East Central Independent School District

Oak Crest Elementary

2024-2025 Improvement Plan

Mission Statement

Oak Crest Elementary School is a collaborative culture that customizes engaging and meaningful experiences for every student,every day.

Core Values:

Integrity

Community

Growth

Respect

Collaboration

High Expectations

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Goals

Revised/Approved: July 23, 2024

Goal 1: Engaged, Well Rounded Students

Key Question 1: To what degree does ECISD provide diverse experiences to meet the needs and interests of all students?

Initial Status: Maintain but Consider a Change

Goal 1: Engaged, Well Rounded Students

Key Question 2: To what degree is student voice valued and reflected in student experiences?

Initial Status: Maintain

Goal 1: Engaged, Well Rounded Students

Key Question 3: To what degree are all students engaged in our schools and the community?

Initial Status: Major Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will maximize students opportunities to learn by making learning meaningful, maximizing student participation, and limiting the amount of time students are out of class. **Evidence of Success:** OC students will reach 95.5% attendance rate for the 2024-25 school year. **Staff Responsible:** Assistant Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Create a system to monitor attendance in order to support the attendance goal.

Date(s) / Timeframe: 1. Establish an attendance system to include attendance interventions and incentives by August 2024.
2. Promote "Battle of the Grades" to community, staff, and students by August 2024.
3. Communicate the attendance plan of action to all stakeholders by September 2024.
4. Monthly: Review attendance data with Tier 1 team and refine attendance plan of action.
5. January 2025; Add frequent attendance incentives.

Expected Outcome:
Q1: 95.5% attendance rate monthly
Q2: 95.5% attendance rate monthly
Q3: 95.5% attendance rate monthly
Q4: 95.5% attendance rate monthly

Collaborating Departments: CIS, Counselor, Student Services

Staff Responsible: Assistant Principal

Strategy 2: Identify students based on BUBS, Panorama, and attendance data that have chronic absenteeism, missed 8 or more days in 23-24, and lower their days missed to fewer than 8 during the 24-25 school year.

Provider / Presenter / Person Responsible: Assistant Principal/Principal

Date(s) / Timeframe: 1. Utilize the list of chronic absentee students from 23-24 that was send by John Hernandez
2. Set up a process to make individualized parent contact of students who were chronically absent.

3. Meet with CIS on August 5th to discuss initial list of chronic absentee students to provide intervention.
4. Meet with CIS monthly to monitor status of students who were chronically absent in 23-24.

Expected Outcome:
Q1: Completed meeting with CIS to put plan in place for Chronically absent students from 23-24; completed plan for monitoring progress of attendance for the 24-25 school year

Collaborating Departments: Student Services
CIS

Staff Responsible: AP/Principal

Goal 2: Student Safety & Well Being

Key Question 1: To what degree are students safe and feel secure at school, physically and socially/emotionally?

Initial Status: Major Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will create safe learning environments by teaching clear behavior expectations, growing teachers in classroom management, and providing targeted intervention. **Evidence of Success:** Oak Crest staff will be at 95% fidelity with their DBRC implementation. **Staff Responsible:** Assistant Principal				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Train teachers on implementation and fidelity components of the DBRC.

Intended Audience: Teachers and Staff

Provider / Presenter / Person Responsible: Assistant Principal

Date(s) / Timeframe: 1. Initial Behavior Training for staff during back to school PD will be complete by August 2024.
2. Train OC staff on implementation and components of the DBRC (i.e. goals) by September 2024.
3. Do quarterly fidelity checks with checklist with staff utilizing DBRCs.

Collaborating Departments: AP, Principal

Staff Responsible: Assistant Principal

Goal 2: Student Safety & Well Being

Key Question 2: To what degree are we able to respond, both proactively and re-actively, to crisis situations?

Initial Status: Maintain

Goal 2: Student Safety & Well Being

Key Question 3: To what degree do we provide support services for staff, students, and families on an ongoing basis and in a crisis?

Initial Status: Maintain

Goal 3: Student Learning and Progress

Key Question 1: To what degree do we support student learning and progress?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will put strategies in place to close the achievement gap that exists with students receiving Tier 2 and Tier 3 services. In addition, targeted students will receive high quality interventions. **Evidence of Success:** 50% of students identified for Math or Reading Tier 2 of Tier 3 services will close their achievement gap by increasing their score from BOY to EOY by 5 percentile rank. **Staff Responsible:** Program Facilitator				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Train and implement interventions with fidelity to the MTSS system.

