

Ore City Independent School District

District Improvement Plan

2018-2019 Goals/Performance Objectives/Strategies



Mission Statement

The mission of Ore City Independent School District is to achieve academic excellence and accountability while providing opportunity for all students through a cooperative effort with home and community.

Vision

The Vision of Ore City Independent School district is to provide an environment where learning is the highest priority and students demonstrate civic responsibility, prepare for post-secondary education and careers, and engage in positive personal development.

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Goals

Revised/Approved: October 10, 2018

Goal 1: Ore City ISD will provide a balanced curriculum so that all students will annually meet or exceed performance standards.

Performance Objective 1: Ore City ISD will provide a balanced curriculum so that all students will annually meet or exceed educational performance standards.







Evaluation Data Source(s) 1: Accomplishment of objective as measured by STAAR results, PBMAS, TAPR report, State Accountability, DMAC testing program, and MAP testing program.

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>1) Continue assessments and use technology for collecting, managing, and analyzing data of all TEKS objectives through TEKScore each six weeks, semester exams, unit tests, benchmarks, and STAAR testing for school improvement effort using TAG question bank.</p>	2.4, 2.5, 2.6	Principals	Positively impact student success				
<p>PBMAS Critical Success Factors CSF 1 CSF 4</p> <p>2) Ensure that all LEP students become proficient in English, reach high academic standards in ELA and math, and meet the yearly growth standard on the TELPAS.</p>	2.5, 2.6	Principals ESL Teacher	Positively impact student success				

<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>3) Utilize State Compensatory Education funding to support the Title I school wide program.</p>	2.4, 2.5, 2.6	Curriculum Director Finance Director	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 6 CSF 7</p> <p>4) Annually analyze the following programs: ESL, Dyslexia, G/T, Migrant, 504, Homeless, tutorials, CTE, extended day and year, Special Education, technology integration, computer assisted instruction, STAAR remediation, Title I, Title VI, SSIG Grants, and other school wide reform strategies.</p>	2.4, 2.5, 2.6	Superintendent Principals Curriculum Director	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>5) Monitor PreK-Grade 2 programs for reading/math readiness to ensure proficiency.</p>	2.4, 2.5, 2.6	Principal	Positively impact student success				
<p>Critical Success Factors CSF 1</p> <p>6) Continue advanced courses in the core areas of math, science, art, and technology with endorsed GT instructors.</p>	2.5	Principal	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 7</p> <p>7) Ensure a concentration on the STAAR objectives for core subjects so that scores are equal to or greater than the state average of the State Accountability report in grades 3-11.</p>	2.4, 2.5, 2.6	Superintendent Principals Teachers	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>8) Implement RtI strategies on Title I campuses to meet the identified needs of students.</p>	2.4, 2.5, 2.6	Curriculum Director Special Education Director Principals Teachers	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>9) Raised the Approaches rate on all campuses to be equal to Quartile 1 or 2 when compared to the 40 school comparison list and above state group averages.</p>	2.4, 2.5, 2.6	Principal Teachers	Positively impact student success				

<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>10) Continue utilizing the TEKS Resource System for a comprehensive curriculum management system for higher rigor and depth alignment.</p>	<p>2.4, 2.5, 2.6</p>	<p>Superintendent Curriculum Director Principals Teachers</p>	<p>Positively impact student success</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 1: Ore City ISD will provide a balanced curriculum so that all students will annually meet or exceed performance standards.

Performance Objective 2: Each campus will design and align curriculum teaching strategies to maximize performance of all student populations.

Evaluation Data Source(s) 2: Accomplishment of objectives as measured by STAAR results, PBMAS, TAPR, State Accountability report, DMAC testing program, and MAPS testing program.

Summative Evaluation 2:

TEA Priorities: 2. Build a foundation of reading and math.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Continue curriculum co-operative with Region VII for English, reading, math, social studies, science, Special Education, Dyslexia, and ESL.</p>	2.4, 2.5, 2.6	Special Programs Director Special Education Director Curriculum Director	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) Evaluate course offerings and integration of academics in the area of Career and Technology Education(CTE)</p>	2.5	Principal CTE Teachers Counselor	Positively impact student success				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) Continue and explore additional opportunities in the Tech Prep Program with local community and technical institutions.</p>	2.5	Superintendent Principal CTE Director Area Community Colleges	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>4) Utilize innovative teaching strategies including cooperative learning, thematic instruction, project based learning, technology driven programs, ect. to improve the performance of all student populations.</p>	2.4, 2.5, 2.6	Principals Technology Director	Positively impact student success				

<p align="center">Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7</p> <p>5) Principals will ensure the state TEKS aligned curriculum, TEKS Resource System, and "best practices" teaching strategies are being used in the classrooms by conducting Data Walks/Walkthroughs on their campuses using DMAC technology data gathering system.</p>	2.4, 2.5, 2.6	Superintendent Principals	Positively impact student success				
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  = Some Progress
  = No Progress
  = Discontinue

Goal 2: Teachers and staff will continually enhance their professional skills and develop a team approach to decision making that will emphasize learning as a life-long process.







