

Lone Oak Independent School District

District Improvement Plan

2017-2018

Accountability Rating: Met Standard

Distinction Designations:
Postsecondary Readiness



Mission Statement

The Lone Oak Independent School District believes that all children can learn. Our mission is to create a supportive learning environment that nurtures positive self-esteem and physical well-being while enabling students to reach their fullest academic and social potential. The district accepts the responsibilities for preparing students to be productive citizens and lifelong learners in our changing world.

Vision

Lone Oak Independent School District will maximize student learning in an environment of high expectation.

Core Beliefs

Enhance intellectual abilities in all academic areas.

Challenge students to be creative, curious, high-level independent thinkers who are committed to the process of learning.

Develop a student's sense of integrity, responsibility, honesty, leadership and service to community.

Embrace respect for all and celebrate individual and group successes.

Promote participation in co-curricular and extra-curricular activities and programs.

Provide a dedicated faculty and staff who will guide and prepare the students for future academic challenges in a safe, secure, clean, orderly environment.

Comprehensive Needs Assessment

Demographics

Demographics Summary

Lone Oak Independent School District is a rural district in southern Hunt County. The ninety-six square mile district serves 1020 students residing in Hunt and Rains Counties. The ethnic distribution of the student body is: 3.4% African American, 9.2% Hispanic, 83.3% White, 0.9% American Indian, 0.5% Asian and 2.6% two or more races. Of the students: 43.3% of the students are economically disadvantaged, 1.4% are English Language Learners and 25.4% are considered at-risk.

Demographics Strengths

The community of Lone Oak ISD has clearly indicated that education is a priority. Our students are continually challenged by increasing rigor and opportunities in the classroom to prepare them for their future, whether their future includes advanced academics, technical/skill training, or immediate work force entry. The goal of Lone Oak ISD is for students to graduate and be prepared for their next stage in life. Our ISD focuses on continually increasing opportunities while keeping the family atmosphere.

Economic Disadvantaged students passing STAAR at Satisfactory level 82%

English Language Learner students passing STAAR at Satisfactory level 85%

Hispanic students passing STAAR at Satisfactory level 88%

White students passing STAAR at Satisfactory level 88%

Asian students passing STAAR at Satisfactory level 100%

Problem Statements Identifying Demographics Needs

Problem Statement 1: African-American students passing STAAR at Satisfactory level 65%

Problem Statement 2: Special Education students passing STAAR at 62%

Problem Statement 3: District students passing STAAR a Advanced level for all test 24%

Problem Statement 4: The district needs to reduce discretionary ISS placements for Special Education Students.

Student Academic Achievement

Student Academic Achievement Summary

All Texas schools must meet standards set forth in four state accountability areas. For the 2016-2017 school year, Lone Oak ISD met all four targets:

- Index 1 – Student Achievement - LOISD Score = 81 (State Target = 60)
- Index 2 – Student Progress – LOISD Score = 40 (State Target = 22)
- Index 3 – Closing Performance Gaps – LOISD Score = 43 (State Target = 28)
- Index 4 – Postsecondary Readiness – LOISD Score = 87 (State Target = 60)

These scores result in Lone Oak ISD receiving a 2016-17 Texas Accountability Met Standard rating. The district was one of 58 school districts state wide to earn the College Readiness distinction. Schools also earned distinctions:

Lone Oak High School

- Academic Achievement in ELA/Reading
- Academic Achievement in Mathematics
- Academic Achievement Social Studies
- Top 25 Percent Closing Performance Gaps
- Postsecondary Readiness

Lone Oak Middle School

- Postsecondary Readiness

Lone Oak Elementary

- Academic Achievement in ELA/Reading
- Academic Achievement in Science
- Top 25 Percent Student Progress

Student Academic Achievement Strengths

Lone Oak ISD has a staff of hard-working professionals who work to meet the needs of each student in all phases of academic achievement. Our students are constantly being challenged with rigor in their curriculum, whether they take the STAAR, STAAR with Accommodations/online or paper, or STAAR ALT2.