Date(s) / Timeframe: 1. Identify campus interventions (Istation, Estrellita, Edmentum, mClass, etc) and provide training by September 2024.
2. Train teachers on using Branching Minds to progress monitor students by September 2024.
3. Create campus CCM tracker by September 2024.
4. MTSS Fidelity checks September 2024-May 2025.
5. Schedule Academic and Behavior yearly meetings to target student's foundational needs by September 2024-May 2025.
6. Create a student MTSS tracker with District Data Specialist.
7. Share MTSS Data with Campus on Data Day.

Expected Outcomes:
Q1: Oak Crest will implement academic and behavior MTSS systems with 80% fidelity.

Collaborating Departments: PF, AF, Literacy Coaches, Principal, Assistant Principal

Staff Responsible: Program Facilitator

Strategy 2: Develop and train teachers on Tier 1, 2, and 3 systems and support implementation.

Date(s) / Timeframe: 1. Admin will establish school wide routines and procedures by July 2024.
2. Staff training on classroom routines, procedures and Tier 1,2,3 systems (August 2024-May 2025).
3. Quarterly monitoring/fidelity checks (Quarterly)
4. Create a plan to check Tier 2 and 3 fidelity (August 2024).
5. Tier 1, 2, 3 team meetings to review data (Monthly).

6. Provide feedback to teachers on campus management trajectory plan by September 2024.

Expected Outcomes:
Q1: 100% of staff will create a campus management trajectory plan and implement.

Staff Responsible: Assistant Principal

Goal 3: Student Learning and Progress

Key Question 2: To what degree is a growth mindset a part of how we do business?

Initial Status: Maintain

Goal 3: Student Learning and Progress

Key Question 3: To what degree are students growing and achieving academically and behaviorally?

Initial Status: Major Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will increase student achievement by implementing high-quality instructional materials and research-based instructional strategies. **Evidence of Success:** For the 2024-25 school year, Oak Crest will earn a "met standards rating A" with Oak Crest scoring at least 80% approaches, 60% meets, 30% masters on STAAR, have a minimum annual combined growth scaled score for Reading and Math STAAR of 85, and 50% of students College, Career, or Military ready based on EOY MAP scores. **Staff Responsible:** Academic Facilitator				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Engage in data meetings with a focus of EB, GT, SPED, 504, Tier 2 and Tier 3 sub pops.

Date(s) / Timeframe: 1. Clearly outline date and times for Data Talks by August 2024.
2. Train teachers on Data Talk protocols and creating a plan of action (Move'em meetings, Interim data meetings, CFA, DFA data meetings) (Sept. 2024-May 2025)
3. Engage in GROW meetings by November 2024.
4. Provide coaching and feedback to support teachers (September 2024-May 2025)

Expected Outcomes:
Q1: 100% of teachers will participate in Data Talks to monitor student growth and mastery of standards using screening data, DFAs, CFAs and Interims. In addition, they will create an action plan to address the need and progress monitor student success.

Collaborating Departments: AF, PF, Principal, AP, Literacy Coaches

Staff Responsible: Academic Facilitator

Strategy 2: Update, train, and implement High Quality Instructional Materials (HQIM) and Resources

Date(s) / Timeframe: 1. Continued training for year 2 of Eureka and Amplify with the focus on internalization and embedding the areas of focus within daily lessons (Aug 2024 - May 2025)
2. Provide additional support for new teachers with the implementation of HQIM (Aug 2024 - May 2025)
3. Train and implement on the Unit and Lesson Internalization protocol for Eureka and Amplify (Aug 2024-May 2025)
4. Train and implement new Science curriculum (Savvas) with internalization process. (August 2024-May 2025)

5. ILT will use a checklist to monitor implementation of best practices, areas of focus, implementation of curriculum and small group (Aug 2024 - May 2025)
6. PD will be provided to target areas of need (best practices, areas of focus, implementation of curriculum and small group) (Aug 2024- May 2025)

Expected Outcomes:
Q1: 90% of campus will implement materials and resources with fidelity.

Collaborating Departments: CIA

Staff Responsible: Academic Facilitator, Principal, Assistant Principal

Strategy 3: SMARTER Process implemented and aligned to Quarterly and Weekly Planning.