Performance Objective 1: A highly qualified faculty and staff will continue to participate in professional development focusing on innovative and effective instructional techniques.

Evaluation Data Source(s) 1: Accomplishment of objectives as measured by PBMAS, teacher professional development report used for SBEC certification, ESSA PR1500 report, and survey data of participation events by subject area.

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>1) Provide opportunities for staff on each campus to attend workshops pertinent to their field for high quality, focused, and sustained professional development.</p>	2.4, 2.5, 2.6	Principals	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 3 CSF 7</p> <p>2) Continue to hire, retain, and recruit a highly qualified staff and provide instruction by highly qualified teachers at all campuses.</p>	2.4, 2.5, 2.6	Superintendent Principals	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 7</p> <p>3) Training on use of the TEKS Resource System shall be provided prior to the start of the school year.</p>	2.4, 2.5, 2.6	Curriculum Director Principals	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 5 CSF 6 CSF 7</p> <p>4) Principals will continue and extend activities in creating action plans to support the Professional Learning Communities(PLC's) concept, with emphasis on improving the fidelity of the PLC's, and developing the PLC's to become the foundation of teacher professional development.</p>	2.4, 2.5, 2.6	Principals	Positively impact student success				

<p>Critical Success Factors CSF 1 CSF 2 CSF 4 CSF 7</p> <p>5) Purchase, upgrade, or adapt equipment for effective use and application of technology to improve instruction and technical skills achievement.</p>	<p>2.4, 2.5, 2.6</p>	<p>Technology Director Principals</p>	<p>Positively impact student success</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							







Goal 2: Teachers and staff will continually enhance their professional skills and develop a team approach to decision making that will emphasize learning as a life-long process.

Performance Objective 2: Site-based decision-making will be exercised at the district and campus levels

Evaluation Data Source(s) 2: Accomplishment of objective as measured by improvement plans summative reports, documented meetings, agendas, and sign-in sheets.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 1) Campus site-based committees will meet on a regular basis to fulfill all requirements of the campus planning process.	2.4, 2.5, 2.6	Superintendent Principals	Positively impact student success				
Critical Success Factors CSF 1 CSF 3 CSF 5 CSF 6 2) District site-based committees will meet to extend planning on the district level and approve staff development needs and plans.	2.4, 2.5, 2.6	Superintendent	Positively impact student success				







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  = Some Progress
  = No Progress
  = Discontinue

Goal 3: The organization and management of all levels of the educational system will be productive, efficient and accountable.

Performance Objective 1: The district-wide organization and communication system will be improved.

Evaluation Data Source(s) 1: Accomplishment of objectives as measured by TAPR, PBMAS, Accountability System, district policy updates, TASB updates, and surveys.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3</p> <p>1) Staff will operate in a productive, efficient and accountable manner through the use of standardized procedures and organizational alignment.</p>	2.5	Superintendent Business Director	Positively impact student success				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>2) Maximize communication through the use of district email, memos, social media, regularly scheduled staff sessions, network training calendars, minutes of SBDM meetings, District Google Calendar, Google Classroom, community meetings, parental involvement meetings.</p>	2.5	Superintendent Principals	Positively impact student success				
<p>Critical Success Factors CSF 4 CSF 5 CSF 6</p> <p>3) Continue the use of the Skylert System(notification system that enables immediate communication with stakeholders in our community via telephone and/or email). Increase the use of social media outlets to keep students and parents informed.</p>	2.5, 3.1	Superintendent Principals Technology Department Maintenance Department	Positively impact student success				
<p>Critical Success Factors CSF 3</p> <p>4) Business office will create and distribute operations manual.</p>		Superintendent Business Office	Positively impact district operations				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							







Goal 4: Parents, community and school will be partners in the educational, social, emotional and physical development of its students.

Performance Objective 1: Parents and community participation will be actively sought and encouraged.