Every child is important, and their future is a gift that Lone Oak ISD helps to wrap. Our teachers and staff realize the importance of meeting each child where they are and teaching with rigor and personalization.

District wide highlights:

Percentage of students meeting or exceeding progress on STAAR 58%

Percentage of students meeting level II standard on STAAR 90%

Students requiring accelerated instruction 11%

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Only 18% of all LOISD students are exceeding progress on STAAR.

Problem Statement 2: Only 55% of all LOISD students prior year failures pass STAAR.

Problem Statement 3: STAAR Social Studies percent at Level II satisfactory standard or above all grades 74%.

Problem Statement 4: Lone Oak Middle School met standard but only received the college readiness distinction.

Problem Statement 5: There is no district wide curriculum alignment.

District Processes & Programs

District Processes & Programs Summary

Lone Oak ISD continually ranks among the best school districts in the state (<https://www.niche.com/k12>). Lone Oak ISD Teachers have great autonomy within the structure of the curriculum to meet student educational needs. The core administrative team consists of a superintendent, district special programs director, three campus principals, alternative education campus director and director of technology. Human Resources is handled by the superintendent's administrative assistant. The administrative team works diligently to provide teachers with the necessary resources to increase students' academic success.

District Processes & Programs Strengths

The district has continually made the effort to become more competitive in regards to teacher salaries. In an effort to retain teachers, the district offers returning teachers a \$1500 retention stipend.

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: The district needs to offer more staff development to teachers new to the district.

Problem Statement 2: The district needs to offer more staff development in the areas of technology, instruction and classroom management.

Problem Statement 3: The district needs to continue to increase teacher pay and/or district insurance contribution.

Problem Statement 4: The district needs to increase efforts to recruit quality teachers to the district.

Problem Statement 5: The district needs to reduce the turnover rate of its teaching staff.

Perceptions

Perceptions Summary

Lone Oak ISD is committed to a feeling of "family" and this intangible quality is encouraged and exemplified on every campus. We actively work toward that goal in three areas: Student/Teacher; Families/School; Staff/Staff. The culture of Lone Oak ISD is carefully studied and monitored, and new employees are carefully vetted to make sure they have the same commitment to our family philosophy as the existing employees. Many programs, services, and common courtesies are extended to make sure that walking into a campus feels as if one is "home".

Perceptions Strengths

The Lone Oak ISD administrators, counselors, faculty and staff work with our families and community to remove educational barriers. All students including Homeless students and Foster Students are carefully monitored by all, and many opportunities are available for additional tutoring and services to assist in keeping these at-risk students in the classroom, ready to learn! Family activities are planned on each campus, with several district-wide offerings as well. Lone Oak ISD schedules many events for family and community involvement - including the Fall Festival, Senior Citizen Lunches and breakfast, Muffins with Mon, and Donuts with Dad and similar events.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: The district needs greater parental support at the middle school and high school levels.

Problem Statement 2: The district needs to continue to encourage character development across all campuses.

Problem Statement 3: The district needs to expand its elective course offerings to better meet student interest.

Problem Statement 4: The district needs to continue to grow its robotics program.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus and/or district planning and decision making committee(s) meeting data

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- PBMAS data

Student Data: Assessments

- STAAR End-of-Course current and longitudinal results, including all versions
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance, and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc.

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data

Employee Data

- Staff surveys and/or other feedback

Parent/Community Data

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data

Goals

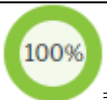

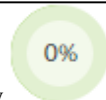

Goal 1: Lone Oak ISD will provide instruction to all students based on solid research and best practices.

Performance Objective 1: Maximize Student Achievement : All student groups taking the STAAR assessments will meet or exceed the state standard. All students will achieve academic progress.

