

OVERTON ISD District & Campus Improvement Plan(s)



2024 - 2025

Under provisions of the Texas education code, every school district is required to develop a district plan to improve student performance. Overton ISD utilizes a collaborative planning process including community and staff input to develop the district's education plan. This combined District and campus plan is developed annually to be mutually supportive of the state goals and objectives under Education Code, Chapter 4.

In Overton ISD, the planning team consists of our District Leadership Team with input from parent and community stakeholders and classroom teachers. The plan is known as the District Improvement Plan (DIP). The Board of Trustees sets district-level goals, oversees the District-level planning and decision-making, and annually approves the recommended plan.

This District Improvement Plan also serves as the LEA Program Plan and Schoolwide Program Plan for ESSA and Title I purposes, etc.

Comprehensive Needs Assessment

Demographics: Overton ISD serves a rural community of approximately 4,000 residents. The district educates approximately 500 students at one secondary school (grades 6 - 12), and one elementary school with Head Start, and PreK - 5th grade. The student population is ethnically diverse, with 12% African American, 14% Hispanics, 80% Caucasian, and 7% two or more races. Students identified as at-risk account for more than 51.4% of the student population. 63.5% of students are economically disadvantaged.

Student Learning: Although state accountability for districts and campuses has not yet been released, we are continuing to analyze and intervene based upon initial data. Our focus continues to be in the areas of reading and math providing specific interventions and support for students who perform below state and grade level expectations. This data will be updated with analytics when it becomes available. Structures and systems have been or will be developed and utilized to provide academic support for all student populations.

Problem Statement: Many OISD students are in need of urgent interventions in math in an effort to meet the established goals by 2025. Root Cause: Ineffective initial instruction, progress monitoring and accelerated instruction.

District Processes & Programs: OISD students are offered dual credit courses through NETCTE center through Kilgore College. OISD maintains a district website and district app. Parents can access their child(ren)'s grades and attendance records through the Ascender Portal. OISD campuses utilize the Apptegy Ap and Rooms applications which affords the district the ability to reach parents and community in minutes—whether it is a time-sensitive situation, event outreach, or attendance notification--keeping our community more informed and involved. Teachers participate in on-going staff development in an effort to improve student learning and performance. Teachers have opportunities to grow and learn through-out the school year, during the summer, and after school.

OISD staff consists of approximately 100 full time employees: 51% are Teachers, 18% - Paraprofessionals, 16% - Auxiliary Staff, 8% - Professional Support, 4% - Campus Administration and 3% - Central Administration.

The Board of Trustees consists of seven elected members who serve three year terms of office. Overton ISD in-district and out-of-district professional development is aligned to state standards and supports research-based teaching strategies and best practices. For the 2024-2025 school year the district will continue to focus on the improvement of math, literacy, and college & career readiness. Additionally teachers participate in professional learning grade-level/department focus meetings to further promote and enhance collaboration during the school day. The district is also participating in a Lone Star Governance pilot program to enhance the Boards effectiveness in supporting the district in reaching its goals.

Monitoring of district goals and progress toward those goals is guided by the district goal score card and district monitoring calendar illustrated on the following pages.



Overton ISD Monitoring Calendar 2022 - 2027



Month	Student Outcomes Progress Measures	District Priorities Progress Measures	Leadership Evaluations	Trainings	Other
August	Goal 3 summative (CCMR)	Summative Evaluation	Board Self-Eval		Budget Hearing Tax Rate Hearing
September	GPM 3.3 (7-12 Extracurricular)	5.1 (Tech Work Orders - classroom)	Superintendent	Board Convention	
October	GPM 1.2 (K-5th grade reading) GPM 2.2 (K-5th grade math)	3.2 (Meals Served) 4.1 (Exterior Door Audits)		Board Candidate	TAPR Hearing Investment Report
November	GPM 1.3 (6-12 reading) GPM 2.3 (6-12 Math)	2.1 (Instructional Staff Attendance) 2.2 (Student Attendance)	Board Self-Eval		
December	GPM 3.3 (7-12 Extracurricular)	1.1 (Financial Audit Report) 1.2 (First Rating) 3.3 (Maint. Work Orders - classroom)			
January	GPM 3.1 (10-12 Dual Credit & CTE) GPM 3.2 (IBCs)	3.1 (Bus Routes on Time)			Investment Report Superintendent Contract
February	GPM 1.1 (PreK early literacy) GPM 2.1 (PreK early numeracy)	5.1 (Tech Work Orders) 5.2 (District Tech Survey)	Board Self-Eval		Administrator Contracts
March	GPM 1.2 (K-5th grade reading) GPM 2.2 (K-5th math)	4.1 (Exterior Door Audits)			Teacher Contracts
April	GPM 1.3 (6-12 reading) GPM 2.3 (9-12 math)	2.1 (Staff Attendance) 2.2 (Student Attendance)	Supt. Staff Survey		Investment Report
May	GPM 3.3 (7-12 Extracurricular)	4.2 (Drills & Training Completed)	Board Self-Eval		
June		2.3 (% Teachers >= Proficient)			
July	Goal 1 Summative (STAAR Reading) Goal 2 Summative (STAAR Math)	3.1 (Bus Routes on Time) 3.3 (Maint. Work Orders - classroom)		ESC 7 Board Summit	Investment Report

