

Lone Oak Independent School District

District Improvement Plan

2018-2019

Accountability Rating: B



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 expectations.

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.

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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: 2.3% African American, 9.9% Hispanic, 84.6% White, 0.5% American Indian, 0.6% Asian and 2% two or more races. Of the students: 44.1% of the students are economically disadvantaged, 1.3% are English Language Learners, 14.8% Special Education 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. Lone Oak ISD focuses on continually increasing opportunities while keeping the family atmosphere intact.

Students passing STAAR for all subjects at Approaches level 80% or higher:

- Hispanic: 81
- White: 81
- Two or More Races: 82
- Special Ed Former: 91
- Continuously Enrolled: 84

Students passing STAAR for ELA/Reading at Approaches level 80% or higher:

- Hispanic: 85
- White: 81
- Continuously Enrolled: 85

Students passing STAAR for Mathematics at Approaches level 80% or higher:

- Hispanic: 81
- White: 84
- Continuously Enrolled: 85

Students passing STAAR for Science at Approaches level 80% or higher:

- Hispanic: 84
- White: 88
- Econ Dis-adv: 81
- Continuously Enrolled: 90
- Non-Continuously Enrolled: 82

Problem Statements Identifying Demographics Needs

Problem Statement 1: All subject/students Economic Disadvantaged students passing STAAR at "Approaches" level at 73%.

Problem Statement 2: Current special education students passing STAAR at "Approaches" level at 47%.

Problem Statement 3: All subjects/students passing STAAR at "Meets" level at 52% and "Masters" level at 23%.

Problem Statement 4: Discretionary ISS placements for Special Education students need to be reduced for all campuses.

Student Academic Achievement

Student Academic Achievement Summary

All Texas schools must meet standards set forth in three (3) accountability areas. For the 2017-18 school year, Lone Oak “Met Standard” in all three target areas. The areas (and scores) included:

Student Achievement - 82/B

STAAR Performance - 83

College, Career and Military Readiness - 75

Graduation Rate - 95

School Progress - 79/C

Academic Growth - 79/C

Relative Performance - 74/C

Closing the Gaps - 81/B

These scores resulted in Lone Oak ISD receiving a 2017-18 Texas Accountability Rating of “B”. The district did not receive the Post-Secondary Readiness rating.

Lone Oak High School Distinction Designations

- Mathematics and Social Studies

Lone Oak Middle School Distinction Designations

- ELA/Reading and Post-Secondary Readiness

Lone Oak Elementary School Distinction Designations

- ELA/Reading and Science

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 Mastering Grade Level above State Level:

- Overall: 23
- Reading: 25
- Science: 27
- Writing: 14

Percentage of Students Meeting Grade Level above the State Level:

- Overall: 52
- Science: 57
- Social Studies: 55
- Writing: 47

Percentage of Students Approaching Grade Level above the State Level:

- Overall: 81
- Reading: 81
- Math: 83
- Science: 88
- Writing: 72

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Only 23% of all LOISD students are Mastering "All Subjects" on STAAR.

Problem Statement 2: Only 14% of all LOISD students are Mastering "Writing" on STAAR.

Problem Statement 3: "White" demographic failed to meet the "Closing the Gaps" targets in both ELA/Reading and Mathematics.

Problem Statement 4: District "growth status" in Mathematics was unsuccessful in 6 of 7 areas.

District Processes & Programs

District Processes & Programs Summary

Lone Oak ISD Teachers have great autonomy within the structure of the curriculum to meet student educational needs. The core administrative team consist of a superintendent, assistant superintendent, director of business operations, 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 makes 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. The district increased teaching stipends for Math, Science and Foreign Language to attract talent in these areas. The district created core subject lead teacher positions at the elementary level with associated stipends.

The district is increasing school security by investing in visitor check in system, cameras, fencing and door access.

The district is improving climate of the buildings through its work with "Ideal Impact".