Evaluation Data Source(s) 1: Parent and community participation will be measured by surveys and district activities.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) Parents, community and school will provide input into the educational process through needs assessments, parent school compact, surveys and participation in school, parent and community organizations.</p>	3.1	Principals	Positively impact student success				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>2) Parents and staff will be informed of federal requirements for parental involvement.</p>	3.1	Superintendent Special Education Director	Positively impact student success				
<p>Critical Success Factors CSF 1</p> <p>3) Continue to support the transition of pre-school children from early childhood programs.</p>	2.5, 2.6	Principal Counselor	Positively impact student success				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>4) Parents and the community will be informed of student performance through public meetings, media, social network and OCISD webpage.</p>	3.1	Superintendent Principals	Positively impact student success				
<p>Critical Success Factors CSF 4</p> <p>5) Raise the attendance rate from 95.5% to 96.5%</p>	2.5	Principals	Positively impact student success				

<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>6) Improve parental communication with our Spanish speaking population through the use of a district interpreter and an increased effort to translate written communication into Spanish.</p>	<p>2.6, 3.1</p>	<p>Superintendent Principals</p>	<p>Positively impact student success</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 5: The performance of students, teachers, administration and support staff will be improved through the effective use of technology and the integration of technology in the curriculum.

Performance Objective 1: Training and support will be provided by the district to encourage the effective use of technology in the curriculum by the faculty and staff.

Evaluation Data Source(s) 1: Accomplishment of objective as measured by PBMAS, lesson plans, observation documentation, surveys and ESC VII training sessions.

Summative Evaluation 1:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4</p> <p>1) Teachers and support staff will receive training on the use of technology integration in classroom instruction. The district will continue to improve the quality of technology integration in the classroom through the employment of an integration specialist through our technology services contract.</p>	2.4, 2.5, 2.6	Superintendent Principals Technology Director Technology Specialist	Positively impact student success				
<p>Critical Success Factors CSF 1</p> <p>2) Continue use of educational software programs via computer labs and classrooms: Edmentum for credit recovery and Spanish lab NBC Learn United Streaming Texas Virtual School Network Study Island IStation Think-Through Math McGraw Hill digital system acquired with textbooks Newsela Flocabulary</p>	2.4	Technology Director Principals	Positively impact student success				

Critical Success Factors CSF 1 CSF 3 CSF 4 3) Provide resources to aid teachers in developing "Google Classrooms".	2.5	Technology Director Principals	Positively impact student success				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 4) Implement a survey to determine technology knowledge levels.	2.5	Principals Technology Director	Positively impact student success				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 5) Principals will ensure the integration of technology into the curriculum by documenting and implementing.	2.5	Principals Teachers	Positively impact student success				
Critical Success Factors CSF 1 CSF 4 6) Continue applications of technology to enable teachers to increase student academic achievement through innovative distance learning strategies.	2.4, 2.5, 2.6	Principals	Positively impact student success				
7) Continue to outsource IT department.		Superintendent	Positively impact student success				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 5: The performance of students, teachers, administration and support staff will be improved through the effective use of technology and the integration of technology in the curriculum.







Performance Objective 2: The use of existing technology will be evaluated and improved while providing new and innovative resources that allow students, faculty and staff to excel.

Evaluation Data Source(s) 2: Accomplishment of objective as measured by TAPR, PBMAS, observation data, lab sign-in data, expenditures and increased parent involvement.

Summative Evaluation 2:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4</p> <p>1) Continue distance learning at the high school while investigating other options to increase dual credit opportunities.</p>	2.4, 2.5, 2.6	Technology Director Principal	Positively impact student success				
<p>Critical Success Factors CSF 3</p> <p>2) Increase the number of industry certifications available to our students through Academic Academy.</p>	2.5, 2.6	Superintendent CTE Director	Positively impact student success				
<p>Critical Success Factors CSF 2</p> <p>3) Students in grades K-12 are required to use computers at least once weekly.</p>	2.5	Principals Lab Teachers/Aides	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>4) Continue student accessibility to computers by increasing the number of computers in the district.</p>	2.4, 2.5, 2.6	Technology Director Principals	Positively impact student success				
<p>Critical Success Factors CSF 4 CSF 5 CSF 6</p> <p>5) Parent Portal continued through OCISD web pages so parents may access their student's grades, attendance, discipline, and state testing results.</p>	2.5	Technology Director	Positively impact student success				

<p>Critical Success Factors CSF 4</p> <p>6) Continue policy, programs and resources to move towards being a "Google District".</p>	2.5	Superintendent Principals Technology Director	Positively impact student success				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							


Goal 6: A safe, productive environment will be provided for all students, staff and administration to ensure positive educational results.

Performance Objective 1: Strategies will be developed to motivate students toward higher achievement and personal growth.

Evaluation Data Source(s) 1: Accomplishment of objective as measured by PBMAS, PEIMS, number of students participating, surveys of careers entered and higher participation.

