

Celina Independent School District
O'Dell Elementary School
2019-2020 Campus Improvement Plan



Mission Statement

The mission of the District, as the primary educational entity, is to provide a safe, caring, structured learning environment where teachers educate and motivate students to become productive citizens of their community.

Vision

Value Statement

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Comprehensive Needs Assessment

Revised/Approved: February 13, 2019

Demographics

Demographics Summary

Hiring for the 2019-2020 school year we would like to see a more diverse population within our campus. We presently have 96% white; 94% female; 5.7% male.

Demographics Strengths

Teacher/Student ratio compared to the state is 13.6/1

94% vs. 77% is the state ratio

90% of the students were successful on the state assessment

Problem Statements Identifying Demographics Needs

Problem Statement 1: A lack of diversity within the workplace to help balance the representation of student population. **Root Cause:** There is an insufficient amount of highly qualified candidates who desire to work at the elementary level, ex. males & other ethnicities.

Student Achievement

Student Achievement Summary

For the 2019-2020 school year, we would like a more in-depth intervention program providing more accurate progress monitoring in order to close the gap and increase student achievement across disciplines.

Student Achievement Strengths

Student achievement is progressing; received 4 distinguished marks which is an improvement from the previous year.

Problem Statements Identifying Student Achievement Needs

Problem Statement 1: Local assessments are not a reflection of students progress & grades on students' report card. **Root Cause:** Assessment grades are lower due to the rigor of TRS, which is where assessments are pulled, however report cards show progress is higher with daily grades.

School Culture and Climate

School Culture and Climate Summary

By the end of the 2019-2020 school year, more extracurricular activities & clubs to be offered to enhance student involvement. Based on student & staff responses on Campus Culture Survey we are aligned with the district Mission & Vision statements. 86.4% of students stated they feel safe.

School Culture and Climate Strengths

The extracurricular activities offered are made available for all students to participate or join. The survey stated students & staff feel safe.

Problem Statements Identifying School Culture and Climate Needs

Problem Statement 1: Student involvement in extra curricular activities for elementary age children. **Root Cause:** There is not enough participation & sponsors for the elementary age group.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Highly qualified teachers & paraprofessionals hired and professional development is based upon evaluations & changes in curriculum.

Staff Quality, Recruitment, and Retention Strengths

Top 25% comparative in closing the gap.

Academic Achievement in Math & Science

Problem Statements Identifying Staff Quality, Recruitment, and Retention Needs

Problem Statement 1: Areas of professional development that target national growing trends and/or changes in education. **Root Cause:** TEA, SBOE, district and national education changes to curriculum.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

Instructional design & delivery is essential for student learning. Data collected is used to align small group instruction, and content needing to be retaught. Assessing data & monitoring progress allows the teacher to provide intervention or accelerated instruction.

Curriculum, Instruction, and Assessment Strengths

Teachers knowledge of breaking down the data to utilize intervention/enrichment.

Instructional strategies used for student learning are aligned with the data collected from the assessments.

TRS provides numerous resources to assess students & determine mastery.

Problem Statements Identifying Curriculum, Instruction, and Assessment Needs

Problem Statement 1: TRS does not allow for built in spiraling. **Root Cause:** The assumption is that TRS prerequisites and previous student expectations have been taught.

Parent and Community Engagement

Parent and Community Engagement Summary

Healthy Zone has enriched & encouraged parents to become involved with student's healthy living. PTA involvement with introducing new programs such as Reflections & Heard Museum caused parents to become more involved with their child's education.

Parent and Community Engagement Strengths

Increasing parent/student involvement in health education.

The number of fathers becoming involved & attending programs.

Problem Statements Identifying Parent and Community Engagement Needs

Problem Statement 1: Breavement counseling needed to support students & families in our community. **Root Cause:** Increased student enrollment increases the need for additional support.

School Context and Organization

School Context and Organization Summary

School committees & decision-making bodies made up of teachers, parents, paraprofessionals, support staff and students are part of solutions to identify problems or concerns.

School Context and Organization Strengths

The school climate survey indicates that everyone feels they are a part of O'Dell Elementary. Our school has an open-door policy when it comes to decision making, meaning everyone has a vote and is heard.

Problem Statements Identifying School Context and Organization Needs

Problem Statement 1: Finding a common PLC time for grade levels to meet that is not their scheduled conference time. **Root Cause:** Master schedule does not allow for PLC planning/meeting time.

Technology

Technology Summary

To have all teachers thoroughly trained on the use of technology devices, and allocate funding as necessary due to the evolving changes in the technology field.

Technology Strengths

The technology department is constantly improving their data networks to improve speed, overall efficiency for the district, and on each campus.