Goal 1: Overton ISD students are on grade level in Reading

District Target: Overton ISD students will show a minimum of 2% growth in STAAR/EOC reading scores from Beginning of Year (BOY) to the End of Year (EOY)

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Summative Evaluation</u>
1. Use Check-point and Benchmark testing to identify student levels, needs, develop interventions modify for effectiveness, and measure growth	1. Reannaissance Star for Elementary 2. NWEA MAPS for 6th through 12th 3. DMAC and district developed assessments	1. Benchmark tests 2. Grading period Assessments	August-May Each 6 weeks	1. Campus Principals 2. Teachers 3. Mentor Teachers	1. EOY Benchmarks 2. Assessment results
2. Continue services to students identified in need of special services as appropriate * Inclusion strategies * MTSS process *Content Mastery classes at secondary level *Life Skills program for medically fragile and other qualifying students.	1. Campus principals 2. RCSSA 3. ESC 7 4. Special Education Teachers 5. Workshops 6. Federal Funds	1. Policies and Procedures on file 2. ARD meeting minutes 3. Accurate list of students in Special Ed 4. Lesson plans 5. Course offerings 6. Number of students referred through RTI 7. Training for students through PAES co-op	August-May up to date up to date weekly August 1st up to date as needed	1. Campus Principals 2. RCSSC 3. Teachers 4. Special Ed Teachers 5. Mentor Teachers	1. All state and federal rules, laws, and guidelines met 2. ARD meeting minutes 3. Assessment results
4. Adjust program/service for students identified with dyslexia to comply with new SPED inclusion *Policies and procedures *Parent notification/Consent *Student id and assessment *Staff development *Early identification	1. RCSSA 2. ESC 7 3. Texas Scottish Rite Hospital 4. OISD Dyslexia specialist	1. Policies and procedures on file 2. Staff development records 3. Assessment records 4. Lesson Plans 5. Program evaluation 6. Survey of parents and students 7. Progress reports 8. Benchmarks	August 1st August 30th up to date up to date August 1st May 1st 3 weeks/6 weeks year long	1. Campus principals 2. Dyslexia teachers 3. RCSSC 4. Counselors	1. All state and federal rules and guidelines met 2. Accountability
5. All courses will be aligned with TEKS Resource guidelines	1. TEKS Resource System 2. ESC 7 3. Workshops 4. TTESS 5. Lesson Plans	1. Benchmarks 2. Walk throughs 3. Lesson Plans 4. Progress Reports/ Report Cards	1. 3-6 weeks 2. per TTESS 3. weekly 4. 3-6 weeks	1. Campus principals 2. Teachers 3. Mentor teachers	1. Assessment results BOY 2. Cummulative lesson plans 3. TTESS

6. Provide enriched curriculum and instruction that are research based to insure academic success for all students	1. TEKS Resource System 2. ESC 7 3. Budget 4. School improvement grant	1. Benchmarks 2. TTESS 3. Lesson plans	1. 3-6 weeks 2. year long 3. weekly	1. Principals 2. Superintendent	1. Assessment results 2. TTESS 3. Cummulative lesson plans
7. Each campus will utilize instructional materials adopted by the State of Texas amd approved by the OISD Board of Trustees in all academic areas	1. Educational Materials Allotment 2. School Improvement Grant 3. ESC 7	1. Lesson plans 2. Textbooks/materials ordered 3. Discovery Education 4. Study Island 5. Aesop 6. Renaissance Learning	all year	1. Principals 2. Superintendent 3. Teachers 4. Technology Dir.	1. Evaluation of materials in light of state assessments and grades 2. List of educational materials utilized
8. Overton ISD will be fully compliant with HB 4545 as modified by 88th legislature	1. HB 4545 2. ESC 7 3. Online Trainings 4. TASB	1. Develop tutoring plan that meets all TEA requirements for HB4545 2. Train teachers on appropriate tutoring techniques	all year	1. Superintendent 2. Principals 3. School Board	1. Assessment Results 2. Increase in students passing core curriculum