Date(s) / Timeframe: 1. Inform staff on updates to the SMARTER PROCESS by August 2024
2. Clearly define the models of instructional delivery for teachers and co-teachers by August 2024
3. Establish pre-work requirements before engaging in any part of the SMARTER process by September 2024
4. SEL check-ins and Weekly team reflection on implementation of HQIM (Sept 2024-May2025)
5. Reinforce and train new teachers on P-scales, HYS, and Depth & Complexity Icons used during planning and instructional delivery of lessons (Sept 2024-May 2025)

Expected Outcomes:
Q1: 100% of teachers will use effective annotation strategies and incorporate the three areas of focus.

Staff Responsible: Academic Facilitator, Literacy Coaches

Strategy 4: Develop and Train teachers on AVID strategies (D&C ICONS) and implement systems to monitor fidelity.

Date(s) / Timeframe: 1. AVID Site Team meets to discuss how AVID strategy will be tracked by the end of September 2024
2. AVID Strategy training Aug 2024-May 2025
3. Quarterly Fidelity Checks on area of focus (writing) Aug 2024-May 2025

Expected Outcomes:
Q1: 100% of teachers will implement D&C icons during instructional delivery of HQIM.

Staff Responsible: Assistant Principal

Strategy 5: Provide coaching to support delivery of HQIM.

Date(s) / Timeframe: 1. Professional development on writing strategies such as RACE across K-5th (Aug 2024 - Dec 2024)
2. Progress monitor student writing samples during Data Talks and create actionable steps to address needs (Aug 2024 - May 2025)
3. ILT Members will provide coaching and feedback based on the fidelity and instructional delivery of Amplify, Eureka, and Savvas from (August 2024-May 2025)
4. Ongoing job embedded professional development on Eureka, Amplify, and Savvas from August 2024-May 2025
5. NIET Support during PLC, Planning, and Learning Walks to provide more in-depth targeted feedback to teachers on implementation of the HQIM to have 5 of the 7 learning components from the checklist present by May 2025.

Expected Outcomes:

Q1: 100% of K-2nd grade students will be able to verbally restate the answer using a sentence stem. 100% of 3rd -5th grade students will be able to restate the answer in a written format using the RACE strategy.

Staff Responsible: Principal, AP, AF, Literacy Coaches

Strategy 6: Develop, train, and support implementation of Specially Designed Instruction

Date(s) / Timeframe: 1. Training and supports on SDI by September 2024
2. Create a system to monitor implementation of SDI and IEP alignment by September 2024
3. IEP training for staff on how to access in Eduphoria by September 2024.
4. Clearly define expectations regarding SDI embedded in weekly internalization process by September 2024.
5. SPED meetings held 1 time per month (training and developing on SDI), July 2024 - May 2025.

Expected Outcomes:
Q1: 100% of SPED inclusion will be trained on SDI, HQIM internalization process and model of instructional delivery.

Staff Responsible: SPED Facilitator

Strategy 7: Develop, train, and support implementation of Summit K12 for students who meet criteria

Date(s) / Timeframe: 1. Provide access to teachers for student usage by the end of September 2024
2. Monthly data report to ILT on student growth and usage to determine next steps

Expected Outcomes:
Q1: 100% of required EB students data on summit will be monitored.

Staff Responsible: Program Facilitator

Strategy 8: Train and support teachers on Talking to Learn, Writing to Learn, and Scaffolding with the use of effective small group implementation of curriculum.

Date(s) / Timeframe: 1. Train teachers on the benefit of small group instruction (August 2024)
2. Train teachers on different models and procedures, including data informed targeted skills for small group instruction/stations (September 2024)
3. Ongoing embedded PD throughout the year during planning on how to aggressively monitor student success in small group (September 2024-May 2025)
4. Ongoing embedded PD throughout the year during planning on how to implement Talking to Learn, Writing to Learn, and Scaffolding in small group instruction and stations (September 2024-May 2025)
5. Aggressive monitoring by ILT of 3rd Grade EB students in Math during small group/stations from August 2024-May 2025 to reach our goal of 80% meets for this sub-pop on Math STAAR.

Expected Outcomes:
Q1: 100% of staff will be trained on the benefit of small group instruction and different models and procedures for small group instruction/stations.