Problem Statements Identifying Technology Needs

Problem Statement 1: Lack of devices readily available and that operate correctly. **Root Cause:** Funding and lack of sufficient and proper training on usage of equipment.

Priority Problem Statements

Goals









Goal 1: Community

Performance Objective 1: Expand opportunities for involvement of all families.

Evaluation Data Sources:

- % of community satisfied with opportunities based on survey
- # of programs offered to ensure and increase per year at each campus
- # of communicated volunteer opportunities
- # of participants at family events

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Support Celina Education Foundation, PTA & C.A.T.S in order to help provide scholarships for students, purchase classroom materials for teachers, and to help provide fundraising opportunities.</p> <p>Strategy's Expected Result/Impact: 1) Increase # of members/participation in Celina Education Foundation, PTA & C.A.T.S & raise the amount of money received for fundraising, scholarships & materials received.</p> <p>Monitor: 1) Campus administration, teachers</p>	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Make available Parental Involvement Opportunities (Meet the Teacher, Open House/Book Fair, Music Programs, "Got Math," Family Literacy Night/Texas Reads One Book, Mad Science, Watch Dog Dads. Field/Fun Day, Award Assemblies).</p> <p>Strategy's Expected Result/Impact: 2) increase # of parents attending each function</p> <p>Monitor: 2) Campus administration, teachers, Librarian, support staff</p>	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Involve parents & community members to be a part of the following: SBDM, SHAC, Watch Dog Dads, Principal/Counselor Coffee & Tea. Strategy's Expected Result/Impact: 3) increase # of participants involved in each Monitor: 3) Campus administration, teachers, nurse, counselor	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 1: Community

Performance Objective 2: Implement career exploration programs in partnership with the community.

Evaluation Data Sources: % of students involved in mentorships, internships, apprenticeships and shadowing

Summative Evaluation: Some progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Participate in the Ready, Set, Teach program with the high school if the program makes for this school year. Strategy's Expected Result/Impact: 1) increase % of students involved in Ready, Set, Teach program Monitor: 1) Principal	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Provide Career Day. Strategy's Expected Result/Impact: 2) increase % of community member involvement Monitor: 2) Counselor	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Participate in Unified Partners, a program that partners a peer with a special needs student in physical education activities. Strategy's Expected Result/Impact: 1) increase % of student involvement with special needs population.	Formative			Summative
	Sept	Nov	Mar	June

Monitor: 1) Principal
2) Coach



No Progress



Accomplished



Continue/Modify



Discontinue

Goal 1: Community

Performance Objective 3: Build relationships between the district and community organizations.













Evaluation Data Sources:

of district personnel on city educational committees

of community organization volunteers at campuses

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide & schedule a time for Kids Heart Challenge. Strategy's Expected Result/Impact: 1) increase # of participants & community sponsors Monitor: 1) Campus administration, Nurse	Formative			Summative
	Sept	Nov	Mar	June
	65%	100%	100%	100%
Strategy 2 Details	Reviews			
Strategy 2: Involve Fire, Police & City Officials in our Literacy program. Strategy's Expected Result/Impact: 4) # of community volunteers attending and participating Monitor: 4) Campus administration, teachers	Formative			Summative
	Sept	Nov	Mar	June
	25%	45%	100%	100%

Strategy 3 Details	Reviews			
Strategy 3: Support & participate with "Healthy Zone" exercise & nutrition program by incorporating the 3rd phase, "nutritional improvements," into the campus curriculum, as well as implement "Amped" a after school running club. Strategy's Expected Result/Impact: 6) % participation of students/parents Monitor: 6) P.E. Coach	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: "Healthy Zone Health Fair" will include organizations supporting student health issues such as: Cerebral Palsy, diabetes, autism, etc. Strategy's Expected Result/Impact: 7) increase # of participants & community sponsors Monitor: 7) Campus administration, Nurse Schoolwide and Targeted Assistance Title I Elements: 2.6	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				





Goal 2: Excellence

















Performance Objective 1: Develop high quality educators dedicated to continuous improvement.

Evaluation Data Sources:

- % increase of professional development opportunities
- % of educator retention
- % of teachers participating in PLCs
- % of improvement in student growth index

Summative Evaluation: Exceeded Objective

Strategy 1 Details	Reviews			
Strategy 1: Provide time for vertical & horizontal alignment by scheduling time for collaboration. Strategy's Expected Result/Impact: 1) % of improvement in student growth Monitor: 1) Campus administration	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Support new hires in the "New Teacher Academy" offered through Central Administration & provide mentor at campus level. Strategy's Expected Result/Impact: 2) % of teacher growth, T-Tess Monitor: 2) Campus administration	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 3 Details	Reviews			
Strategy 3: Support teachers in professional development needs by providing workshops on campus and/or sending to workshops based on their discipline, needs & progress monitoring data. Strategy's Expected Result/Impact: 3) % of certificates of completion & implementation into classroom Monitor: 3) Campus administration	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 4 Details	Reviews			
Strategy 4: Hire highly qualified diverse candidates. Strategy's Expected Result/Impact: 4) increase # of teachers by diversity and/or gender Monitor: 4) Campus administration	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 2: Excellence

Performance Objective 2: Promote extra-curricular activities and events to maximize student education, development and wellness.