Goal 2: Overton ISD students are on grade level in Math

District Target: Overton ISD students will show a minimum of 8% growth in STAAR/EOC Math scores from Beginning of Year (BOY) to the End of Year (EOY)

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Summative Evaluation</u>
1. Use Check-point and Benchmark testing to identify student levels, needs, develop interventions modify for effectiveness, and measure growth	1. Reanaissance Star for Elementary 2. NWEA MAPS for 6th through 12th 3. DMAC and district developed assessments	1. Benchmark tests 2. Grading period Assessments	August-May Each 6 weeks	1. Campus Principals 2. Teachers 3. Mentor Teachers	1. EOY Benchmarks 2. Assessment results
2. Continue services to students identified in need of special services as appropriate * Inclusion strategies * MTSS process	1. Campus principals 2. RCSSA 3. ESC 7 4. Special Education Teachers 5. Workshops	1. Policies and Procedures on file 2. ARD meeting minutes 3. Accurate list of students in Special Ed 4. Lesson plans	August-May up to date up to date weekly	1. Campus Principals 2. RCSSC 3. Teachers 4. Special Ed Teachers 5. Mentor Teachers	1. All state and federal rules, laws, and guide-lines met 2. ARD meeting minutes 3. Assessment results

*Content Mastery classes at secondary level	6. Federal Funds	5. Course offerings	August 1st		
*Life Skills program for medically fragile and other qualifying students.		6. Number of students referred through RTI	up to date		
		7. Training for students through PAES co-op	as needed		
4. Adjust program/service for students identified with dyslexia to comply with new SPED inclusion	1. RCSSA 2. ESC 7 3. Texas Scottish Rite Hospital	1. Policies and procedures on file 2. Staff development records	August 1st August 30th	1. Campus principals 2. Dyslexia teachers 3. RCSSC 4. Counselors	1. All state and federal rules and guidelines met 2. Accountability
*Policies and procedures	4. OISD Dyslexia specialist	3. Assessment records	up to date		
*Parent notification/Consent		4. Lesson Plans	up to date		
*Student id and assessment		5. Program evaluation	August 1st		
*Staff development		6. Survey of parents and students	May 1st		
*Early identification		7. Progress reports	3 weeks/6 weeks		
		8. Benchmarks	year long		
5. All courses will be aligned with TEKS Resource guidelines	1. TEKS Resource System 2. ESC 7 3. Workshops 4. TTESS 5. Lesson Plans	1. Benchmarks 2. Walk throughs 3. Lesson Plans 4. Progress Reports/ Report Cards	1. 3-6 weeks 2. per TTESS 3. weekly 4. 3-6 weeks	1. Campus principals 2. Teachers 3. Mentor teachers	1. Assessment results BOY 2. Cumulative lesson plans 3. TTESS
6. Provide enriched curriculum and instruction that are research based to insure academic success for all students	1. TEKS Resource System 2. ESC 7 3. Budget 4. School improvement grant	1. Benchmarks 2. TTESS 3. Lesson plans	1. 3-6 weeks 2. year long 3. weekly	1. Principals 2. Superintendent	1. Assessment results 2. TTESS 3. Cumulative lesson plans
7. Each campus will utilize instructional materials adopted by the State of Texas and approved by the OISD Board of Trustees in all academic areas	1. Educational Materials Allotment 2. School Improvement Grant 3. ESC 7	1. Lesson plans 2. Textbooks/materials ordered 3. Discovery Education 4. Study Island 5. Aesop 6. Renaissance Learning	all year	1. Principals 2. Superintendent 3. Teachers 4. Technology Dir.	1. Evaluation of materials in light of state assessments and grades 2. List of educational materials utilized
8. Overton ISD will be fully compliant with HB 4545 as modified by 88th	1. HB 4545 2. ESC 7 3. Online Trainings	1. Develop tutoring plan that meets all TEA requirements for HB4545	all year	1. Superintendent 2. Principals 3. School Board	1. Assessment Results 2. Increase in students passing core curriculum

legislature 4. TASB 2. Train teachers on appropriate tutoring techniques

Goal 3: Overton ISD students graduate life and career ready

District Target: Overton ISD will have a 2% increase in students meeting at least one CCMR threshold, participation in dual-credit, and graduates earning Industry-based certifications; participation in extra-curricular activities will increase by at least 2% over previous year.