Summative Evaluation 1:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 6</p> <p>1) Provide and encourage opportunity for participation in UIL activities on each campus</p>	2.5	Superintendent Principals	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>2) Provide students ample opportunity for career exploration as well as information about higher education, financial aid, Texas Grant Program and curriculum choices.</p>	2.5	Principals Counselors	Positively impact student success				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>3) Continue programs in bullying, harassment, character, health and sex education to enhance social skills, positive attitudes and violence prevention for students and staff on each campus.</p>	2.5	Principal Counselor	Positively impact student success				
<p>Critical Success Factors CSF 6</p> <p>4) Support the National Honor Society and Junior National Honor Society on the high school and middle school campuses.</p>	2.5	Superintendent Principals Counselors	Positively impact student success				
							

Goal 6: A safe, productive environment will be provided for all students, staff and administration to ensure positive educational results.







Performance Objective 2: Each campus will maintain an atmosphere that fosters the mental and physical safety, health and overall well-being of all students, faculty and staff.

Evaluation Data Source(s) 2: Accomplishment of objective as measured by PBMAS, PEIMS discipline records, surveys and data collections.

Summative Evaluation 2:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 4 CSF 6</p> <p>1) Maintain drug-free, gun-free, bully-free and violence-free campuses.</p>	2.5, 2.6	Superintendent Principals Counselors	Positively impact student success				
<p>Critical Success Factors CSF 6</p> <p>2) Conduct regular emergency drills and maintain campuses as safe and free of health hazards; conduct regular emergency drills.</p>	2.5	Superintendent Principals	Positively impact student success				
<p>Critical Success Factors CSF 6</p> <p>3) All staff will be provided a picture identification badge to be worn at all times signifying employment with OCISD.</p>	2.5	Principals	Positively impact student success				
<p>Critical Success Factors CSF 6</p> <p>4) Update district crisis management plan yearly and coordinate/training on each campus.</p>	2.5	Superintendent Principals Transportation Director	Positively impact student success				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>5) Employ at least one School Resource Officer(SRO) to provide a law enforcement presence and to promote school safety.</p>	2.5	Superintendent Upshur County Sheriff's Office	Positively impact student success				

<p>Critical Success Factors CSF 5 CSF 6</p> <p>6) Develop the district radio system so that it is one of the primary sources of communication during an emergency.</p>	<p>2.5</p>	<p>Superintendent Principals Technology Director</p>	<p>Positively impact student success</p>				
<p>  = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue </p>							

Goal 6: A safe, productive environment will be provided for all students, staff and administration to ensure positive educational results.

Performance Objective 3: Campuses will develop programs that fosters the mental and physical safety, health and overall well-being of all students, faculty and staff.

Evaluation Data Source(s) 3: Accomplishment of objective as measured by PBMAS, PEIMS discipline records, surveys and data collections.

Summative Evaluation 3:

TEA Priorities: 1. Recruit, support, retain teachers and principals.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 5 1) Continue pregnancy related services(PRS) for student parents.	2.5, 2.6	Principal Counselor Nurse	Positively impact student success				
2) Reinforce at the beginning of each year training the staff on recognizing signs of abuse and protocols for reporting suspected child sexual abuse. Practice will include resources and assistance for students who may be victims of such abuse.	2.6	Counselor Nurse Health Care Providers	Positively impact student success				
Critical Success Factors CSF 5 CSF 6 3) Continue the School Health Advisory Committee(SHAC) using state guidelines.	2.5, 2.6	District Nurse Principals Committee Co- Chair(parent)	Positively impact student success				

Goal 7: Strategies will be developed to address student drop-outs and to improve student attendance.

Performance Objective 1: Annual drop-out rate will remain at or below 1%

Evaluation Data Source(s) 1: Accomplishment of objective as measured by PBMAS, PEIMS, State Accountability and TAPR report.

Summative Evaluation 1:

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 1) Continue at-risk program to target students, before and after-school programs, extended year and advisory periods.	2.5, 2.6	Principals	Positively impact student success				
Critical Success Factors CSF 1 2) Continue the POINTS Academy to aid in preventing drop-outs.	2.5, 2.6	Principal Assistant Principal	Positively impact student success				
Critical Success Factors CSF 1 3) Enforce compulsory attendance regulations; involve local law enforcement/judicial agencies in drop-out recovery.	2.5, 2.6	Principals	Positively impact student success				
Critical Success Factors CSF 1 CSF 6 4) Provide incentives for reward of exemplary attendance on each campus.	2.4, 2.5	Principals	Positively impact student success				
Critical Success Factors CSF 1 5) Monitor reasons for lack of attendance.	2.5, 2.6	Principals	Positively impact student success				