Evaluation Data Source(s) 1: Texas Academic Performance Reporting document

Summative Evaluation 1:

TEA Priorities: 2. Build a foundation of reading and math. 3. Connect high school to career and college.

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 1) District wide implementation of TEKS Resource System.	1.0, 4.0, 5.0	Director of Special Programs	STAAR Data				
		Campus Principals					
2) Periodic campus and district level social studies departmental meetings to address TRS Social Studies implementation and adherence to scope and sequence.	1.0, 2.0, 8.0, 9.0	Campus Principals and District Director of Special Programs	STAAR Data				
		Problem Statements: Demographics 1 - Student Academic Achievement 5					
Critical Success Factors CSF 1 CSF 2 3) Content instruction is guided and supported by research-based resources approved by the district.	1.0	Director of Special Programs	Pre-Assessments Curriculum Based Assessments State Assessment Reports				
		Campus Principals		Problem Statements: Student Academic Achievement 5			
4) Utilize teacher input to determine needed adjustments or modifications to scope and sequence/year at a glance (YAG) document or curriculum based assessments.		Director of Special Programs Campus Principals	Pre-Assessments, Curriculum Based Assessments, Feedback Teacher team meetings				
 = Accomplished  = Continue/Modify  = No Progress  = Discontinue							

Performance Objective 1 Problem Statements:

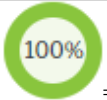

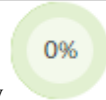

Demographics
Problem Statement 1: The District Social Studies STAAR Percent at Level II Standard of 74% was below the state (77%) and district (82%). Root Cause 1: The district has had significant turnover within the Social Studies department.
Student Academic Achievement
Problem Statement 5: There is no district wide curriculum alignment.

Goal 2: Lone Oak ISD will ensure all campuses are served by highly trained and competent principals and teachers.

Performance Objective 1: Maintain 100% of highly qualified teachers and instructional paraprofessionals or meet District of Innovation standards for CTE teachers.

Evaluation Data Source(s) 1: TAPR

Summative Evaluation 1:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>1) Attend job fairs, recruit from teacher certification programs, and advertise to maintain competitive avenues for attracting highly qualified teachers.</p>	3.0, 5.0	Superintendent Director of Human Resources	Job Fair attendance Course/Class Vacancies				
Problem Statements: School Processes & Programs 4							
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>2) Ensure teachers and instructional paraprofessionals have proper certification and/or endorsements.</p>	3.0, 5.0, 7.0	Director of Human Resources	Professional Certifications as identified through SBEC.				
<p>Critical Success Factors CSF 1 CSF 3 CSF 6</p> <p>3) Continue to provide a market-driven salary for all employees.</p>	3.0, 5.0	Superintendent Business Manager	Salary comparison reports through TASB HR Services (Data Central)				
Problem Statements: School Processes & Programs 3							
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Performance Objective 1 Problem Statements:


School Processes & Programs
Problem Statement 3: The district needs to continue to increase teacher pay and/or district insurance contribution.
Problem Statement 4: The district needs to increase efforts to recruit quality teachers to the district.

Goal 3: Lone Oak ISD will work with community stakeholders and be accountable to the public for its results.

Performance Objective 1: Increase partnerships with district and local community organizations

Evaluation Data Source(s) 1: Campus and District Data

Summative Evaluation 1:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) Staff will provide ongoing relevant and current information on the district web site and campus web sites to increase communication with the district and local community.	6.0	Superintendent Technology Director Campus Principals	Hit Count Data for websites				
Problem Statements: Perceptions 1							
2) Promote Education Foundation, PTAs, Boosters and parent organizations that support student activities.		Campus Principals Band Director Athletic Director Technology Director Superintendent	Number of participants				
Problem Statements: Perceptions 1							
							

Performance Objective 1 Problem Statements:

Perceptions
Problem Statement 1: The district needs greater parental support at the middle school and high school levels.

Goal 4: Lone Oak ISD will provide a learning environment that is safe and drug free.

