

# **Celina Independent School District**

## **O'Dell Elementary School**

### **2024-2025 Goals/Performance Objectives/Strategies**



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# Goals

**Goal 1:** Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

**Performance Objective 1:** O'Dell will establish committees to help create and support a positive culture and enhance the student and staff experience.

- Evaluation Data Sources:** Attendance Rates  
 Committee Meeting Notes  
 Survey Feedback  
 School Engagement Activities  
 House Parties  
 Student Engagement  
 Family Engagement





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> School Culture Committee (Sunshine): Focuses on building a positive atmosphere for both students and staff.            Wellness Committee: Promotes physical and mental health among staff and students.            Student Engagement Committee: Focuses on activities and programs to boost student involvement.            Staff Development Committee (ILT): Works on professional growth, collaboration, and team-building.</p> <p><b>Strategy's Expected Result/Impact:</b> O'Dell Elementary can create a collaborative and positive environment for both students and staff, ensuring that the school's culture is continually enhanced and nurtured.</p> <p><b>Staff Responsible for Monitoring:</b> Committee Leads and Administration</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

0% No Progress     
 100% Accomplished     
 Continue/Modify     
 Discontinue

**Goal 1:** Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

**Performance Objective 2:** O'Dell Elementary will create opportunities and promote student participation in co-curricular and extra curricular activities at all school levels. (BG2)





**Evaluation Data Sources:** Club Rosters  
House Participation  
Attendance Data

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> O'Dell will establish and implement clubs for all students.</p> <p><b>Strategy's Expected Result/Impact:</b> Create opportunities for students to try new things, challenge themselves, and practice new skills.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 1:** Love the Learner; Drive the Rigor: Aware we all have unique life experiences that should be respected while assuming collective responsibility to get better each day.

**Performance Objective 3:** O'Dell Elementary students will have opportunities to explore careers. (BG4, HB3 CCMR)





**Evaluation Data Sources:** Events  
 Surveys  
 Student feedback

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> O'Dell will host a career fair with guest speakers and hands on learning opportunities. <b>Strategy's Expected Result/Impact:</b> Inspire students with various careers <b>Staff Responsible for Monitoring:</b> Admin and Counselor	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

**Performance Objective 1:** O'Dell will develop a Leadership Pipeline that focuses on building the leadership capacity of teachers, staff and administrators. (BG3)





**Evaluation Data Sources:** New Leadership Model  
Staff Survey

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> O'Dell will establish and implement a variety of leadership opportunities for staff members through Team Leaders, Committee Chair Leaders, and Mentors.</p> <p><b>Strategy's Expected Result/Impact:</b> Inspire, equip, and empower teachers to grow as leaders. Build teachers' capacity in their roles on campus and in the district.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and Instructional Coach</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals</p> <p><b>- ESF Levers:</b> Lever 2: Strategic Staffing, Lever 3: Positive School Culture</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

**Performance Objective 2:** O'Dell will support high-quality teaching and learning by increasing educator capacity .

**Evaluation Data Sources:** O'Dell Learns Feedback Forms  
Walkthrough Data from IC and Admin Walks

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Train and develop staff to develop and facilitate professional learning at the campus and district level. (ESSA - TII)</p> <p><b>Strategy's Expected Result/Impact:</b> Growth in Tier I instruction</p> <p><b>Staff Responsible for Monitoring:</b> Principal Instructional Coach</p> <p><b>ESF Levers:</b> Lever 5: Effective Instruction</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers and administrators will train on the PLC Solution Tree Model to be intentional and drive instruction in the classroom.</p> <p><b>Strategy's Expected Result/Impact:</b> To increase rigor and performance in the classroom for both teachers and students.</p> <p><b>Staff Responsible for Monitoring:</b> Building admin and Team Leads</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Every student will know his/her goal for every subject to move students to the "Meets" and "Masters" performance standards. Teachers will review goals with students after every MAP Test and students will keep accurate accounting on a running goal sheet.</p> <p><b>Strategy's Expected Result/Impact:</b> Increased student achievement showing move a performance level or maintain a masters performance level on MAP.</p> <p><b>Staff Responsible for Monitoring:</b> Principal &amp; Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress         </div> <div style="text-align: center;">  Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				

**Goal 2:** Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

**Performance Objective 3:** O'Dell students will increase by 5% for the Meets Performance Standard on 3rd-5th Grade Math STAAR in the 2024-2025 school year. (HB3 Math Goal)

**Evaluation Data Sources:** STAAR Test  
MAP Data



**Goal 2:** Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

**Performance Objective 4:** O'Dell students will increase by 5% for the Meets Performance Standard on 3rd-5th Grade RLA STAAR in the 2024-2025 school year. (HB3 Literacy Goal)





**Evaluation Data Sources:** STAAR Test  
MAP Data

**Goal 2:** Responsibility for Ones Own Learning: Aware of one's own strengths and actively seeks learning opportunities.

**Performance Objective 5:** O'Dell Elementary Administrators are designing systems of support for teachers and staff members that are new to the profession. (BG5)

**Evaluation Data Sources:** Teacher Retention Rate  
 Campus Surveys  
 Student Success  
 Peer Learning Walk Reflections





Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> O'Dell will offer staff opportunities to participate in collaborative book studies to enhance their skills, promote professional growth, and foster a culture of continuous learning and collaboration. (ESSA - TII)</p> <p><b>Strategy's Expected Result/Impact:</b> Increased engagement in professional development.                      Fostering a culture of continuous learning and improvement.                      Opportunities for staff to apply new ideas and strategies in their practice.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
	Oct	Dec	Mar	June
	N/A			

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

**Goal 3:** Interdependent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

**Performance Objective 1:** O'Dell will improve the retention rate of teachers. (BG5)





**Evaluation Data Sources:** Return Percentage  
Survey Results from Teachers and Staff

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> O'Dell will support new teachers through New Teacher Check-Ins, Campus Staff Meetings, Coaching Cycles, Bloom Buddies, Campus Mentors, Walkthroughs and the PLC structure.</p> <p><b>Strategy's Expected Result/Impact:</b> Support teachers' needs and those of their students. Create a sense of self-confidence in teachers' craft.</p> <p><b>Staff Responsible for Monitoring:</b> Admin and Instructional Coach</p> <p><b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 2: Strategic Staffing</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> O'Dell will spotlight and celebrate all teachers and staff members.</p> <p><b>Strategy's Expected Result/Impact:</b> Ensure teachers feel celebrated and supported. Create opportunities for teachers to learn from their peer models</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	<b>Formative</b>			<b>Summative</b>
	<b>Oct</b>	<b>Dec</b>	<b>Mar</b>	<b>June</b>
	N/A			
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**Goal 3:** Interdependent Self-managers: Aware of one's own self-worth and recognizes the worth of each person.

**Performance Objective 2:** O'Dell will foster opportunities to lead, serve and connect with the community of Celina. (BG1)

**Evaluation Data Sources:** Number of Students Involved  
Number of Service Projects Completed

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> O'Dell staff and students will make a difference in the community by participating in food drives and service projects that will benefit the various local organizations in Celina.</p> <p><b>Strategy's Expected Result/Impact:</b> Create opportunities for students to serve their community and practice empathy for others' needs.</p> <p><b>Staff Responsible for Monitoring:</b> Administration</p>	Formative			Summative
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