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Summative Evaluation</u>
1. Develop CTE programs to meet all appropriate state mandates and guidelines, and that emphasize real-world experience, certifications and post-secondary pathways.	1. Superintendent 2. Kilgore College 3. Local Foundations 4. Local industries 5. Texas Workforce Commission 6. Federal, state, and private grants 7. Area colleges and universities 8. Counselor 9. Perkins Grant 10. CTE funds 11. OISD budget	1. Policies and procedures on file 2. Course offerings 3. Lesson plans 4. ASVAB results 5. Survey of parents and students 6. Number of students by ethnicity and gender	August 1st August 1st weekly as scheduled March 1st up to date	1. Superintendent 2. Campus Principals 3. Counselors 4. CTE Co-Op 5. CTE teachers	1. Assessment results 2. Purchase of Building 3. Memorandum of Understanding with other districts 4. Construction of new CTE building Trades Shop
*Policies and procedures *Course Sequence *Compliance with Title VI and Title IX *Work with Kilgore College to develop plan to meet HB 5 requirements *Develop CTE Center to address needed certifications for students and community					
2. Create extra-curricular culture, and add/support activities that fit student interests and aptitudes	1. Superintendent 2. Principals 3. Athletic Director 4. Band Directors 5. Club Sponsors	1. Policies and procedures on file 2. Activity offerings 3. Event Schedules 4. Student Participation 5. Survey of parents and students 6. Number of students by ethnicity and gender	August 1st August 1st weekly as scheduled March 1st up to date	1. Superintendent 2. Campus Principals 3. Counselors 4. CTE Co-Op 5. CTE teachers	1. EOY Analysis/Review 2. EOY Student Percentages

Goal 4: OISD will maintain a stable financial position

District Target: Annual financial audit with no exceptions, and a superior FIRST Rating

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Persons Responsible</u>	<u>Summative Evaluation</u>
1. Ensure that financial procedures are in place, and that handbooks and other resources are available for staff reference.	1. TEKS Resource System 2. ESC 7 3. Mentor Teachers 4. Workshops	1. Lesson Plans reflect appropriate use of TEKS Resource System 2. TTESS documentation	August-May As required by TTESS	1. Campus Principals 2. Teachers 3. Mentor Teachers	Assessment results
2. Ensure that all procedures have built in checks and balances to ensure accuracy and require at least two staff members for access to funds.	1. ESC 7 2. Online resources 3. TEA resources 4. School Improvement Grant 5. District Staff	1. Staff Development Calendar/records 2. Sign in sheets	all year	1. Campus Principals 2. Superintendent 3. Teachers	All required trainings completed by May 1st
3. Ensure that our debt ratio stays within the financially healthy range	1. ESC 7 2. District staff 3. Grants 4. Budget	1. Increased use of technology as reflected in student and staff log-ins	all year	1. Campus principals 2. Teachers 3. Mentor Teachers 4. Technology support	1. TTESS 2. Documentation of increased computer use 3. Workshop attendance
4. Make elimination of debt and building of fund balance a priority until *Benchmarks *Credit recovery	1. ESC 7 2. Campus principals 3. Mentor teachers	1. Increased appropriate use of Study Island 2. Improved benchmark and report cards for grade levels utilizing study island	all year	1. Campus principals 2. Teachers 3. Mentor teachers 4. Technology support personnel	1. Study Island use logs 2. Accountability 3. Yearly passing rate 4. Credit recovery completed
5. Train teachers on use of Google Classroom	1. ESC 7 2. You Tube 3. Lead Teachers	Universal use of Google Classroom by all teachers	all year	Superintendent Principals Teachers	Google Classroom timelogs Certificates from training Accountabilty ratings
6. Adopt and implement a 4-day instructional week	1. OISD Board 2. Superintendent 3. Principals 4. OISD Staff 5. OISD Community Stakeholders & Students	Attendance monitoring Community Surveys Staff Surveys	all year	Superintendent Principals Teachers	Final attendance rates Parent/Student satisfaction Accountabilty ratings

Goal 5: OISD will provide high quality classroom engagement

District Target: Increase staff and student attendance, and percentage of teachers with rating of proficient or higher.

