

Odem-Edroy Independent School District

District Improvement Plan

2024-2025 Goals/Performance Objectives/Strategies



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

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Goals

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

Performance Objective 1: All students will meet or maintain growth in the "Meets" and "Masters" grade-level performance on STAAR.






Evaluation Data Sources: STAAR scores and data comparison.

Strategy 1 Details	Reviews		
<p>Strategy 1: Monitor progress of all student groups to ensure demonstration of mastery on required state academic standards through the use of curriculum-based formative assessments.</p> <p>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.</p> <p>Staff Responsible for Monitoring: Superintendent Assistant Superintendent of C&I Campus Administrators Teachers</p> <p>Title I: 2.4</p>	Formative		Summative
	Sept	Jan	May
		N/A	
Strategy 2 Details	Reviews		
<p>Strategy 2: Students in grade K-8 will participate in supplemental I-Ready reading and math programs. Campuses will also progress monitor supplemental programs that are in place to assist with closing the gaps.</p> <p>Strategy's Expected Result/Impact: Participation will build a stronger foundation in reading and math.</p> <p>Staff Responsible for Monitoring: Principals, teachers, parents, and district administrators.</p>	Formative		Summative
	Sept	Jan	May
		N/A	
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			

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

Performance Objective 2: OEISD will provide academic interventions, enrichment and pathways aimed at supporting the diverse needs of our student body.









Evaluation Data Sources: STAAR, Eduphoria, supplemental programs, and CCMR reports.

Strategy 1 Details	Reviews		
<p>Strategy 1: Intentionally plan and schedule intervention time to provide systemic and prescriptive interventions for every student.</p> <p>Strategy's Expected Result/Impact: Students will progress in Closing the Gaps.</p> <p>Staff Responsible for Monitoring: District Admin, Principals, teachers</p>	Formative		Summative
	Sept	Jan	May
			
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Goal 1: OEISD will maintain rigorous standards of achievement to improve and sustain student academic growth.

Performance Objective 3: OEISD will increase average daily attendance rate to 96%.







Evaluation Data Sources: ADA reports.

Strategy 1 Details	Reviews		
<p>Strategy 1: Monitor student attendance and state attendance laws. Attendance directly affects student learning. Strategy's Expected Result/Impact: Improved attendance rate that is consistent. Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Teachers</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Campus attendance incentives for good attendance. Strategy's Expected Result/Impact: Improved attendance. Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Teachers</p>	Formative		Summative
	Sept	Jan	May
		N/A	
Strategy 3 Details	Reviews		
<p>Strategy 3: Counselors and administrators will counsel all students having attendance problems. Strategy's Expected Result/Impact: Attending to students socio-emotional needs will result in increased student focus and improved attendance.. Staff Responsible for Monitoring: Administration, counselor</p>	Formative		Summative
	Sept	Jan	May
		N/A	
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Goal 2: OEISD will pursue meaningful engagement with parental, business, and community stakeholders aimed at increasing student performance.

Performance Objective 1: OEISD will work in collaboration with students, parents and community members to ensure everyone is welcomed, respected and valued.







Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews		
<p>Strategy 1: Establish partnerships that provide opportunities for the district and partners to work together. Strategy's Expected Result/Impact: Partnerships will be formed to enhance district and campus engagement. Staff Responsible for Monitoring: Campus and District Leaders, Counselors, Community In Schools Counselor</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Conduct parent and family engagement programs designed to increase parental engagement and create supportive environments at home and school. Strategy's Expected Result/Impact: Opportunity to meet educational needs of students by both educators and parents. Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Teachers, Parent Involvement Liaisons</p> <p>Title I: 4.1</p>	Formative		Summative
	Sept	Jan	May
			
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Goal 2: OEISD will pursue meaningful engagement with parental, business, and community stakeholders aimed at increasing student performance.








Performance Objective 2: OEISD will pursue quality partnerships with parents and community members to provide a system of support, investment, and high expectations.

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	Reviews		
<p>Strategy 1: Coordinate and integrate family engagement strategies to encourage family involvement across the district.</p> <p>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</p> <p>Staff Responsible for Monitoring: Parent Involvement Coordinators Campus Leaders District Leaders</p> <p>Title I: 4.1, 4.2</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Continue to utilize various forms of communication to inform parents, employees, students and community of school news.</p> <p>Strategy's Expected Result/Impact: Increased engagement.</p> <p>Staff Responsible for Monitoring: District admin, principals, counselors</p>	Formative		Summative
	Sept	Jan	May
			
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Goal 3: OEISD will ensure all students will have skilled teachers, effective leadership and support staff, and sufficient resources to support high levels of achievement.








Performance Objective 1: OEISD will recruit, select, assign, and retain highly-qualified educators and support staff.