The district is improving facilities with installation of new LED lighting throughout the district classrooms.

Problem Statements Identifying District Processes & Programs Needs

Problem Statement 1: The district needs to offer more opportunities for personalized professional development.

Problem Statement 2: The district needs to offer professional development targeted toward improving success of the academically fragile and economically disadvantaged student.

Problem Statement 3: The district needs to continue improvements in teacher pay/insurance contributions.

Problem Statement 4: The district must improve efforts to recruit quality teachers to the district.

Problem Statement 5: The district must 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, Student Showcase, Senior Citizen Lunches and breakfast, Muffins with Mom, and Donuts with Dad and similar events.

The district has formed a facilities steering committee to help the district plan for current facilities needs and future growth.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: The district needs to improve parental support at the middle/high school levels.

Problem Statement 2: The district needs to improve opportunities for 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 growing its Robotics and STEM opportunities for students.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- Accountability Distinction Designations
- PBMAS data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Primary Reading Inventory (TPRI), Tejas LEE, or other alternate early reading assessment results
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Student Success Initiative (SSI) data for Grades 5 and 8
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2

Student Data: Student Groups

- Number of students assigned to each special program, including analysis of academic achievement, race, ethnicity, gender, etc.
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Male / Female performance, progress, and participation data
- Special education population, including performance, discipline, progress, and participation data
- Migrant population, including performance, progress, discipline, attendance, and mobility
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data
- Dyslexia Data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- State certified and high quality staff data
- Teacher/Student Ratio
- Highly qualified 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
- T-TESS

Parent/Community Data

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

Support Systems and Other Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Study of best practices
- Action research results

Goals

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

Performance Objective 1: All LOISD 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, STAAR Performance Data Tables

Summative Evaluation 1: Significant progress made toward meeting Performance Objective

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) The district will continue to support the Texas Essential Knowledge and Skills as a viable district-wide curriculum. Research based resources including TEKS Resource System will be used to support.</p>	2.4, 2.5	Campus Principals and District Director of Special Programs	Quality instruction as evidenced by class room walk-throughs; Improved STAAR scores; improvement of achievement in subgroups				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>							

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

Performance Objective 2: Increase achievement across all student groups in Writing/Social Studies STAAR scores

Evaluation Data Source(s) 2: Texas Academic Performance Reporting (TAPR) document, STAAR Performance Data Tables

Summative Evaluation 2: Significant progress made toward meeting Performance Objective

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 1) Research based resources including TEKS Resource System will be used to support writing instruction.	2.4, 2.5, 2.6	Campus Principals and District Director of Special Programs	Increase in writing STAAR scores by 3% at Approaches level, 2 % at Meets level and 2 % at Masters level.				
Critical Success Factors CSF 1 CSF 2 CSF 3 CSF 4 CSF 7 2) Research based resources including TEKS Resource System will be used to support Social Studies instruction.	2.4, 2.5, 2.6	Campus Principals and District Director of Special Programs	Increase in social studies STAAR scores by 3% at Approaches level, 2 % at Meets level and 2 % at Masters level.				

= Accomplished

= Continue/Modify

= No Progress

= Discontinue

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	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) LOISD will attend job fairs, recruit from teacher certification programs, and advertise to maintain competitive avenues for attracting highly qualified teachers.		Superintendent, Principals, Director of Human Resources and District Director of Special Programs	Course/Class Vacancies filled by qualified teachers				
= Accomplished = Continue/Modify = No Progress = Discontinue							

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

Performance Objective 2: LOISD will reduce teacher turnover rate.

Evaluation Data Source(s) 2: TAPR reports, Human Resource reports

Summative Evaluation 2: Met Performance Objective

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 6 CSF 7</p> <p>1) LOISD will increase hard to find subject area teacher stipends to both attract and retain those teachers.</p>		Superintendent, Principals, Director of Human Resources	Reduction of teacher turnover rate by 5 % in the core subject areas.				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>							

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

Performance Objective 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.