Evaluation Data Sources:

- % increase of participation in extracurricular activities
- # increased of extra-curricular activities offered

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Expand & grow Family Literacy/Texas Reads One Book, "Got Math?", and Mad Science programs. Strategy's Expected Result/Impact: 1) increase #of student & parent participation Monitor: 1) Campus administration, teachers	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Support the PTA sponsored Science Fair and the Mad Science night in the Spring. Strategy's Expected Result/Impact: 2) % of participation Monitor: 2) Campus Administration, Science teachers	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Implement GT exhibits utilizing our STEM program. Strategy's Expected Result/Impact: 3) % of participants Monitor: 3) Teachers	Formative			Summative
	Sept	Nov	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Provide Comic Club, Drama Club & Crochet Club with plans to add additional after school organizations/clubs such as STEMioneers & Chess Club. Strategy's Expected Result/Impact: 5) % of student participation Monitor: 5) Teachers	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: Excellence

Performance Objective 3: Provide CTE opportunities and support for all students to ensure student success.

Evaluation Data Sources:

- % of graduation rate
- % increase of enrollment in CTE courses
- % of students receiving certifications

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize the STEM lab to utilize higher level thinking skills by implementing a schedule for 3rd-5th grade students utilizing advanced academics & technology to provide opportunities for students to excel in CTE strand. Strategy's Expected Result/Impact: 1) % of students enrolling in CTE at secondary level 2) increase # of student growth Monitor: 1) Campus administration, STEM teacher	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 2: Excellence

Performance Objective 4: Ensure systems and supports are designed to equip students with the soft skills necessary for college and career success.

Evaluation Data Sources:

- # of systems and supports implemented
- % of students indicating preparedness

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Character Education provided weekly by all classroom teachers through lessons designed by campus counselor. Strategy's Expected Result/Impact: 1) # of student success in careers & college readiness Monitor: 1) Campus administration 2) Counselor	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				







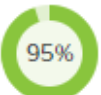





Goal 3: Innovation

Performance Objective 1: Expand technological opportunities.

Evaluation Data Sources:

- % increase in courses offered
- % increase in enrollment/participation
- # increase in device to student ratio
- # increase in teachers participating in quality training

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Utilize the STEM Lab to expand technology opportunities embedded in projects. Strategy's Expected Result/Impact: 1) # of increased student growth Monitor: 1) Campus administration, teachers	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Utilize our campus IT to share new innovative ideas and teach our classroom teachers so they can introduce to students. Strategy's Expected Result/Impact: 2) Data processing & completion time expedited. Monitor: 2) Teachers, technology	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 3: Innovation





Performance Objective 2: Create collaborative learning spaces.

Evaluation Data Sources:

% increase in implementation of flexible classrooms

increase in teaming areas

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: "Outdoor Learning Center" is utilized by various grades for shared reading, science labs, art projects and homeroom lunch time. Strategy's Expected Result/Impact: 1) Evidence of flexible class space & # of times scheduled/used. Monitor: 1) Teachers	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 2 Details	Reviews			
Strategy 2: Expand learning opportunities within our "STEM" Lab Strategy's Expected Result/Impact: 2) % of teachers utilizing lab Monitor: 2) Campus Administration & teacher	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 3: Innovation









Performance Objective 3: Develop each student to be a creative and critical thinker.

Evaluation Data Sources:

- % increase of project/problem-based lessons
- % increase in test scores for AP, SAT, & advanced levels on STAAR
- % increase in teachers trained in PBL

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Expand the implementation of PBL by sending additional teachers to training. Strategy's Expected Result/Impact: 1) % increase of teachers trained Monitor: 1) Teachers	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Use TRS with fidelity to increase the rigor of instruction, and focus on higher level enrichment activities. Strategy's Expected Result/Impact: 2) % increase of student growth and % increase of Tier 1 instruction & STAAR scores Monitor: 2) Campus administration, teachers	Formative			Summative
	Sept	Nov	Mar	June









Strategy 3 Details	Reviews			
Strategy 3: Expand/Explore opportunities to implement research based supplemental materials for ARI/AMI Strategy's Expected Result/Impact: 3) % increase of student growth & % increase of Tier 1 instructions & STAAR scores Monitor: 3) Campus Administration, teachers Schoolwide and Targeted Assistance Title I Elements: 2.4	Formative			Summative
	Sept	Nov	Mar	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 4: Leadership

Performance Objective 1: Diversify opportunities for students to develop leadership skills.