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Persons Responsible</u>	<u>Summative Evaluation</u>
<p>1. Train teachers in the TEKS Resource System</p> <p>*Alignment of all courses will reflect TEKS Resource System</p> <p>*Lesson plans will be from TEKS Resource System</p> <p>*Planning will reflect TEKS resource training</p>	<p>1. TEKS Resource System</p> <p>2. ESC 7</p> <p>3. Mentor Teachers</p> <p>4. Workshops</p>	<p>1. Lesson Plans reflect appropriate use of TEKS Resource System</p> <p>2. TTESS documentation</p>	<p>August-May</p> <p>As required by TTESS</p>	<p>1. Campus Principals</p> <p>2. Teachers</p> <p>3. Mentor Teachers</p>	<p>Assessment results</p>
<p>2. Provide appropriate staff development for all staff</p> <p>*Special education training</p> <p>*Curriculum planning</p> <p>*Bullying training</p> <p>*Classroom management</p> <p>*Professional ethics</p> <p>*All state-required training</p> <p>*Social-Emotional Behavior training</p>	<p>1. ESC 7</p> <p>2. Online resources</p> <p>3. TEA resources</p> <p>4. School Improvement Grant</p> <p>5. District Staff</p> <p>6. Webinars</p> <p>7. UT Tyler</p> <p>8. Choose Love</p>	<p>1. Staff Development Calendar/records</p> <p>2. Sign in sheets</p>	<p>all year</p>	<p>1. Campus Principals</p> <p>2. Superintendent</p> <p>3. Teachers</p>	<p>All required trainings completed by May 1st</p>
<p>3. Continue to expand use of educational technology for instruction and management</p>	<p>1. ESC 7</p> <p>2. District staff</p> <p>3. Grants</p> <p>4. Budget</p> <p>5. E-Rate</p> <p>6. Workshops</p> <p>7. You Tube</p>	<p>1. Increased use of technology as reflected in student and staff log-ins</p> <p>2. Lesson plans reflecting increased use of technology</p>	<p>all year</p>	<p>1. Campus principals</p> <p>2. Teachers</p> <p>3. Mentor Teachers</p> <p>4. Technology support personnel</p>	<p>1. TTESS</p> <p>2. Documentation of increased computer use</p> <p>3. Workshop attendance relative to technology</p>
<p>4. Train teachers on use of Study Island</p> <p>*Academic support</p> <p>*Benchmarks</p> <p>*Credit recovery</p>	<p>1. ESC 7</p> <p>2. Campus principals</p> <p>3. Mentor teachers</p>	<p>1. Increased appropriate use of Study Island</p> <p>2. Improved benchmark and report cards for grade levels utilizing study island</p>	<p>all year</p>	<p>1. Campus principals</p> <p>2. Teachers</p> <p>3. Mentor teachers</p> <p>4. Technology support personnel</p>	<p>1. Study Island use logs</p> <p>2. Accountability</p> <p>3. Yearly passing rate</p> <p>4. Credit recovery completed</p>

5. Train teachers on use of Google Classroom	1. ESC 7 2. You Tube 3. Lead Teachers	Universal use of Google Classroom by all teachers	all year	Superintendent Principals Teachers	Google Classroom timelogs Certificates from training Accountability ratings
6. Adopt and implement a 4-day instructional week	1. OISD Board 2. Superintendent 3. Principals 4. OISD Staff 5. OISD Community Stakeholders & Students	Attendance monitoring Community Surveys Staff Surveys	all year	Superintendent Principals Teachers	Final attendance rates Parent/Student satisfaction Accountability ratings

Goal 6: Overton ISD will maintain efficient district operations

District Target: Overton ISD will have at least 98% percentage of bus routes leaving and arriving on time; the number of students accessing our meals program will grow by 2%, and at least 95% of our maintenance work orders will be completed in 3 days.