Evaluation Data Source(s) 1: Hit Count Data for websites
 Communications from district stakeholders
 Feedback from constituents at periodic open forums

Summative Evaluation 1: Significant progress made toward meeting Performance Objective







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Critical Success Factors CSF 3 CSF 5 CSF 6 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.	3.1, 3.2	Central and Campus Administration	Improved and increased accurate communication with district stakeholders.				
Critical Success Factors CSF 3 CSF 5 CSF 6 2) Promote Education Foundation, PTAs, Boosters and parent organizations that support student activities.	2.4, 3.2	Central and Campus Administration	Improved community-wide support and increased knowledge of district initiatives and successes.				
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Goal 4: Lone Oak ISD will provide a learning environment that is safe and drug free.

Performance Objective 1: LOISD will increase campus security throughout the District.

Evaluation Data Source(s) 1: District expense report and individual campus and district data.

Summative Evaluation 1: Exceeded Performance Objective

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 5 CSF 6 CSF 7</p> <p>1) The district will upgrade and improve campus safety procedures, policies and hardware to decrease the opportunity for intruders/on-campus disruptions by unwelcome individuals.</p>		<p>Central and Campus administrators Law Enforcement Security consultants</p>	<p>Decreased negative events that provide an unsafe school environment.</p>				
<p>  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

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 and safety audits.

Evaluation Data Source(s) 2: District Safety Audit Data

Summative Evaluation 2: Met Performance Objective

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) The district will conduct the required drills (fire, emergency preparedness, etc.) and submit all necessary documentation in a timely manner.</p>		<p>Central/Campus administration Law enforcement Security consultants</p>	Improved drill performance				
<p> = Accomplished = Continue/Modify = No Progress = Discontinue </p>							

District Improvement Committee

Committee Role	Name	Position
Superintendent	Lance Campbell	Superintendent
District-level Professional	Jeff Hicks	Assistant Superintendent
Administrator	Janee Carter	High School Principal
Classroom Teacher	Cindy Calk	Teacher
Classroom Teacher	Ashley Massay	Teacher
Classroom Teacher	Gina Stevens	Teacher
Classroom Teacher	Andi Wooten	Teacher
Classroom Teacher	Charles Meloncon	Teacher
Non-classroom Professional	Elizabeth Tanoos	Special Programs
Classroom Teacher	Louis Dagenais	Teacher
Parent	Dana Hicks	Assistant Director of Facilities at the Episcopal School of Dallas
Community Representative	Kyle Wilhite	Hunt County Appraisal District - Supervisor
Community Representative	Jason Luhn	Director of Operations at Texas Yard Pro
Business Representative	Ernie Corbett	Red-E Air
Business Representative	Jason Pinkston	Master Audio Visual
Parent	Kelli Shepherd	Parent

Addendums

Sheet1

Lone Oak ISD 2018-2019	GT PIC 21	CTE PIC 22	Special Ed PIC 23	Comp Ed PIC 24,28	ESL PIC 25	HS Allot PIC 31	Title II
Teachers	0.28	3.55	6.80	10.26	0.00	1.31	
Teacher Aides	0.00	0.00	17.05	1.75	0.00	0.00	
Counselor	0.00	0.37	0.29	0.25	0.00		
TOTAL FTE	0.28	3.92	24.14	12.26	0.00	1.31	
6100		\$0.00		\$0.00			
6200				\$0.00			\$ 6,000.00
6300				\$0.00			
6400				\$0.00			
Total							
Campus Totals	\$26,880.73	\$336,789.68	\$866,467.38	\$574,222.74	\$4,000.00	\$94,454.00	\$6,000.00
Total	\$26,880.73	\$336,789.68	\$866,467.38	\$574,222.74	\$4,000.00	\$94,454.00	\$ 6,000.00