Strategy 1 Details	Reviews		
<p>Strategy 1: Expand partnerships with universities, other certification programs and consider job fairs. Host student teachers and interns to grow our own.</p> <p>Strategy's Expected Result/Impact: Student Teachers, Intern Teachers hired and retained.</p> <p>Staff Responsible for Monitoring: Superintendent, HR Director, Campus Leaders</p> <p>Title I: 2.5</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: OEISD will encourage ongoing professional development by allocating funds for specific training.</p> <p>Strategy's Expected Result/Impact: Ongoing professional development will retain a highly effective staff who proactively engage students for success.</p> <p>Staff Responsible for Monitoring: Administration, teachers</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 3 Details	Reviews		
<p>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.</p> <p>Strategy's Expected Result/Impact: 90% of end of year T-TESS summative will be at the proficient level.</p> <p>Staff Responsible for Monitoring: District and campus administration.</p>	Formative		Summative
	Sept	Jan	May
			
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Goal 3: OEISD will ensure all students will have skilled teachers, effective leadership and support staff, and sufficient resources to support high levels of achievement.







Performance Objective 2: OEISD will deliver relevant professional development for teachers, school leaders, and staff that is focused on the needs of students.

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

Strategy 1 Details	Reviews		
Strategy 1: Align professional development to district goals and current assessment results. Strategy's Expected Result/Impact: Student academic achievement. Staff Responsible for Monitoring: District and Campus Leaders Title I: 2.4	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
Strategy 2: Develop leadership skills for current administrators and potential administrators at district and campus levels. Strategy's Expected Result/Impact: Stronger leadership and growing administrators from within. Staff Responsible for Monitoring: District and Campus Leaders	Formative		Summative
	Sept	Jan	May
			
Strategy 3 Details	Reviews		
Strategy 3: Promote and facilitate opportunities for continuing professional education. Strategy's Expected Result/Impact: Professional growth in educators.	Formative		Summative
	Sept	Jan	May
			
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Goal 3: OEISD will ensure all students will have skilled teachers, effective leadership and support staff, and sufficient resources to support high levels of achievement.







Performance Objective 3: OEISD will allocate resources with a specific focus on instructional improvement and increasing student achievement.

Strategy 1 Details	Reviews		
<p>Strategy 1: Annually review technology equipment age, recommend necessary replacements, and maintain district equipment standards for technology to maximize use.</p> <p>Strategy's Expected Result/Impact: Devices that are up to date and can function efficiently to support academic achievement.</p> <p>Staff Responsible for Monitoring: Technology director, district administration, principals</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
<p>Strategy 2: Provide effective instructional resources for teachers and staff aligned to district goals.</p> <p>Strategy's Expected Result/Impact: Teacher have high quality materials.</p> <p>Staff Responsible for Monitoring: District administration, principals</p>	Formative		Summative
	Sept	Jan	May
			
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Goal 4: OEISD will ensure all students will have a safe, supportive, and highly effective learning environment.

Performance Objective 1: Implement practices and procedures to support a safe environment characterized by high expectations, mutual respect, positive student -teacher relationships, and a focus on teaching and learning.




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






Strategy 1 Details	Reviews		
<p>Strategy 1: Provide support with drug/violence/bullying/suicide prevention programs, and student safety and mental health issues. 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</p> <p>Title I: 2.6</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
<p>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. 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</p> <p>Title I: 2.6</p>	Formative		Summative
	Sept	Jan	May
			
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Goal 4: OEISD will ensure all students will have a safe, supportive, and highly effective learning environment.

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

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	Reviews		
<p>Strategy 1: Crisis Management Plan-ongoing updates.</p> <p>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.</p> <p>Staff Responsible for Monitoring: District and Campus Leaders, Counselors, Safety and Security Director, Teachers</p> <p>Funding Sources: - Safety Grant</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 2 Details	Reviews		
<p>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.</p> <p>Strategy's Expected Result/Impact: 100% compliance by all staff.</p> <p>Staff Responsible for Monitoring: District and Campus Leaders</p> <p>Title I: 2.6</p>	Formative		Summative
	Sept	Jan	May
			
Strategy 3 Details	Reviews		
<p>Strategy 3: Provide armed Peace Officers that shall perform law enforcement duties that include protecting the safety and welfare of any person in the jurisdiction of the peace officer and the property of the school district. The armed Peace Officer will not be assigned routine student discipline or school administrative tasks or contact with students unrelated to the law enforcement duties.</p> <p>Strategy's Expected Result/Impact: Focus on Safety.</p> <p>Staff Responsible for Monitoring: District Admin, Campus leaders, Counselors, teachers</p>	Formative		Summative
	Sept	Jan	May
			

Strategy 4 Details	Reviews		
Strategy 4: School guardians will validate and train throughout the year. Strategy's Expected Result/Impact: Increased preparation and safety. Staff Responsible for Monitoring: Superintendent.	Formative		Summative
	Sept	Jan	May
			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>			