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Summative Evaluation</u>
1. Train all bus drivers and alternates regarding the required Pre and Post trip inspections, and reporting of potential maintenance issues with buses	Transportation Director Region 7	1. Initial Training 2. Adherence to Pre/post procedures	August Ongoing	Transportation Director Principals Superintendent	1. Documentation Training 2. Documentation of all bus/fleet issues
2. Ensure all drivers have a working knowledge of our routes, procedures for picking up and dropping off students	Transportation Director Veteran Drivers	1. BusRight Tracking 2. Parent/Student Satisfaction	August 1st Ongoing	Superintendent	1. Statistics regarding bus efficiency 2. Parent Survey
3. Install 2-way radios in all buses to facilitate communication in real-time in order to more quickly resolve any transportation issues; Use Busright to ensure GPS capability and trackin of routes with real-time updates to parents	Superintendent MCA Transportation Director Maintenance Director	1. All radios installed 2. BusRight Tablets on all regular Route buses	before Nov 1	Transportation Director Superintendent Principals	1. Documentation of all installations

4. Use Student Ambassador group as a sounding board to generate ideas that make our program more attractive to students; use outside consult as an additional set of eyes for ideas	Cafeteria Director Superintendent Principals Student Ambassadors Tonya Davis (Consult) Cafeteria Staff	1. Student Feedback 2. Ownership by cafeteria Staff 3. Increase in HS students accessing cafeteria	all year	Cafeteria Director Superintendent Principals Cafeteria Staff	1. Statistics regarding student meals served
5. Ensure that employees know about and have easy access to helpdesk, and monitor and assign helpdesk tickets daily.	Technology Director Maintenance Director	1. Work order monitoring 2. Staff Feedback	all year	Director of Maintenance Superintendent Employees (help desk entries)	1. Statistics regarding workorder completion 2. Overall campus improvement, quantified by projects completed

Goal 7: Overton ISD will provide a safe and secure environment for learning

District Target: Overton ISD will have clean door audits and intruder audits, and complete 100% of required drills

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Summative Evaluation</u>
1. Train all appropriate employees on school security measures	Superintendent Principals ESC 7 TEA TxSSC Local law enforcement Online trainings	1. Employees made aware of needed trainings 2. District wide training on security measures	2024-25 August 1st	Superintendent, principals Superintendent, principals	1. Documentation of all training 2. Documentation of all drills completed 3. School safety audit completed
2. Develop an effective Threat Assessment Team	ESC 7 TEA TXSSC Local Law Enforcement Online trainings	1. Threat Assessment Team meetings/agenda 2. Workshop certificates	before Nov. 1	Superintendent Principals	1. Threat assessment team meetings documented 2. Documentation of all workshops/courses/training
3. Stop the Bleed training provided for all appropriate employees	ESC 7 TEA TxSSC	1. All designated employees receive training on the approved Stop the Bleed training 2. Stop the Bleed kits placed in buildings	before Feb 1	Superintendent Principals Nurse Athletic Trainer	1. Documentation of all workshops/courses/training 2. Stop the Bleed kits in buildings

4. Emergency Operations Procedures updated	Superintendent Principals District Site Based committee	1. Agendas 2. Workshop certificates 3. Online trainings	all year	Superintendenet Principals Site based committee	1. Copy of EOP located in campus and district offices 2. Procedures updated as necessary
5. Utilize available grant to ensure that all OISD campuses meet the BASIC safety standards established by the TX Safe and Secure Schools commission	Superintendent Business Manager Principals Director of Bldgs/Groun Contractors as needed	1. project implementation 2. Teacher/Community feedback 3. Safety and Security Committee input	all year	Superintendent Principals Employees Students Parents	1. Protocols followed and documented. 2. Clean Audits 3. Staff Surveys

Goal 8: Overton ISD will provide accessibility to relevant technology

District Target: Overton ISD will have at least 95% percentage of our teechnology work orders will be completed in 5 days; an annual staff satisfaction survey will measure the effectiveness of technology and identify areas for needed improvements.

<u>Strategy</u>	<u>Resources</u>	<u>Formative Evaluation</u>	<u>Timeline</u>	<u>Person Responsible</u>	<u>Summative Evaluation</u>
1. Ensure that employees know about and have easy access to helpdesk, and monitor and assign helpdesk tickets daily.	Technology Director	1. Work order monitoring 2. Staff Feedback	all year	Director of Technology Superintendent Employees (help desk entries)	1. Statistics regarding workorder completion 2. Overall campus improvement, quantified by projects completed
2. Remain current on trends in educational technology and proactive opportunities for improvement	Region 7 Professional membersh Related publications Surrounding districts TEA	Staff Feedback New Technology implementation	all year	Director of Technology Superintendent	1. Staff satisfaction survey