Staff Responsible: Principal, AP, AF, Literacy Coaches, ILT

Goal 3: Student Learning and Progress

Key Question 4: To what degree do we assure student success by building on student strengths?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 1: To what degree are students ready to make a meaningful life and living?

Initial Status: Maintain but Consider a Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will teach to the rigor of the standard to ensure that all students are college, career, and military ready, preparing them to choose their future. **Evidence of Success:** In order to reach 88% of students meeting one or more CCMR indicators by graduation, 50% of Oak Crest 5th grade students will score college-ready on MAP's ACT projection for 22+ on End of Year Reading and Math **Staff Responsible:** AF/Literacy Coach/Counselor				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: AF and Literacy Coaches will guide teachers to analyze the DOK of the standard(s) being taught during weekly planning and identifying that standard in the Amplify and Eureka lesson of the day.

Date(s) / Timeframe: 1. Share CCMR data with OC Staff by August 2024
2. Embed CCMR Data in Data Meetings August 2024-May 2025
3. Promote CCMR environment and events (August 2024-May 2025)
4. Counselor will do guidance in connection to college goal setting and college requirements, CCMR topics (November 2024-May 2025)
5. Aspiration surveys given to students (5th Grade) and data reviewed with students. (August 2024-May 2025)

Expected Outcome:
Q1: 100% of K-5 teachers will be trained on aligning DOK to the HQIM

Collaborating Departments: AF, Literacy Coaches, ILT

Goal 4: Post-Secondary Readiness

Key Question 2: To what degree are students planning for post-secondary and executing their plans?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 3: To what degree are students ready for citizenship and civic duty?

Initial Status: Maintain

Goal 4: Post-Secondary Readiness

Key Question 4: To what degree does the system reflect "all means all"?

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

Key Question 1: To what degree does staff positively impact students according to need?

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

Key Question 2: To what degree do our staff members exemplify Leading the EC Way?

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

Key Question 3: To what degree do we train and develop new and existing staff?

Initial Status: Maintain

Goal 5: Quality/Commitment of Staff

Key Question 4: To what degree is staff empowered to realize the mission of the district?

Initial Status: Maintain

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will train, develop, and retain high quality staff **Evidence of Success:** From July 3rd, 2024, 90% of the exempt staff and 85% nonexempt that was employed on June 3rd, 2025 will be retained with the intent of returning for the 25-26 school year. **Staff Responsible:** Principal				

No Progress



Accomplished


Continue/Modify


Discontinue

Strategy 1: We will train, develop, and retain high quality staff

Date(s) / Timeframe: 1. Create rounding protocol and questions by October 2024
2. Assign rounding caseloads by August 2024
3. Discuss rounding data during ILT/Admin Meetings and create an action plan (August 2024-May 2025)
4. Embed SEL during staff meetings and weekly planning (August 2024-May 2025)
4. Check-ins with mentor teachers/mentees August 2024-May 2025

Expected Outcomes:
Q1:

Collaborating Departments: Principal

Staff Responsible: Principal

Goal 6: Community Engagement & Partnerships

Key Question 1: To what degree do we cultivate mutually beneficial partnerships?

Initial Status: Maintain but Consider a Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will focus on quality partnerships that help us reach our goals and that help our partners reach their goals beyond contractual requirements. **Evidence of Success:** 100% of partnerships will be identified as mutually beneficial by Oak Crest. **Staff Responsible:** Instructional Leadership Team Community In Schools Counselor				

 No Progress  Accomplished  Continue/Modify  Discontinue

Strategy 1: Provide Family Engagement opportunities that align to the family engagement framework

Date(s) / Timeframe: 1. Utilize Family Engagement Framework and develop a yearly calendar of events by August 2024
2. Solicit feedback from various stakeholders (August 2024-September 2024)
3. Promote Family Engagement Events through social media, Talking Points, and website (August 2024-September 2024)
4. Partner with CIS and various stakeholders to design Family Engagement opportunities (August 2024-May 2025)
5. Survey Mutually Beneficial Partnerships by May 2025

Expected Outcomes:
Q1: Increase percentage under each category of the Family Engagement Framework

Staff Responsible: Academic Facilitator, Assistant Principal

Goal 6: Community Engagement & Partnerships

Key Question 2: To what degree do our partnerships positively impact stakeholders?

Initial Status: Maintain

Goal 6: Community Engagement & Partnerships

Key Question 3: To what degree do we connect with workforce needs?