Evaluation Data Sources: % increase of students involved in leadership opportunities/activities on each campus

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Increase the number of students participating in the Youth Leadership Team (YLT). Strategy's Expected Result/Impact: 1) Help develop leadership skills and observe # of student participation, and 1 community service project. Monitor: 1) Counselor	Formative			Summative
	Sept	Nov	Mar	June
				
Strategy 2 Details	Reviews			
Strategy 2: Expand our peer tutoring for lower grade levels focusing on math & reading. Strategy's Expected Result/Impact: 1) Help develop leadership skills and observe # of student participation Monitor: 1) Counselor 2) Teachers	Formative			Summative
	Sept	Nov	Mar	June
				

Strategy 3 Details	Reviews			
Strategy 3: Engage student leadership to grow our FCA program. Strategy's Expected Result/Impact: 3) Help develop leadership skill Monitor: 3) Counselor, teacher	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 4: Leadership

Performance Objective 2: Develop a plan to build educator capacity for leadership.

Evaluation Data Sources:

% of district employees participating in the plan

% increase of involvement in district's leadership academy

Summative Evaluation: Significant progress made toward meeting Objective

Strategy 1 Details	Reviews			
Strategy 1: Encourage teacher professional development based on T-Tess goals. Strategy's Expected Result/Impact: 1) Further education Monitor: 1) Teachers	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: PLC for entire campus and provide PD in areas needed for growth. Strategy's Expected Result/Impact: 2) % participation Monitor: 2) Campus Administrator	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 4: Leadership

Performance Objective 3: Design a detailed plan to address organizational structures and adequately prepare for projected growth.

Evaluation Data Sources: % of detailed plan implemented

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: The placement of grade levels in building for projected growth. Strategy's Expected Result/Impact: 1) # of rooms available for growth without having to move current classes. Monitor: 1) Campus administration	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Textbooks, materials and enrollment were adjusted an additional for growth purposes. Strategy's Expected Result/Impact: 2) Textbooks, materials and rooms for students are readily available. Monitor: 2) Administration	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 5: Stewardship

Performance Objective 1: Provide equitable distribution of financial resources throughout the campus.

Evaluation Data Sources:

of top financial ratings and recognitions

% of financial resources spent on instruction and student activities

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Campus Administration and Central Administration work closely together in order to allocate financial resources equally throughout disciplines/subject areas & grade levels. Strategy's Expected Result/Impact: 1) Budget	Formative			Summative
	Sept	Nov	Mar	June

Monitor: 1) Central and Campus administration				
No Progress Accomplished Continue/Modify Discontinue				

Goal 5: Stewardship

Performance Objective 2: Meet fast growing needs of our student population by anticipating and preparing for enrollment gains.

- Evaluation Data Sources:**
- % of class size ratio
 - % use of existing facilities
 - % increase in supplemental funding from non-traditional sources

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
Strategy 1: Monitor teacher/student ratio for all grade levels. Strategy's Expected Result/Impact: 1) Enrollment Monitor: 1) Campus Principal, PEIMS	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: Utilize all available space/rooms wisely. Monitor: 2) Campus administration	Formative			Summative
	Sept	Nov	Mar	June
No Progress Accomplished Continue/Modify Discontinue				

Goal 5: Stewardship

Performance Objective 3: Preserve existing culture while providing supports that meet the physical, emotional, and behavioral needs of all students.

Evaluation Data Sources:

- % of students and parents indicating satisfaction
- # of supports provided based on counselor reports

Summative Evaluation: Met Objective

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide a positive, safe, and orderly school climate by routinely practicing safety drills. Strategy's Expected Result/Impact: 1)% of student & parent satisfaction using surveys Monitor: 1)Campus administration, teachers 2) SRO</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 2 Details	Reviews			
<p>Strategy 2: Ensure an environment that provides maximum instructional time while allowing flexibility for individual student needs when developing the master schedule. Strategy's Expected Result/Impact: 2) Observation, T-TESS Monitor: 2) Campus administration, teachers</p>	Formative			Summative
	Sept	Nov	Mar	June
Strategy 3 Details	Reviews			
<p>Strategy 3: Character Education & Guidance lessons. Strategy's Expected Result/Impact: 3) Compare office referral trends to previous years. Monitor: 3) Counselor & Teachers</p>	Formative			Summative
	Sept	Nov	Mar	June
<p style="text-align: center;"> No Progress Accomplished Continue/Modify Discontinue </p>				

Addendums