. Routine audits, door sweeps and all new state safety procedures.

Strategy 1 Details	Formative Reviews		
Strategy 1: Crisis Management Plan-ongoing updates.	Formative		
Strategy's Expected Result/Impact: District CMP, Campus monthly required safety drills, Campus Door Sweeps, Human Trafficking and Report Child Abuse posters added to all buildings.	Jan	May	Sept
Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Safety and Security Director, Teachers **Funding Sources:** - Safety Grant	85%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Staff will complete mandated compliance training from EduHero such as: Cybersecurity, Sexual Harassment, Building Positive Relationships, Trauma, FERPA, IEP Bullying, Human Trafficking and Blood-borne Pathogens. Other health related trainings.	Formative		
	Jan	May	Sept
Strategy's Expected Result/Impact: 100% compliance by all staff. **Staff Responsible for Monitoring:** District and Campus Leaders **Title I:** 2.6	100%	100%	100%

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

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

Performance Objective 3: OEISD will provide learning environments and structures designed to promote physical, emotional, and cultural focus on safety, wellness, and order.

    Evaluation Data Sources: Feedback from district stakeholders.

Strategy 1 Details	Formative Reviews		
Strategy 1: Continue to implement and make revisions to the district Emergency Operations Plan (EOP) to evaluate emergency procedures for both instructional and non-instructional facilities. This includes all training, policies, procedures, schedules, and equipment paramount to keeping all district stakeholders safe.	**Formative**		
	Jan	**May**	**Sept**

Strategy's Expected Result/Impact: Increased safety and security.
    Staff Responsible for Monitoring: District and campus administrators, Safety and Security Director
 	
    Funding Sources: - Safety Grant, - ESSER -COVID 19
	90%		

Strategy 2 Details	Formative Reviews		
Strategy 2: Guardians will have ongoing training.	**Formative**		
Strategy's Expected Result/Impact: Guardians will be more confident and work together in the case an intruder enters campus. **Staff Responsible for Monitoring:** Superintendent	**Jan**	**May**	**Sept**
	75%		N/A

0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue

Goal 5: OEISD will provide technology for the evolving digital world.

Performance Objective 1: OEISD will maintain a 1:1 student device ratio, including hardware, software, and connectivity, to facilitate student engagement and learning.

    Evaluation Data Sources: Number of devices on campus.

Strategy 1 Details			Formative Reviews		
Strategy 1: Increase the number of compatible computers available.			**Formative**		
Strategy's Expected Result/Impact: More student engagement and better student preparedness for higher education and 21st century learning.			**Jan**	**May**	**Sept**
Staff Responsible for Monitoring: Technology director, Administration			30%		N/A
	0% No Progress	100% Accomplished	→ Continue/Modify	✕ Discontinue	

Goal 5: OEISD will provide technology for the evolving digital world.

Performance Objective 2: OEISD will provide the staff with technology integration training opportunities.

Evaluation Data Sources: Increased opportunities for training.