Initial Status: Maintain

Goal 7: Fiscal & Operational System

Key Question 1: To what degree do we align resources to high priority goals?

Initial Status: Maintain

Goal 7: Fiscal & Operational System

Key Question 2: To what degree are we fiscally and operationally efficient and transparent?

Initial Status: Minor Change

System Response 1 Details	Reviews			
	Formative			Summative
	Nov	Jan	Mar	June
System Response 1: We will establish a baseline in all inventory management systems so that we can ensure efficient operations. We will align our needs assessments, goals, strategies, and budgets when creating and spending money as good budget stewards. We will ensure efficient operations by providing clear roles, a process to revisit progress with PEIMS coding, and protected time to ensure the work is complete. **Evidence of Success:** Oak Crest will implement the district's inventory management policies and procedures by July 3rd, 2025. 75% to 90% of the Oak Crest budgets will be expended in the 2024/25 school year. To ensure accurate student coding throughout the year, on June 3, 2025, 99% of key student's records will be accurate to include to the following codes: 504 Accelerated Instruction Hours (new 24-25) Bilingual Program CTE Discipline Dyslexia Emergent Bilingual ESL Program Gifted Program Special Education Program State Compensatory Education **Staff Responsible:** Principal, Assistant Principal, AF, PF				

0% No Progress 100% Accomplished Continue/Modify Discontinue

Strategy 1: Train teachers on the importance of accounting inventory and create a plan for inventory checks throughout the school year

Date(s) / Timeframe: 1. Teachers will sign off on BOY inventory items by August 2024
2. Train and communicate Inventory Expectations by the end of August 2024
3. Create a plan for inventory spot checks by the end of September 2024
4. Inventory Check has been added to OC Calendar
5. Begin accounting for EOY inventory by the beginning of April 2025
6. Finalize 100% of inventory by May 2025

Expected Outcomes:
Q1: 100% of teachers will sign off on BOY inventory items and be trained on their expectations
Q2: 100% of MOY teachers will sign off on BOY inventory. A second Follett Inventory will be sent on November 22nd. Teachers must return signed documentation by December 20th.

Collaborating Departments: CIA, Inventory Dept.

Staff Responsible: Assistant Principal

Strategy 2: Create manageable deadlines to account for a percentage of inventory items being checked in.

Date(s) / Timeframe: 1. Meet with the Title 1 Specialist to discuss unaccounted for items that will be checked in by December 2024.
2. Email staff a list of resources checked out by September 2024
3. 25% of Title 1 resources will be accounted for by October 2024
4. 50% of Title 1 resources will be accounted for by December 2024
5. 75% of Title 1 resources will be accounted for by March 2025

Collaborating Departments: Federal Programs

Staff Responsible: Academic Facilitator

Strategy 3: Clarify, train, and implement system for verifying accuracy of student coding in ASCENDER.

Date(s) / Timeframe: 1. Clarify and retrain attendance clerk on all the different PEIMS coding by September 2024
2. Create spreadsheets with program facilitator and ILT to better track new students enrolling by August 2024
3. Program Facilitator and attendance clerk will meet at least weekly to update spreadsheets for PEIMS (August 2024-May 2025)
4. Program Facilitator and attendance clerk will update coding in the system at least bi-weekly for PEIMS (August 2024-May 2025)
5. Provide extra time weekly for the PEIMS clerk to engage in coding. (October 2024-May 2025)

Expected Outcomes:
100% of PEIMS coding will be reviewed, verified, and signed off on the six weeks verification reports.

Staff Responsible: Programs Facilitator

Strategy 4: Budget/Purchases will be aligned to the CIP high priority goals

Date(s) / Timeframe: 1. Site Base Meetings to discuss budget and campus purchases (September, November, February, and May)
2. Monthly budget meetings with key stakeholders (August 2024-May 2025)
3. Share budget allocations and designate timelines by September 2024

4. 75-100% of budget allocation will be spent by May 2025.

Expected Outcomes:
100% of allocation will be related to CIP and campus needs.

Staff Responsible: Principal

Policies, Procedures, and Requirements

The following policies, procedures, and requirements are addressed in the District Improvement Plan. District addressed Policies, Procedures, and Requirements will print with the Improvement Plan:

Title	Person Responsible	Review Date	Addressed By	Addressed On

Policy Documents & Addendums