Performance Objective 1: Expand and build on modeling positive character traits to reduce discipline referrals by 5%.

Evaluation Data Source(s) 1: Campus and District Data

Summative Evaluation 1:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 4 CSF 6</p> <p>1) The District employs programs to reduce discipline referrals and student training in anti-bullying, sexual harassment, and abuse.</p>		Campus Staff	Tracking of discipline referrals PEIMS Reports Campus Counseling Logs				
Problem Statements: School Culture and Climate 2							

Performance Objective 1 Problem Statements:





School Culture and Climate
Problem Statement 2: There are too many special education student discretionary ISS placements.

Goal 4: Lone Oak ISD will provide a learning environment that is safe and drug free.

Performance Objective 2: The District is 100% compliant with all security audits, safety audits, and crisis management plan requirements.

Evaluation Data Source(s) 2: : Campus and District Data

Summative Evaluation 2:

Strategy Description	TITLE I	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) District conducts appropriate fire drills, and other emergency preparedness drills as required and submits appropriate documentation as required.</p>		Chief of Police Principals	Completed drills as scheduled				
<p>Problem Statements: School Culture and Climate 1</p>							
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Performance Objective 2 Problem Statements:

School Culture and Climate
Problem Statement 1: There is no district wide video surveillance

District Improvement Committee

Committee Role	Name	Position
Administrator	Lance Campbell	Superintendent
Administrator	Amanda Taylor	Assistant Principal
Administrator	Shannon Wilhite	Middle School Principal
Classroom Teacher	Lisa Kelley	High School Teacher
Classroom Teacher	Andi Wooten	Elementary Teacher
Administrator	Janee Carter	Principal
Classroom Teacher	Linda Ross	Special Populations
Classroom Teacher	Charles Melancon	Teacher
Classroom Teacher	Elizabeth Tanoos	Special Populations
Classroom Teacher	Susannah Williams	Teacher
Classroom Teacher	Cindy Calk	Teacher
Non-classroom Professional	Jeff Hicks	Teacher
Parent	Craig Standifer	Parent
Classroom Teacher	Tiffany Tilley	Teacher

District Funding Summary

State SPED 23					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$1,236,695.00
+/- Difference					\$1,236,695.00
State CTE 22					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$642,637.00
+/- Difference					\$642,637.00
State GT 21					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$35,666.00
+/- Difference					\$35,666.00
State COMP 24/30					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$555,120.00
+/- Difference					\$555,120.00
State ESL 25					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount

					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$7,537.00
+/- Difference					\$7,537.00
State HS 31					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$80,292.00
+/- Difference					\$80,292.00
Federal TITLE 1 6100					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$134,392.00
+/- Difference					\$134,392.00
Federal TITLE 2 6100					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$11,358.00
+/- Difference					\$11,358.00
Federal TITLE 2 6200					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$6,000.00
+/- Difference					\$6,000.00

Federal TITLE 3					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$10.00
+/- Difference					\$10.00
Grand Total					\$0.00

Addendums

Sheet1

Lone Oak ISD 2017-2018	GT	CTE	Special Ed	Comp Ed	ESL	HS Allot
	PIC 21	PIC 22	PIC 23	PIC 24,28	PIC 25	PIC 31
Teachers	0.33	5.58	9.16	12.16	0.00	1.65
Teacher Aides	0.00	0.00	21.00	1.80	0.00	0.00
Counselor	0.00	0.37	0.27	0.52	0.00	
TOTAL FTE	0.33	5.95	30.43	14.48	0.00	1.65
6100		\$0.00		\$0.00		
6200				\$0.00		
6300				\$0.00		
6400				\$0.00		
Total						
Campus Totals	\$21,815.00	\$455,363.00	\$902,142.00	\$800,705.00	\$4,000.00	\$94,454.00
Total	\$21,815.00	\$455,363.00	\$902,142.00	\$800,705.00	\$4,000.00	\$94,454.00